

# Ronald Bledow

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School of Business

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## ACADEMIC APPOINTMENTS

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From 2023	Full Professor of Management, EDHEC Business School
2021-2022	Associate Professor of Organizational Behaviour and Human Resources Singapore Management University
2013-2021	Assistant Professor of Organizational Behaviour and Human Resources Singapore Management University
2011	Visiting Professor of Work and Organizational Psychology University of Giessen
2010-2013	Assistant Professor of Work and Organizational Psychology Ghent University
2006-2010	Research Associate of Work and Organizational Psychology University of Giessen

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## EDUCATION

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2010	Ph.D. Doctor of Philosophy in Organizational Psychology (with Highest Honors) Department of Psychology, University of Giessen. Dissertation Chair: Michael Frese
2006	MSc [Diplom] in Organizational Psychology University of Freiburg
2003-2004	Visiting Graduate Student of Industrial and Organizational Psychology Michigan State University
2002	BSc [Vordiplom] in Psychology and Business Administration University of Freiburg

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## AWARDS AND RESEARCH GRANTS

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2021	LKCSB Dean's Teaching Honour List
2020	Hogan Award for Personality and Work Performance

2020	Mercator Fellow and international cooperation partner of the research project 'The interplay of sleep, affective shift and personality' (245.043 Euro) jointly funded by the German Research Foundation and the Austrian Science Fund
2018	Assessing the Innovation Potential of Employees and Managers, Ministry of Education Singapore (S\$ 23.311)
2017	Best Paper Award for 2016, Journal of Organizational Behavior
2015	Interpersonal Relationships and Creativity at Work, Ministry of Education Singapore (S\$ 22.189)
2014	DYNAVITY: Joint Singapore-German Research Project with Jana Kühnel, Ulm University (S\$ 84.540) funded by the German Federal Ministry of Education and Research and Singapore Management University
2013	Self-Regulation and Creativity, Ministry of Education Singapore (S\$ 24.663)
2011	Dissertation Award for the Best Dissertation in Organizational Psychology in 2009-2010 by Deutsche Gesellschaft für Psychologie [German Society for Psychology]
2011	Outstanding Reviewer Award by the Organizational Behavior Division of the Academy of Management
2008	Research grant by the German Academic Exchange Service for a short term research visit at Amsterdam Business School
2007	Main author of a research grant on innovation management from Volkswagen Foundation (345.000 €).
2003	Scholarship by the German Academic Exchange Service for graduate studies at Michigan State University

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## **INTERNATIONAL RESEARCH VISITS**

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2016	Research School of Management, Australian National University
2011	Department of Management and Organization, National University of Singapore Business School
2008	Amsterdam Business School, University of Amsterdam
2008	Department of Psychology, Penn State University

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## **RESEARCH INTERESTS**

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- Creativity and Innovation
- Motivation and Personality
- Leadership and Teams

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## JOURNAL PUBLICATIONS

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- Kühnel, J., Bledow R., & Kuonath, A. (in press). Overcoming Procrastination: Time Pressure and Positive Affect as Compensatory Routes to Action. *Journal of Business and Psychology*.
- Kühnel, J., Bledow, R., & Kiefer, M. (2022). There is a time to be creative: The alignment between chronotype and time of day. *Academy of Management Journal*, 65, 218-247.
- Bledow, R., Kühnel, J., Jin, M., & Kuhl, J. (2022). Breaking the chains: The inverted-u-shaped relationship between action-state orientation and creativity under low job autonomy. *Journal of Management*, 48, 905-935.
- Gerpott, F., Bledow, R., & Kühnel, J. (2022). Inspire but don't interfere: Managerial influence as a double-edged sword for innovation project success. *Applied Psychology: An International Review*, 71, 359–379.
- \*Gielnik, M., \*Bledow, R., & Stark, M. (2020). A dynamic account of self-efficacy in entrepreneurship. *Journal of Applied Psychology*, 5, 487–505. \*Shared first authorship
- Lievens, F., Lang, J. W., De Fruyt, F., Corstjens, J., Vandevijver, M., & Bledow, R. (2018). The predictive power of people's intra-individual variability across situations: Implementing whole trait theory in assessment. *Journal of Applied Psychology*, 103, 753-771.
- Rosing, K., Bledow, R., Frese, M., Baytalskaya, N., Johnson Lascano, J., & Farr, J. (2018). The temporal pattern of creativity and implementation in teams. *Journal of Occupational and Organizational Psychology*, 91, 798-822.
- Kühnel, J., Sonnentag, S., Bledow, R., & Melchers, C. (2017). The relevance of sleep and circadian misalignment for procrastination among shift workers. *Journal of Occupational and Organizational Psychology*, 91, 110-133.
- Kühnel, J., Zacher, H., De Bloom, J., & Bledow, R. (2017). Take a Break! Benefits of Sleep and Short Breaks for Daily Work Engagement. *European Journal of Work and Organizational Psychology*, 26, 481-491.
- Bledow, R., Carette, B., Kühnel, J., & Pittig., D. (2017). Learning from others' failures: The effectiveness of failure stories for managerial learning. *Academy of Management Learning and Education*, 16, 39-53.
- Kühnel, J., Bledow, R., & Feuerhahn, N. (2016). When do you procrastinate? Sleep quality and social lag jointly predict self-regulatory failure at work. *Journal of Organizational Behavior*, 37, 983–1002.

- Bledow, R. (2013). Demand-perception and self-motivation as opponent processes: A response to Bandura and Vancouver. *Journal of Management*, 39, 14-26.
- Bledow, R., Rosing K., & Frese, M. (2013). A dynamic perspective on affect and creativity. *Academy of Management Journal*, 56, 432-450.
- Kühnel, J., Sonnentag, S., & Bledow, R. (2012). Resources and time pressure as day-level antecedents of work engagement. *Journal of Occupational and Organizational Psychology*, 85, 181-198.
- Bledow, R., Schmitt, A., Frese, M., & Kühnel, J. (2011). The affective shift model of work engagement. *Journal of Applied Psychology*. 96, 1246–1257.
- Bledow, R., & Frese, M. (2009). A situational judgment test of personal initiative and its relationship with performance. *Personnel Psychology*, 62, 229-258.
- Bledow, R., Frese, M., Erez, M., Anderson, N., & Farr, J., (2009). A dialectic perspective on innovation: Conflicting demands, multiple pathways, and ambidexterity. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 2, 305-337.
- Bledow, R., Frese, M., Erez, M., Anderson, N., & Farr, J., (2009). Extending and refining the dialectic perspective on innovation: There is nothing a practical as a good theory; nothing as theoretical as a good practice. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 2, 363-373.

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## BOOKS AND BOOK CHAPTERS

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- Anderson, N., Potočnik, K., Bledow, R., Hülshager, U., Rosing, K. (2015). Innovation and creativity in organizations. In Handbook of Industrial Work and Organizational Psychology (Second Edition). London: SAGE Publications.
- Ohly, S. & Bledow, R. (2015). Well-being and performance in creative work. In M. v. Veldhoven and R. Peccei (Eds.) Well-being and performance at work: the role of context (pp. 75-90). London: Psychology Press.
- Bledow (2013). Kreative Leistung als selbstgesteuerte Integration psychischer Funktionen [Creative performance as the self-regulated integration of psychological functions]. In D. Krause (Ed.), *Kreativität, Innovation, und Entrepreneurship [Creativity, Innovation, and Entrepreneurship]* (pp. 43-58). Heidelberg: Springer.
- Bledow, R., Frese, M., & Mueller, V. (2011). Ambidextrous leadership for innovation: The influence of culture. In W. H. Mobley, M. Li & Y. Wang (Eds.), *Advances in Global Leadership* (Vol. 6, pp. 41-69). Bingley, UK: Emerald Group Publishing.

Bledow, R. (2010). *Managing innovation successfully: The value of contextual fit* (Doctoral Dissertation), Justus-Liebig-University Giessen, Germany.  
[http://geb.uni-giessen.de/geb/volltexte/2010/7408/pdf/BledowRonald\\_2010\\_01\\_21.pdf](http://geb.uni-giessen.de/geb/volltexte/2010/7408/pdf/BledowRonald_2010_01_21.pdf)

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## INVITED PRESENTATIONS

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- 2019 School of Management, Technical University Munich  
School of Management, University College London
- 2016 Research School of Management Seminar Series, Australian National University  
Future Ready Forum, Singapore Management University
- 2014 Behavioral Science Institute Seminar Series, Singapore Management University
- 2012 INSEAD  
Department of Management, University of Melbourne  
Lee Kong Chian School of Business, Singapore Management University  
Department of Social and Organizational Psychology, University of Maryland
- 2009 NUS Business School, National University of Singapore  
Department of Psychology, Ghent University

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## CONFERENCE PRESENTATIONS (FIRST-AUTHORED ONLY)

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- Bledow, R. & Kuehnel, J. (August, 2020). *Creativity and the alignment between chronotype and time of day*. Paper presented at the Annual Meeting of the Academy of Management, Vancouver, Canada.
- Bledow, R., Kuehnel, J., & Bhave, D. (October, 2018). *The relational side of action-regulation in work settings*. Paper presented at the KO-TROS Meeting, Vallendar, Germany.
- Bledow, R. (May, 2018). *Effective leadership for innovation: Insights gained from the process reconstruction method*. Paper presented at the Interdisciplinary Perspectives on Leadership Symposium, Crete, Greece.
- Bledow, R. (July, 2017). *Affektregulation und Kreativität im Arbeitskontext*. Paper presented at the KO-TROS Meeting, Vallendar, Germany.
- Bledow, R., (May, 2017). *Responding with creativity to unwanted experiences: The dialectics of action versus state orientation*. Paper presented at the European Congress of Work and Organizational Psychology, Dublin, Ireland.
- Bledow, R., Zacher, H., Schmitt, A., & Kühnel, J. (August, 2015) *More than just a belief: Affective shift as the motivational core of self-efficacy*. Paper presented at the Annual Meeting of the Academy of Management, Vancouver, Canada.

- Bledow, R., Kuhl, J., & Kühnel, J. (May, 2015) *The mind in transition model of idea generation*. Presentation at the European Congress of Work and Organizational Psychology, Oslo, Norway.
- Bledow, R. & Kühnel, J. (April, 2015). *When a weakness turns into a strength: Why preoccupied people flourish in supportive environments*. Paper presented at the 30<sup>th</sup> annual conference of the Society of Industrial and Organizational Psychology, Philadelphia, Pennsylvania.
- Bledow, R., Carette, B., Kühnel, J. (August, 2014). *Learning from others' failure: The effectiveness of failure stories for managerial learning*. Paper presented at the Annual Meeting of the Academy of Management, Philadelphia, Pennsylvania.
- Bledow, R. (May, 2014). *New ideas arise from a mind in transition*. Paper presented at the 29<sup>th</sup> annual conference of the Society of Industrial and Organizational Psychology, Honolulu, Hawaii.
- Bledow, R. & Kühnel, J. (May, 2014). *Interactive and non-linear relations of affective dispositions and creativity*. Paper presented at the 29<sup>th</sup> annual conference of the Society of Industrial and Organizational Psychology, Honolulu, Hawaii.
- Bledow, R. & Seevaldt, R. (September 2013). *Creativity as self-expression*. Presentation at the EAWOP Small Group Meeting on Innovation in Organizations, Valencia, Spain.
- Bledow, R. & Vossaert, L. (May 2013). *How does innovation unfold? The relationship between self-regulatory processes and creative performance*. Presentation at the 16<sup>th</sup> European Congress of Work and Organizational Psychology, Münster, Germany.
- Bledow, R. & Kühnel, J. (May 2013). *Affective Dynamics as the Motivational Core of Self-Efficacy*. Presentation at the European Congress of Work and Organizational Psychology, Münster, Germany.
- Bledow, R. (April 2012). *Exploring the affective underpinnings of creativity*. Chair and presenter of the symposium at the 27<sup>th</sup> annual conference of the Society of Industrial and Organizational Psychology, San Diego, California.
- Bledow, R. (August, 2011). *A dialectic theory of creativity*. Paper presented at the Annual Meeting of the Academy of Management, San Antonio, Texas.
- Rosing, K., & Bledow, R. (August, 2011). *A linear chaos model of the innovation process*. Paper presented at the Annual Meeting of the Academy of Management, San Antonio, Texas.
- Bledow, R., & Rosing, K. (August 2010). *Active performance in research and development: The Value of Contextual Fit*. Presenter and chair of the symposium "The challenge to explore and exploit: Bridging perspectives of different disciplines" at the Annual Meeting of the Academy of Management, Montreal, Canada.

- Bledow, R. (August 2010). *Innovation implementation in leader-team systems: Effective modes of management*. Paper presented at the Annual Meeting of the Academy of Management, Montreal, Canada.
- Bledow, R. (July 2010). *Signatures of creativity: The interaction of personality and work situation*. Paper presented at the 27<sup>th</sup> International Congress of Applied Psychology, Melbourne, Australia.
- Bledow, R. (May 2010). *Affect regulation and Creativity: The good, the bad, and the new*. Paper presented at the 24<sup>th</sup> PHRRG meeting, Ghent, Belgium.
- Bledow, R., Kühnel, J., Schmitt, A., & Schaupp, K. (August 2009). *Explaining the dynamics of work engagement: An integration of antecedents*. In E. R. Crawford (Chair), Staying engaged: How to get and keep employee engagement. Show-case symposium at the Annual Meeting of the Academy of Management, Chicago, Illinois.
- Bledow, R. & Frese, M. (May 2009). *There are different ways to success: A contingency approach to the successful implementation of new ideas*. Invited presentation at the 14<sup>th</sup> European Congress of Work and Organizational Psychology, Santiago de Compostela, Spain.
- Bledow, R. & Farr, J. (April 2009). *Leading the implementation of new ideas: Is there one best way?* In J. Farr (Chair) and R. Bledow (Co-Chair): Leadership and innovation: What we know and need to know. Symposium at the 24<sup>th</sup> annual conference of the Society of Industrial and Organizational Psychology, New Orleans, Louisiana.
- Bledow, R., & Pittig, D. (July 2008). *Managers' error stories and their impact on learning*. Poster presented at the International Conference of Psychology in Berlin, Germany.
- Bledow, R., & Schaupp, K. (July 2008). *The daily dynamics of personal initiative at work*. Poster presented at the International Conference of Psychology, Berlin, Germany.
- Bledow, R., & Schmitt, A. (April 2008). *Work Engagement as a dynamic process – the interplay of events, emotions and resources*. Poster presented at the 23rd annual conference of the Society of Industrial and Organizational Psychology, San Francisco, California.
- Bledow, R., & Frese, M. (April 2007). *Situational judgments as proximal predictors of personal initiative*, Poster presented at the 22nd annual conference of the Society of Industrial and Organizational Psychology, New York.
- Bledow, R., & Frese, M. (June 2007). *The situational judgment test of personal initiative - first findings and next steps*. Presentation at the Workshop on Proactivity and Personal Initiative, University of Sheffield, UK.

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## PROFESSIONAL SERVICE

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Editorial Board Member:

- Journal of Management (2020 – Now)
- Journal of Applied Psychology (2018 – Now)
- Journal of Business and Psychology (2012 – Now)
- Organizational Psychology Review (2015 – Now)

Ad-hoc reviewer:

- Academy of Management Journal
- Journal of Management
- Personnel Psychology
- Journal of Organizational Behavior
- Applied Psychology: An International Review
- Journal of Organizational and Occupational Psychology
- European Journal of Work and Organizational Psychology
- Project Management Journal
- Gifted & Talented International

Conference reviewer:

- Annual Meeting of Academy of Management
- Annual Conference of the Society of Industrial and Organizational Psychology
- Member of the 2011 SIOP Flanagan Award Committee

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## **TEACHING**

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Business School (Singapore Management University):

- Managing People and Organizations (Master of Science in Management)
- Leading People and Organizations (IE-SMU MBA program)
- Achieving Innovation Success Through People and Organizations (Master of Science in Innovation)
- Management of People at Work (Undergraduate Programs)
- Applied Statistics in Business (PhD Program)
- Longitudinal Research in Organizational Behavior (PhD Program)

Departments of Psychology (Ghent University and University of Giessen):

- HR Consulting (Master level)
- Leadership in Organizations (Master level)
- Workgroups and Teams (Master level)
- Creativity and Innovation in Organizations (Master level)
- Introduction to Work and Organizational Psychology (Bachelor level)

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## **CONSULTING**

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- 2008-2009: Research on transformational agility of organizations for Accenture Plc
- 2007: Consulting on test development for Akademie bayrischer Genossenschaften

- 2005: Development of a trainee selection system for the investment banking division of HypoVereinbank AG (UniCredit group)

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**PROFESSIONAL AFFILIATIONS**

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- Academy of Management
- Society for Industrial and Organizational Psychology
- European Association for Work and Organizational Psychology
- Deutsche Gesellschaft für Psychologie [German Society for Psychology]