

RALPH A. HEIDL

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EDUCATION

- 2004 ~ Michael G. Foster School of Business, University of Washington
Ph.D. in Technology Entrepreneurship and Strategic Management
Dissertation proposal defended on August 22, 2008 / Degree expected in June 2010
- 2000 Smeal College of Business, The Pennsylvania State University
Master of Science in Management Science and Information Systems
- 1994 Earth Systems Science Center, The Pennsylvania State University
Master of Science in Geography
Master of Science in Environmental Pollution Control
- 1991 Brock University in St. Catharines, Ontario Canada
Bachelor of Science in Geography (1st Class Honors)

DISSERTATION

- Title: The stability of multipartner alliances: A resource dependence and social embeddedness perspective
- Committee: Kevin Steensma (Chair), Corey Phelps (Chair), Warren Boeker
- Abstract: Multipartner alliances engage multiple independent firms to accomplish each firm's strategic objectives. Such alliances have gained popularity because of their potential to disproportionately impact the competitive environment in an industry in favor of the participating firms. However, multi-partner alliances are inherently more complex than bilateral cooperative agreements and confront partners with increased challenges of coordination and exposure to opportunism. Using a longitudinal sample of multipartner alliances in the telecommunication industry I explore the factors that make some multipartner alliances more stable than others. I find that (1) an imbalance in intensity and structure of the partners' prior collaborative relationships reduces stability by creating coalitions and factions, (2) inequity in the partner firms' technological and financial resources reduces collaborative stability and (3) the relationship between the power structure within a multipartner alliance and its stability is influenced by partner embeddedness.

RESEARCH UNDER REVIEW

Heidl R., Phelps C., & Steensma H.K. "The influence of interorganizational embeddedness on multipartner alliance stability". *Under review. Strategic Management Journal*

RESEARCH IN PROGRESS

Heidl R., Phelps C., & Steensma H.K. "Embedded dependence and collaborative stability".
Status: Analysis complete. Manuscript under preparation.

Heidl R., Steensma H.K., & Phelps C. "Knowledge spillover in multipartner collaborations".
Status: Analysis complete. Manuscript under preparation.

Phelps C., Heidl R., Wadhwa A. "Knowledge, networks, and knowledge networks: A Literature Review". *Manuscript under final preparation for submission to Research Policy (target submission date 12/2009).*

Phelps C. & Heidl R. "Explorative and exploitative learning in strategic alliances". *Status: Analysis complete. Manuscript under preparation for submission to Academy of Management Journal.*

CONFERENCE PRESENTATIONS

Heidl, R., Phelps C., & Steensma H.K. "The influence of inter-organizational embeddedness on the stability of multipartner alliances"

- (November 2009). Management & Social Networks. Annecy, France. (*refereed*)

Westerman, G., Clemons, E., Heidl, R., & Kumar, S. "What are the key dimensions and issues of team level innovation?"

- (August 2006). Seattle Innovation Symposium. Seattle, WA. (*invited*)

TEACHING

- | | |
|-----------|---|
| 2004 ~ | University of Washington
Instructor (4 sections), Strategic Management (Undergraduate capstone).
Instructor (2 sections), Introduction to Entrepreneurship (Undergraduate elective). |
| 1997-2000 | The Pennsylvania State University
Instructor (3 sections), Object-Oriented Programming for Spatial Information Systems (Professional extension).
Instructor (21 sections), Environmental Decision Support Systems (Professional extension). |
| 1996-1997 | University of Tasmania, Australia
Instructor, Spatial Information Systems I (Undergraduate core).
Instructor, Spatial Information Systems II (Undergraduate capstone). |
| 1993 | The Pennsylvania State University
Instructor, Applied Geographic Information Systems (Graduate elective). |

ACADEMIC EXPERIENCE

- 1997-2000 Faculty Research Assistant, The Pennsylvania State University, USA
- Conducted research on and implemented environmental simulation components on for spatial decision support systems
 - Established, managed, and executed an international curriculum of custom designed, industry certified IT courses
- 1996-1997 Lecturer – Spatial Information Systems, University of Tasmania, Australia
- Supervised undergraduate and graduate research projects
 - Established and managed collaborative projects with local industries and government agencies

INDUSTRY EXPERIENCE

- 2008 Program/Development Manager, Movilitas GmbH, Mannheim, Germany
- Managed product definition and development planning for an early stage technology venture
 - Delivered functional application prototype for future acquisition of external funding
- 2002 - 2004 Development Architect, SAP AG, Walldorf, Germany
- Managed and provided solution architecture leadership for international mobile project teams in strategic development projects
 - Advised top level management on performance improvement and application enhancement strategies
- 2000 - 2002 Product Manager, SAP AG, Walldorf, Germany
- Conducted competitive analysis, developed business case, and organized customer requirements workshops
 - Specified pharmaceutical industry requirements and obtained sponsorship for the corresponding application development targeting handheld devices

AWARDS AND HONORS

- 2006 Dean's Achievement Award (highest GPA and comprehensive exam scores in cohort), Foster School of Business, University of Washington, USA
- 1995 Overseas Postgraduate Research Scholarship (OPRS), Centre for Resource and Environmental Studies, Australian National University, Australia
- 1991 Earth Systems Science Fellowship, Department of Geography, The Pennsylvania State University, USA
- 1989 DAAD Scholarship, Albert-Ludwigs-Universität Freiburg, Germany

DOCTORAL CONSORTIA & SEMINAR PARTICIPATIONS

Aug 2009 BPS Dissertation Consortium, Academy of Management, Chicago, IL
Aug 2006 Doctoral Consortium, Academy of Management, ENT Division, Atlanta, GA
Sep 2005 Doctoral Student Workshop, West Coast Research Symposium on Technology
 Entrepreneurship, Seattle, WA
Jun 2005 Summer Intensive Ph.D. Seminar in Entrepreneurship by Scott Shane,
 Cleveland, OH

PROFESSIONAL SERVICE & AFFILIATIONS

2006 ~ Reviewer, Annual Meeting Academy of Management, BPS/TIM/ENT
 Divisions
2006 Session Chair, Annual Meeting Academy of Management, TIM Division
2005 ~ Member of the Academy of Management
2005 Executive Council, Doctoral Business Student Association, Michael G. Foster
 School of Business, University of Washington

OTHER SKILLS & INTERESTS

Languages: Fluent in German, Spanish, English and French (DELF B2)
Interests: Triathlon, Cycling (Road & Mountain), Skiing (Downhill & Cross-Country)

REFERENCES

Kevin Steensma (Chair of dissertation committee)
Professor of Management
Evert McCabe Faculty Fellow
Department of Management & Organization, University of Washington
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Corey Phelps (Chair of dissertation committee)
Associate Professor
Department of Strategy and Business Policy, HEC Paris
Email: phelps@hec.fr / Phone: +33 1 39 67 74 15

Warren Boeker
Professor of Management
Douglas E. Olesen/Battelle Endowed Chair
Department of Management & Organization, University of Washington
Email: wboeker@u.washington.edu / Phone: +1 206 543 8731