

## Prof. Dr. Thomas Straub

*Professor of Strategic Management and Entrepreneurship*  
School of Business Administration Fribourg  
University of Applied Sciences Western Switzerland

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Switzerland

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Born March 28, 1973 in Herrenberg/Germany  
German citizen



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### **Main Appointments:**

Since 10/08 Fribourg, Switzerland	University of Applied Science Western Switzerland (HES-SO) School of Business Administration (HEG) <i>Professor of Strategic Management and Entrepreneurship</i>
Since 10/07 Geneva, Switzerland	University of Geneva (HEC) Faculty for Economic and Social Science, Institute for Management <i>Since 2007 Visiting Professor</i> <i>Since 2010 Founder &amp; Director of the CAS « Modern Management for Non Profit Organizations »</i>
10/05 - 09/08 Bucharest, Romania	University of Bucharest, Department of UNESCO <i>Associate Professor of Corporate Strategy and Entrepreneurship</i>
10/05 - 09/08 Bern, Switzerland	University of Applied Science Bern School of Business Administration <i>Professor of Leadership and Organization</i> <i>2007-2008 Director of the Center for Corporate and Business Development</i> <i>2007-2008 Director of the research field individual and organizational Development</i>
03/00 - 02/06 Geneva, Switzerland	University of Geneva (HEC) Faculty for Economic and Social Science, Institute for Management Chair of Strategic Management, Prof. Dr. Dr. Jarillo <i>Research and Teaching Assistant</i>

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### **Other Appointments:**

Since 08/10 Kuala Lumpur, Malaysia	International Journal of Entrepreneurship (IJE), <i>Member of the Editorial Board</i>
Since 05/10 Luxembourg	Fonds National de la Recherche de Luxembourg (FNRL), Grant scheme entitled "Aides à la Formation-Recherche (AFR)" <i>Expert</i>
Since 10/09 Geneva, Switzerland	IT Management Forum Western Switzerland Forum for Chief Information Officers (CIOs) of Multinational Companies located in Western Switzerland <i>Founder and Director</i>
Since 05/09 Lausanne, Switzerland	Association Suisse d'Organisation et de Management (ASO) <i>Member of the board</i>
Since 2001 Lausanne and Zürich, Switzerland	Swiss Accountancy Academy <i>Lecturer for Strategic Risk Management</i>
02/07 – 3/07 Kinshasa, DR Congo	World Health Organization (WHO/OMS) Health Action in Crises <i>International independent Consultant</i>
03/00 - 01/05 Geneva, Switzerland	Geneva Knowledge Group Knowledge Management Consulting Company: <i>Management Moderator / Consultant</i>
11/99 - 01/00	Detrey Dentsply GmbH

Constance,  
Germany  
Financial Accounting Department  
*Temporary employee as a creditor*  
Accountancy, Participation in the preparation of the annual financial statement.

03/97 - 08/99  
Constance,  
Germany  
University of Constance  
Faculty of Politics and Management and Faculty of Psychology  
- Prof. Klimecki, Chair of Management  
- Prof. Gollwitzer, Chair of Social Psychology and Motivation  
*Student Research Assistant*

1991 – 1996  
Germany; France;  
South Korea  
Various Internships in International Organizations  
Organizations: Robert Bosch GmbH (1,5 years), DaimlerChrysler AG (Mercedes Benz),  
Saatenunion Dr. Späth, Heinrich Spreizer Engineering.

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**Education:**

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03/03 - 07/06  
Geneva, Switzerland  
**University of Geneva, Fatulté desSciences Economique et Sociales (SES),  
Hautes Etudes Commerciales (HEC)  
PhD in Business Administration  
Main focus on Strategic Management, Organizational Behavior and Finance**  
Doctoral thesis: *Reasons for frequent failure in Mergers and Acquisitions*  
Graduated as: “Docteur ès sciences économiques et sociales, mention gestion d’entreprise”  
(PhD in Business Administration)  
Board of examiners:  
- Prof. Dr. Dr. Jarillo, Chair of Corporate Strategy, Managing Partner S.I.A.  
- Prof. Dr. Probst, Chair of Organization & Management, Managing  
Director WEF  
- Prof. Dr. Gomez, Dean of the Executive School of Management,  
Technology and Law, University of St.Gallen; Chairman of the Board,  
SWX (Swiss stock exchange)  
- Prof. Dr. Morard, Dean of the Faculty Economic and Social Sciences  
- Prof. Dr. Flückiger, Vice Rector of the University of Geneva, Vice-  
President of the Swiss Antitrust Committee

10/92 - 08/99  
Constance,  
Germany  
**University of Constance  
Master Studies of Politics and Management**  
Main focus on Management and International Relations  
Master thesis: *How can Human Resources Development contribute for the  
Organizational Knowledge Management – based on the example of  
Robert Bosch GmbH*  
Graduated as: “Diplom Verwaltungswissenschaftler” (Master in Politics and Management)  
Board of examiners:  
- Prof. Dr. Klimecki<sup>†</sup>, Chair of Management  
- Prof. Dr. Neidhardt, Chair of Political Theory

09/93 - 07/94  
Grenoble,  
France  
**Institut d’Etudes Politiques (IEP), University Pierre Mendès France,  
Erasmus Internship**  
Graduated with: Diploma “*Certificat d’Études Politiques*” (Certificate in Political Science)

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## Conferences/Presentations:

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10/2010 Köln, Germany	G-Forum, Jahreskonferenz 2010 <i>Speaker</i>
09/2010 Kuala Lumpur, Malaysia	Instant Internationalization of Mature SMEs: Critical Incidents leading to Rapid Internationalization, <i>The Global Conference of Entrepreneurship and SME (GCSME)</i> <i>Speaker and Chair of the Session interdisciplinary studies</i>
09/2010 Tehran, Iran	Entrepreneurial framework conditions: Where is the best place to do M&A transactions? International economic attractiveness as related to law, <i>The International Conference on Entrepreneurship</i> , University of Teheran <i>Speaker</i>
05/2010 Geneva, Switzerland	New trends in Scientific Research, <i>Soirée Campus de l'ASO</i> (Swiss Association for Organisation and Management) <i>Conference Leader</i>
05/2010 Geneva, Switzerland	Staff competency management: how to build the next generation IT workforce?, <i>IT Management Forum Western Switzerland</i> , Merck Serono S.A., Geneva. <i>Conference Leader</i>
05/2010 Amsterdam, The Netherlands	Addressing the Valuation Gap between Buyer and Seller, 1 day <i>Workshop at the Conference for Corporate Legal Strategies for M&amp;A</i> . Capitalise on the M&A Resurgence and Overcome the Legal Risks Faced, organized by marcus evans. <i>Workshop Leader</i>
05/2010 Amsterdam, The Netherlands	The Flip Side of Failure: A Holistic Approach for M&A Success, <i>Conference for Corporate Legal Strategies for M&amp;A</i> . Capitalise on the M&A Resurgence and Overcome the Legal Risks Faced, organized by marcus evans. <i>Guest Speaker Presentation</i>
01/2010 Nyon, Switzerland	Effective IT Management Practices, <i>IT Management Forum Western Switzerland</i> , Generali Assurances Générales SA ; <i>Conference Leader</i>
10/2009 Lausanne, Switzerland	New trends in managing knowledge, <i>IT Management Forum Western Switzerland</i> , Philip Morris International S.A. <i>Conference Leader</i>
05/2009 Lausanne, Switzerland	New trends in Scientific Research, <i>Soirée Campus de l'ASO</i> (Swiss Association for Organisation and Management) <i>Conference Leader</i>
10/2008 Zürich, Switzerland	Gründerausbildung in der Schweiz – Vom Studenten zum Unternehmer, jointly organized by the <i>Swiss Institute for SMEs, University of St. Gallen and the Swiss innovation promotion agency CTI</i> . <i>Participant</i>
08/2008 New York/Ithaca, USA	Mergers & Acquisitions: Comparative Economic Analysis of Laws (with G. Cavalier), <i>CELS Conference (Law and Economy)</i> , jointly organized by New York University, Cornell University and Texas University. <i>Speaker</i>
06/2008 Bern, Switzerland	Organizational Development between lack of Specialists and Career Development, <i>Conference on Strategic Organizational Development</i> , University of Applied Science Berne. <i>Workshop Leader</i>
07/2008 Geneva, Switzerland	Reasons for frequent failure in Mergers and Acquisitions, <i>The Lake Lemman Organization Research Group (LL'ORG)</i> , University of Geneva. <i>Speaker</i>
04/2008 Lausanne, Switzerland	New Challenges in Leadership and Management, <i>Swiss Association for Organization and Management ('ASO')</i> . <i>Speaker</i>
02/2008 Paris, France	How to deal with Hedge Funds and Alternative Investments?, <i>Autorité des Marché Financiers ('AMF')</i> . <i>Speaker</i>
12/2007 Paris, France	Les fusions-acquisitions et l'analyse économique du droit (with G. Cavalier), <i>Université Paris X Nanterre</i> . <i>Speaker</i>

10/2007 Paris, France	Les fusions-acquisitions et l'analyse économique du droit (with G. Cavalier), <i>Conference on Law and Economics of the French Ministry of Justice</i> . <i>Speaker</i>
08/2006 Lyon, France	Le droit, une nouvelle dimension de performance pour les Fusion et Acquisitions (with G. Cavalier), <i>Université de Lyon 3</i> . <i>Speaker</i>
12/2005 Geneva, Switzerland	Dimensions for failure in Mergers and Acquisitions, <i>The Lake Lemman Organization Research Group (LL'ORG)</i> , University of Geneva. <i>Speaker</i>
10/2005 Geneva, Switzerland	Dimensions for failure in M&A (with G. Cavalier), <i>ICRAM-PhD Course</i> , University of Geneva. <i>Speaker</i>
10/2005 Geneva, Switzerland	Reasons for M&A failures (with C.-J Jarillo), <i>PhD-Seminar of the department of Management (Prof. Dr. Baldauf)</i> , University of Berne. <i>Speaker</i>
05/2004 Leiden , Netherlands	Challenges for Europe, <i>Bright Conference</i> , University of Leiden. <i>Speaker</i>

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### **Representative Publications:**

#### **Books:**

Straub, T. (accepted and forthcoming 2011) Einführung in die Betriebswirtschaftslehre, *Pearson Education*, Paris and Munich.

Straub, T. (accepted and forthcoming 2011) Introduction à la gestion d'entreprise, *Pearson Education*, Munich.

Stadler, L.; Klärner, P.; Schmitt, A.; Straub T. (2010) More than Bricks in the Wall: Organizational Perspectives for Sustainable Success, *Gabler Verlag*, Wiesbaden.

*Straub, T. (2007) Reasons for frequent failure in Mergers & Acquisitions, A Comprehensive Analysis. Deutscher Universitäts Verlag (DUV), Gabler Edition Wissenschaft, Wiesbaden.*

#### **Articles & others:**

Straub T./Borzillo S./Probst G. (In process & submitted) A Comprehensive Approach to explain M&A Performance. *Journal of Management*.

Straub T./Cavalier G./Paulsen M. (In process) An analysis of entrepreneurial framework conditions: Comparing Share Deals from Civil Law and Common Law Systems for Mergers and Acquisitions.

Coraux G./Straub T. (In process) IT outsourcing: the shared stake perspective in multinational corporations.

Coraux G./Straub T. (Submitted) L'enjeu des risques partagé du IT outsourcing, *Revue économique et sociale*.

Martin M./Rossi M./Straub T. (Submitted) L'entrepreneur socialement engagé : pour une validation empirique du concept, *CIRCEE 2010*.

Somme E./Straub T. (forthcoming 2011) L'industrie pharmaceutique: État des lieux et perspectives stratégiques, *Les Cahiers de l'ASO*, N° 14, Edition 2010 Lausanne.

Straub T./Borzillo S./Devins G. (accepted and forthcoming 2010) Les organisations ambidextres: Exploration vs. Exploitation des connaissances, *L'ECHO de l'ASO*, Lausanne, p. 4.

Straub T./Cavallier G. (accepted and forthcoming 2011) Where is the best place to do M&A transactions? International economic attractiveness as related to law, *IUP Journal of Business Strategy (IJBS)*.

Cavallier G./Straub T. (2010) Les fusions-acquisitions et l'analyse économique du droit : approche comparée France - Etats-Unis, *Recueil Dalloz*, pp. 2-17.

Baldegger R.J./Schueffel P.E./Straub T. (2010) Instant Internationalization of Mature SMEs: Critical Incidents leading to Rapid Internationalization, *The Global Conference of Entrepreneurship and SME (GCSME)*, Kuala Lumpur.

Straub T. (2010) Major challenges in doing M&A – A theoretical approach, in: Stadler et al. (2010) More than Bricks in the Wall: Organizational Perspectives for Sustainable Success, *Gabler Verlag*, Wiesbaden,

Straub T./Cavallier G. (2010) Comparing Civil Law and Common Law Systems for Mergers and Acquisitions – An Economic Analysis, *Journal of US-China Law Review*, Volume 7, Number 2, pp. 1-12.

Touali M./Straub T./Coraux G. (2010) Le partage de connaissance inter-organisationnel entre multinationales : L'enjeu du domaine de l'IT Management, *Les Cahiers de l'ASO*, N° 13, Edition 2009 Lausanne.

Straub T./Cavallier G. (2009) Mergers and Acquisitions Comparative Economic Analysis of Laws: France vs. USA, *Journal of Civil Law Studies*, ISSN 1944-3749, Volume 2, pp. 147-183.

Straub T./Touali M./Borzillo S. (2009) Les communautés de pratiques interorganisationnelles en IT management entre multinationales, *Revue économique et sociale*, vol. 67, Ed. SEES, Lausanne.

Boutillier, M./Straub T. et al. (2009) La localisation des hedge funds en Europe et son impact sur les politiques réglementaires, [www.amf-france.org](http://www.amf-france.org), *EconomiX-AMF* (Autorité des Marchés Financier (AMF), Paris/France.

Straub T./Cavallier G. (2008) M&A: Comparative Economic Analysis of Laws: France and USA, *Social Science Research Network (SSRN)*, New York.

*Straub T./Kehls P. (2008) Karriereentwicklung von Fachkräften und Experten in wissens- und technologieintensiven Unternehmen, KTI-Projektskizze für den Schwerpunkt „Enabling Sciences“ / Unternehmensführung, Bern.*

*Straub T./Cavallier G. (2007) Les fusions-acquisitions et l'analyse économique du droit : approche comparée France – Etats-Unis, in : Le droit et l'économie, 38e Congrès Mouvement Jeune Notariat, San-Francisco, p. 85-90.*

*Straub, T./Cavallier, G. (12/2005) L'approche différenciée du contrat dans les opérations de fusion ou d'acquisition, Research project for the French Ministry of Justice, Paris.*

*Straub, T. (2007) Optimisation du Management de Projet par l'OMS en République Démocratique du Congo, World Health Organization (WHO/OMS), Kinshasa.*

#### **Case studies:**

*Probst, G. /Straub, T. (2006) The challenge for WIPO of establishing the Creation, Ownership and Exploitation of Health Research Results in Central Africa, Case Study, University of Geneva (HEC), Geneva.*

*Probst, G. /Borzillo, S. /Straub T. (2005) La fusion Lombard Odier Darier Hentsch & Cie : Un défi pour deux banques privées genevoise, Case study, University of Geneva (HEC), Geneva.*

*Straub, T. /Jarillo, J.-C. (2004) Cinemas in Geneva: An Industry Analysis, Case study (French), University of Geneva (HEC), Geneva and European Case Clearing House, ECCH (Ref. no.: F305-256-1), England*

*Straub, T. /Jarillo, J.-C. (2004) Cinemas in Geneva: An Industry Analysis, Teaching Note (French), University of Geneva (HEC), Geneva and European Case Clearing House, ECCH (Ref. no.: F305-256-8), England.*

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#### **Financed research projects:**

Since 06/2009 Fribourg, Switzerland	Inter-organizational communities of best practices among multinational companies around lake Geneva <i>RCSO HES-SO, Merck Serono S.A., Genève; Philip Morris International, Lausanne; Givaudan S.A., Genève</i>
2008 Bern, Switzerland	Organizational Development between lack of Specialists and Career Development <i>CTI: l'agence pour la promotion de l'innovation</i>
2007 Paris, France	Research Project on Hedge Funds and Alternative Investments <i>Autorité des Marchés Financiers (AMF)</i>
2006 Paris/Lyon, France	Research Programm on Law and Economy <i>French Ministry of Justice</i>
2004 - 2007 Geneva, Switzerland	Research Networks and Intellectual Property: A Model for Supporting Developing Country Researchers in Creating, Owning and Exploiting Health Research Results <i>GIAN - Geneva International Academic Network (today: SNIS – Swiss Network for International Studies)</i>