

Helge Klapper

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Appointments	Assistant Professor in Strategy, Daniels School of Business, Purdue University, 2023–present. Assistant Professor of Innovation Management, RSM – Rotterdam School of Management, 2017–2022.
Education	PhD in Business Administration (Management), passed with distinction, University of Vienna / Austria, 2012–2016. Dissertation title: “Three Essays on Organizational Decision Making” Supervisor: Markus Reitzig Visiting Scholar, University of Michigan, 2015. Research Associate, Technical University of Dresden / Germany, 2011–2012. Diplom-Wirtschaftsingenieur (M.Sc.) (Master of Engineering), Technical University of Dresden / Germany, 2011. Vordiplom Wirtschaftsingenieur (B.Sc.), Technical University of Dresden / Germany, 2008.
Research	Organization design, decentralization, information aggregation, agent-based models.
Publications	<i>Journal articles</i> Klapper, H., B. Maciejovsky, P. Puranam, and M. Reitzig. 2026. “Talk isn’t always cheap: A theory of social influence and deliberation in group decision-making.” <i>Strategic Organization</i> . Online first. Piezunka, H., H. Klapper, M. Vetter, and J. Henkel. 2026. “Collaboration post-acquisition: The role of acquirers’ motives.” <i>Strategic Management Journal</i> . Online first. Klapper, H., H. Piezunka, and L. Dahlander. 2024. “Peer evaluations: Evaluating and being evaluated.” <i>Organization Science</i> 35 (4): 1363–1387. Richter, V., R. Janjic, H. Klapper, S. Keck, and M. Reitzig. 2023. “Managing Exploration in Organizations: The Effect of Superior Monitoring on Subordinate Search Behavior.” <i>Strategic Management Journal</i> 44 (9): 2226–2254. Alexy, O., J. West, H. Klapper, and M. Reitzig. 2018. “Surrendering Control to Gain Advantage: Reconciling Openness and the Resource-based View of the Firm.” <i>Strategic Management Journal</i> 39 (6): 1704–1727. Klapper, H. and M. Reitzig. 2018. “On the effects of authority on peer motivation: Learning from Wikipedia.” <i>Strategic Management Journal</i> 39 (8): 2178–2203.
Working papers	<i>Under review</i> Uberty, E., H. Klapper, and R. Haans. “Learning without Converging: The Role of Decomposability.” Under review at <i>Organization Science</i> .

Work in progress

Goldsby, C., M. Hanisch, and H. Klapper. "Corporate Blockchains and imprinting."

Best Paper Award at Academy of Management Annual Meeting 2023.

Nominated for Best Paper Award at Strategic Management Society 2023.

Wan, C., H. Klapper, and T. Li. "Organizational decision-making and AI."

Zhang, J., K. Luo, J. Clement, and H. Klapper. "Human Coordination Shapes the Promise and Limits of Autonomous Agents."

Klapper, H., B. Maciejovsky, and M. Reitzig. "A model of group decision-making and centralization."

Klapper, H., Y.-Y. Hsieh, and R. Janjic. "Delegation and decentralized organizations."

Grohsjean, T., H. Klapper, and H. Piezunka. "Attribution in Hierarchical Decision-Making."

Lego, T., H. Klapper, and M. Reitzig. "Autonomous team formation in organizations."

Lee, M. and H. Klapper. "AI and organization design."

Hoseinpour, M., D. Stam, and H. Klapper. "Algorithms as leaders."

Klapper, H. and J. Madiedo. "Organizational learning from near misses."

Honors

Distinguished Instructor, Purdue University: Strategic Management (Spring 2023, Fall 2023, Spring 2025), Innovation Management (Spring 2025).

Best Paper Award, Academy of Management Annual Meeting (with C. Goldsby and M. Hanisch), 2023.

Best Paper Award nominee, Strategic Management Society Annual Conference, 2023.

Innovative Teaching Award, Rotterdam School of Management, 2020.

Invited talks

University of Mannheim (2025); HEC Lausanne (2024); University of Wisconsin, Madison (2023); EPFL Lausanne, UCL London (2022); University of Zurich, ESMT (2020); LMU Munich (2019); Rotterdam School of Management (2018); Rotterdam School of Management, Tilburg University, LMU Munich (2016); University of Anahuac, Mexico, UC Riverside, USA (2015).

Conferences

2026: Academy of Management (2 papers).

2025: Strategic Management Society; Academy of Management; DRUID; Decentralization in Organizations.

2024: European Group of Organization Studies; Decentralization in Organizations; Academy of Management (2 papers).

2022: Strategic Management Society; The Vienna Conference on Strategy, Organizational Design, and Innovation (2 papers); Munich Summer Institute, Munich.

2021: Strategic Management Society.

2019: Munich Summer Institute, Munich; The Vienna Conference on Strategy, Organizational Design, and Innovation.

2017: The Vienna Conference on Strategy, Organizational Design, and Innovation.

2016: Theory of Organizational Models Workshop, INSEAD; Theory of Organizational Models Workshop, Boston.

Teaching

Purdue University

Strategic Management (undergraduate). Evaluation 4.8/5, average across seven sections, Spring 2023 – Spring 2026.

IMPACT Faculty Fellow, Spring 2024 (Purdue course transformation program, Center for Instructional Excellence; \$10,000 award).

Innovation Management (undergraduate). Evaluation 4.9/5, average across two offerings, Spring 2025 – Spring 2026.

PhD course: Micro-Structural Analysis and Modeling of Organizations (Spring 2024).

Rotterdam School of Management

Strategy of Innovation (2020–2022). Evaluation 4.8/5.

Innovation Management (2020–2022). Evaluation 6.7/7.

Executive Programs on (Digital) Innovation. Evaluation 8.8/10.

Disruptive Innovations (Innovation Management) (Master Level) (2017–2020). Evaluation 4.2/5.

Innovation Projects and Teams (2017–2019). Evaluation 4.1/5.

University of Vienna

Experimental Methods in Organizational Design I (Spring 2013 – Spring 2016). Evaluation 1.8/5 (1 = best).

Experimental Methods in Organizational Design II (Fall 2013 – Spring 2016). Evaluation 1.4/5 (1 = best).

Advising

Tomas Lego (informal advisor), 2018–present.

Mohamadreza Hoseinpour (advisor), 2018–2027 (expected).

Curtis Goldsby (advisor), 2019–2024.

Wenqian Wang (committee member), 2018–2023.

Charles Wan (co-advisor), 2020–2027 (expected).

Preetika Basak (committee member), 2024–present.

Ta Wei (David) Chuang (committee member), 2024–present.

Banghui Liu (committee member), 2025–present.

Xiaohan Lu (committee member), 2025–present.

Supervision of more than 50 Master theses at Rotterdam School of Management.

Service

Editorial boards

Strategic Organization, 2024–present; *Journal of Organization Design*, 2024–present; *Strategy Science*, 2025–present.

Ad hoc reviewer

Academy of Management Review, *Academy of Management Journal*, *Administrative Science Quarterly*, *Organization Science*, *Management Science*, *Strategic Management Journal*, *Strategy Science*, *Research Policy*, *Journal of Management Studies*, *California Management Review*, *Industrial and Corporate Change*, *Journal of Business Research*, *Strategic Entrepreneurship Journal*, *Strategic Organization*, *Technovation*, *Journal of Organization Design*, *Organization Studies*.

Memberships

Academy of Management, Organizational Design Community, Strategic Management Society.