

CURRICULUM VITAE

SVEN C. VOELPEL

Professor of Business Administration

Jacobs University

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PROFESSIONAL POSITION

2004- **Jacobs University (Bremen, Germany)**

Professor of Business Administration at the Department of Business and Economics (until 2014-2011 School of Humanities and Social Sciences and 2004-2011 Jacobs Center on Lifelong Learning and Institutional Development)

PRINCIPLE FIELDS OF INTEREST/ EXPERTISE

- 1) Strategy, Innovation and Organization
- 2) Leadership and Team Effectiveness
- 3) Knowledge and Change Management
- 4) Demographic Change and Diversity Management

EDUCATION

2008 **Oxford University (Oxford, United Kingdom)**

Oxford Round Table, 20th Anniversary

2007 **Harvard Business School (Massachusetts, USA)**

European Entrepreneurship Colloquium on Participant-Centered Learning

2002 **Harvard University (Massachusetts, USA)**

GSA Post doctoral study at Graduate School of Arts and Sciences

2002 **University of St. Gallen (St. Gallen, Switzerland)**

Ph.D. in Business Administration (Dr. oec. HSG)

1999 **University of Augsburg (Augsburg, Germany)**

Master of Science in Socio Economics (Dipl. oec.)

1999 **University of Augsburg (Augsburg, Germany)**

Master of Business Administration (Dipl. Kfm.)

1997 **University of Westminster (London, United Kingdom)**

Bachelor of Arts in Business Administration (final year)

1996 **University of Augsburg (Augsburg, Germany)**

Bachelor of Arts in Business Administration and Social Science (bac. oec.)

HONORARY AFFILIATIONS

- 2013- **UFBA - Federal University of Bahia (Salvador, Brazil)**
Visiting Professor of Business Administration, School of Management
- 2013- **USP - University of São Paulo (São Paulo, Brazil)**
Visiting Professor of Business Administration, Department of Business Administration at the School of Economics, Business Administration and Accounting
- 2009- **University of St. Gallen (St. Gallen, Switzerland)**
Visiting Professor (permanent, activated in semesters with teaching commitments; non-honorary in 2009)
- 2009- **EBS Business School, EBS University for Business and Law (Wiesbaden, Germany)**
„Außerordentlicher“ Professor for Strategy, Leadership and Innovation (with salary from 1.1.2009-30.6.2011)
- 2009- **Double Doctoral Program, Jacobs University (Bremen, Germany) and VU University Amsterdam, (Amsterdam, Netherlands)**
Program Coordinator for PhD in Business Administration (Jacobs) and PhD in Psychology (Amsterdam)
- 2008- **Bremen International Graduate School of Social Science (Bremen, Germany)**
BIGSSS Faculty – Jointly between University of Bremen (now “University of Excellence” partly due to BIGSSS) and Jacobs University funded by the German Research Foundation (DFG) / Excellence Initiative
- 2007- **WDN - WISE Demographic Network (Bremen, Germany)**
Founder and Director
- 2004- **WISE Research Group (Cambridge, Massachusetts, USA)**
Founder and Director
- 2003- **Business School Netherlands International (Buren, Netherlands)**
Professor of Business Administration (tenure)

FORMER EXPERIENCE

- 2013 **FGV - Fundação Getúlio Vargas (Rio de Janeiro, Brazil)**
Visiting Professor of Business Administration at Escola Brasileira de Administração Pública e de Empresas (EBAPE)
- 2009-2011 **EBS Business School, EBS Uni. for Business & Law (Wiesbaden, Germany)**
„Außerordentlicher“ Professor for Strategy, Leadership and Innovation
- 1999-2009 **University of St. Gallen (St. Gallen Switzerland)**
Visiting Professor for “Aging Workforce Management”, Ecoscientia Foundation & World Demographic Association (2009); Portfolio Partner at the IFPM - Institute for Leadership and Human Resource Management (2003-2009); Head of Mobile People Management competence area at IFPM (2001-2003); Founder of m-HRM “Mobile People Management” with Prof. Martin Hilb at IFPM (2001); Research Associate (1999-2001)

- 2007 **INSEAD (Fontainebleau, France)**
Visiting Professor of Entrepreneurship and Family Enterprise (via EFER Bologna Faculty Exchange)
- 2001-2005 **Harvard University (Cambridge, Mass., USA)**
Visiting Fellow (Graduate School of Arts and Sciences affiliated to Harvard Business School)
- 2004-2005 **University of Stellenbosch (Stellenbosch, South Africa)**
Research Professor (Chair: Strategic International Management)
- 2004-2005 **Tsinghua University (Beijing, China)**
Visiting Professor (Chair: Technology and Innovation Management)
- 2004-2005 **University of Groningen (Groningen, Netherlands)**
Visiting Fellow of Strategy, Innovation and Organization
- 2004 **China Europe International Business School (Shanghai, China)**
Visiting Professor
- 2003-2004 **Indian Institute of Management Bangalore (Bangalore, India)**
Visiting Professor (Chair: Organizational Behavior and Human Resource Management)
- 2003-2004 **University of Stellenbosch (Stellenbosch, South Africa)**
Visiting Professor (Chair: Strategic International Management)
- 2004 **Norwegian School of Economics and Business Administration (Bergen, Norway)**
Associate Professor of Strategy (tenured)
- 2003-2004 **University of Groningen (Groningen, Netherlands)**
Assistant Professor of Strategy, Innovation and Organization (tenured)
- 2003 **Hitosubashi University (Tokyo, Japan)**
Visiting Associate Professor at the Institute of Innovation Research
- 1999-2003 **Siemens AG (Munich, Germany)**
Group Strategy Partner (2001-2003); Business Transformation Partner (1999-2001)
- 1997-1999 **University of Augsburg and Telekom (Augsburg and Darmstadt, Germany)**
Research Assistant
- 1997-1998 **University of Augsburg and Siemens (Augsburg and Munich, Germany)**
Research Assistant

PUBLICATIONS SELECTED

Best five recent academic articles

Homan, A. C., Buengeler, C., Eckhoff, R. A., van Ginkel, W. P. & Voelpel, S. C. (in press). The interplay of diversity training and diversity beliefs on team creativity in nationality diverse teams. *Journal of Applied Psychology*, ##(##), ##-##.

Biemann, T., Cole, M.S. & Voelpel, S.C. (2012). Within-group agreement: On the use (and misuse) of rWG and rWG(J) in leadership research and some best practice guidelines. *Leadership Quarterly*, 23(1), 66-80.

Kearney, E., Gebert, D. & Voelpel, S.C. (2009). When and how diversity benefits teams: the importance of team members need for cognition. *Academy of Management Journal*, 52(3), 581-598.

Voelpel, S.C., Eckhoff, R., & Förster, J. (2008). David against Goliath? Group size and bystander effects in virtual knowledge sharing. *Human Relations*, 61(2), 273-297.

Nonaka, I., von Krogh, G., & Voelpel, S.C. (2006). Organizational knowledge creation theory: Evolutionary paths and future advances. *Organization Studies*, 27(8), 1179-1208.

Best five recent managerial articles

Ruess, M. & Voelpel, S. (2012). The PMI scorecard: A tool for successfully balancing the post-merger integration process. *Organizational Dynamics*. 41 (1), 78-84.

Voelpel, S.C. & Streb, C. & (2010). A balanced scorecard for managing the aging workforce. *Organizational Dynamics*. 39 (1), 84-90.

Streb, C. & Voelpel, S.C. (2009). Analyzing the Effectiveness of Contemporary Aging Workforce Management – The Case of Daimler AG. *Organizational Dynamics*, 38 (4), 305-311.

Streb, C., Voelpel, S.C., & Leibold, M. (2008). Managing the aging workforce: Status quo and implications for the advancement of theory and practice. *European Management Journal*, 26(1), 1-10.

Voelpel, S.C., Dous, M., & Davenport, T. (2005). Five steps to creating a global knowledge sharing system: Siemens Share-Net. *Academy of Management Executive*, 19(2), 9-23.

AWARDS, GRANTS & SCHOLARSHIPS

Awards:

- 2014 Nr. 22, Top 100 Social Sciences and Economics articles written by Germany-based authors most frequently downloaded from ScienceDirect since January 2005 [Beer, M., Voelpel, S., Leibold, M., & Tekie, E. (2005). Strategic management as organizational learning: Developing fit and alignment through a disciplined process. *Long Range Planning*, 38(5), 445-465.]
- 2010 Highly-cited papers published in *Organization Studies* within the last ten years: Nr. 8 [Nonaka, I., von Krogh, G., & Voelpel, S. (2006). Organizational knowledge creation theory: Evolutionary paths and future advances. *Organization Studies*, 27(8), 1179-1208.]
- 2010 Nr 1, i.e. the most recent article in the top 20 of the highly-cited papers from *Organization Studies* [Nonaka, I., von Krogh, G., & Voelpel, S. (2006)]
- 2009 Nr. 2 in most downloads from *Organization Studies* [Nonaka, I., von Krogh, G., & Voelpel, S. (2006)]

- 2008 Nr. 2 in most-cited articles from *Organization Studies* and Nr. 3 in most downloads from SAGE Journals Online [Nonaka, I., von Krogh, G., & Voelpel, S. (2006)]
- 2007 Nomination for the *SMS Best Conference Paper for Practice Implications Award*. [Zhao, C.L., Han, Z. & Voelpel, S. (2007). *Meeting the environmental challenges: Strategies against counterfeiters in China*. 27th SMS Annual International Conference, October 14-17, 2007, San Diego, California, USA]
- 2007 Nr. 5 in most read *Organization Studies* articles [Nonaka, I., von Krogh, G., & Voelpel, S. (2006). Organizational knowledge creation theory: Evolutionary paths and future advances. *Organization Studies*, 27(8), 1179-1208.]
- 2007 Long Range Planning: Editor's 10 Excellent Articles List, 2007 [Beer, M., Voelpel, S., Leibold, M., & Tekie, E. (2005). Strategic management as organizational learning: Developing fit and alignment through a disciplined process. *Long Range Planning*, 38(5), 445-465.]
- 2006 Nr. 1 in most accessed *Long Range Planning* articles on ScienceDirect [Beer, M., Voelpel, S., Leibold, M., & Tekie, E. (2005). Strategic management as organizational learning: Developing fit and alignment through a disciplined process. *Long Range Planning*, 38(5), 445-465.]
- 2006 Top 25 Business Articles on ScienceDirect [Beer, M., Voelpel, S., Leibold, M., & Tekie, E. (2005). Strategic management as organizational learning: Developing fit and alignment through a disciplined process. *Long Range Planning*, 38(5), 445-465.]
- 2002 Emerald's journals most accessed article [Davenport, T. & Voelpel, S. (2001). The rise of knowledge towards attention management. *Journal of Knowledge Management*, 5(3), 212-221.]

Grants (projects):

- 2008-2018 German Research Council (DFG - Deutsche Forschungsgemeinschaft) German "Excellence Initiative" Awarded: „The establishment of Bremen International Graduate School of Social Sciences (BIGSSS)“ cooperation initiative of Universität Bremen and Jacobs University by Böhnke, K., Dressel, W., Gottschall, K., Leibfried, S., Mau, S., Staudinger, U. M., Voelpel, S. et al., 10 000 000 € [Grand initially 2008-2013; Extension submitted and granted in 2012]
- 2011-2015 DFG grant: „Intergenerational Knowledge Transfer in Work Teams: A Social Network Perspective“ by Prof. Dr. Torsten Biemann (University of Mannheim, formerly University of Cologne and formerly Jacobs University Bremen, Germany) and Prof. Dr. Sven Voelpel; [Grand initially 2011-2013; Extension granted in 2013 (SV: 141.800 €) Overall 283.600 €]
- 2015 Mercedes-Benz Werk Bremen, Daimler AG & Positive Priming Leadership Project for Leadership Training for the world's top 400 Daimler leaders 25000,00 €
- 2014-2015 Mercedes-Benz Werk Bremen, Daimler AG & Universum Bremen: Scientific Concept for Demographic Exhibition 32044,32 €
- 2014- Mercedes-Benz Werk Bremen, Daimler AG: WDN membership 12 000 (1st year)/11 000 (2nd)/10 000 € (from 3rd year)/year
- 2014- Residenz-Gruppe Bremen: WDN membership 12 000 (1st year)/11 000 (2nd)/10 000 € (from 3rd year)/year
- 2014- EnBW: WDN membership 10 000 €/year (subsequently to PhD programm)

2012-	SV Werder Bremen: WDN membership 12 000 (1 st year)/11 000 (2 nd)/10 000 € (from 3 rd year)/year
2012-	Vorwerk: WDN membership 12 000 (1 st year)/11 000 (2 nd)/10 000 € (from 3 rd year)/year
2010-	ArcelorMittal: WDN membership 10 000 €/year
2014-2015	Mercedes-Benz Plant Bremen, Daimler AG: Scientific Concept for Demographic Exhibition, 26 928 €
2014-2015	Mercedes-Benz Plant Bremen, Daimler AG: Global Leadership Seminar Teaching Assistants, 5 544 €
2011-2014	EnBW: Research Associate for WDN project, 99 260 €
2010-2014	HUK-Coburg: WDN membership 10 000 €/year
2013-2014	Mercedes-Benz Plant Bremen, Daimler AG: Global Leadership Seminar Teaching Assistants, 5 544 €
2011	Jacobs University Research Center „Aging – Interaction of Processes (AgeAct)“ Start-up Grant: “Leading Innovation: Leading Age Diverse Teams to Innovative Work Behavior”, 07–09.2011, by Prof. Dr. Sven Voelpel & Katharina Janz, 3 750 €
2008-2011	Mars: Research Associate for coordination of WDN studies, 99 260 €
2007-2011	Volkswagen Foundation Initiative „Gesellschaftliche und kulturelle Herausforderungen Innovationsprozesse in Wirtschaft und Gesellschaft“ Proposal: „The Effects of the Aging Workforce on the Innovation Process: A Large-Scale Study of Technology Intensive Companies“ by Prof. Dr. Sven Voelpel and Prof. Dr. Gerben Van der Vegt, 323 400 €
2007-2011	WISE Demographie Netzwerk (WDN) Founding Companies: Deutsche Bahn, Deutsche Bank, EnBW, Lonza, Otto Group, VW (Start-up 6 x 60 000 € x 3 Jahre = 180 000 €)
2007-2011	BMBF “Präventiver Arbeits- und Gesundheitsschutz”, Grant total 752 240 €, Co-PI with Dean Ursula Staudinger and JCLL Faculty and Director of Project 4: „Identifikation möglicher Nichtpassungen im Bereich Kommunikation“, 150 448 €
2007	Projekt Innovationsmanagement (Companies: EADS Astrium, KAEFER, Meyer Werft, Rheinmetall): 4 x 8 000 € = 32 000 €
2006-2007	DAAD „STIBET-Doktorandenförderung“ PhD Seminar, 2 600 €
2005-2008	Meyer Werft: 20 418 € x 3 years = 61 254 €
2005-2007	Daimler Chrysler: 19 600 € x 3 years = 58 800 €

Grants (travel):

2011	DAAD Travel Fund (521/nm for AoM), 2.211 €
2010	DAAD Travel Fund (222/vh for AoM), 1.543 €
2009	DAAD Travel Fund (222/vh for AoM), 1.332 €
2008	DFG Travel Fund (KON 873/2008 - VO 1477/5-1 for AoM), 2.110 €
2007	DFG Travel Fund (KON 725/2007 - VO 1477/4-1 for AoM), 2 042 €
2006	DFG Travel Fund (KON 1047/2006 - VO 1477/3-1 for AoM), 2 300 €
2006	DFG Travel Fund (KON 461/2006 - VO 1477/2-1 for EURAM), 1 100 €

Scholarships:

2007	EFER Bologna Faculty Exchange INSEAD in November 2007, 5 000 €
2002	Siemens Visiting Fellow at Harvard Business School
2001-2002	Siemens Doctoral Visiting Fellow at Harvard Business School
2001	Siemens Award of Excellence 2001, min. 31 250 \$
1999-2002	Siemens Graduate Fellow at University of St. Gallen, HSG
1999	Scholarship of the City Landsberg am Lech, Germany, 500 DM
1996-1997	Erasmus Scholarship at University of Westminster, London, UK

Media mentions/ interviews:

Television: ARD, ZDF, Radio Bremen TV, Center TV, Bayerisches Fernsehen, NDR

Broadcast: Deutschlandradio, Deutschlandfunk, Radio Bremen, NDR, WDR

Journals: Financial Times, Frankfurter Allgemeine Zeitung, Frankfurter Allgemeine Sonntagszeitung, Süddeutsche Zeitung, Le Monde, La Repubblica, Brigitte Balance, Psychologie Heute, brand eins, Hamburger Abendblatt, Wissensmanagement, MS-Verlag, manager magazin, Mensch & Büro, VDI, EURO am Sonntag, Gentleman's Quarterly, Inc. Magazine, Weser-Kurier, Die Norddeutsche, Kreiszeitung, „Sonntag“ Mittelland Zeitung, innovations report, Senioren Ratgeber, Apotheken Umschau, Handelsblatt, Die Welt, Wirtschaftswoche, ZEIT

TEACHING EXPERIENCE

Present

2004-	Jacobs University (Bremen, Germany) Ph.D., MA, MBA, BA students and executives in Strategy, Organization; Innovation, International Management, Leadership, Knowledge- and Change Management, HRM; Demographic Change and Aging Workforce Management
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Past

2009-2011	European Business School (EBS), EBS University for Business and Law (Wiesbaden, Germany) Ph.D., MBA, BA students and executives on Wisdom, Innovation, Strategy and Energy; Demographic Change; Aging Workforce Management; Leadership
2009	University of St. Gallen (St. Gallen, Switzerland) MBA students on Demographic Change and Aging Workforce Management
2007	INSEAD (Fontainebleau, FRANCE) MBA students on Entrepreneurship and Family Enterprise, change management, strategy, and innovation
2003-2005	Business School Netherlands International (Buren, Netherlands) MBA and Executive MBA students, Executives on Leadership and Organization

- 2003-2005 **University of Stellenbosch (Stellenbosch, South Africa)**
MBA second year, executives and research faculty. Courses entitled:
Managing Global Innovation, Global Business and Advanced Strategic Mgt.
- 2003-2004 **University of Groningen (Groningen, Netherlands)**
MScBA on Strategy and Innovation mainly in creative industries. BA
course on non-technical Innovation and its Environment
- 2004 **Tsinghua University (Beijing, China)**
MBA second year. Course entitled: Managing Global Innovation
- 2004 **China Europe International Business School (Shanghai, China)**
Faculty on Strategy, Innovation, Organization and Knowledge Mgt.
- 2003-2004 **Indian Institute of Management Bangalore (Bangalore, India)**
Executives, graduate students and faculty on Change Management
- 2004 **Norwegian School of Economics and Business Administration
(Bergen, Norway)**
MBA, MIB and Executive MBA students on Strategy and Leadership
- 2001-2004 **University of St. Gallen (St. Gallen, Switzerland)**
MBA students and Executives in Leadership and HRM
- 2003 **Hitosubashi University (Tokyo, Japan)**
Executives, graduate students and research groups on Strategy,
Innovation and Organization
- 2001 **Harvard Business School (Cambridge, Massachusetts, USA)**
MBA second year. Course entitled: Innovation Management

Executive Workshops for Companies

Daimler/DaimlerChrysler, Deutsche Bank, Deutsche Bahn, Adecco, Käfer, Metro,
Umantis , Siemens, Bundesagentur für Arbeit (Federal Employment Agency),
Werder Bremen.

ACADEMIC SERVICES

Editorial Board Member

Organization Studies (2008-)
Journal of Change Management (2004-2010)
Journal of Knowledge Management (2004-2006)

Reviewer

Books: Cambridge University Press

Journals: Organization Studies, Long Range Planning, R & D Management,
International Journal of Technology Management, Journal of Knowledge
Management, Journal of Change Management, Journal of Managerial Psychology,
Leadership and Organization Development Journal (LODJ), The Learning
Organization, Technology Analysis & Strategic Management, Technovation,
Journal of Personnel Psychology, International Journal of Psychology, Zeitschrift
für Personalforschung (now German Journal of Research in Human Resource

Management), Die Betriebswirtschaft (DBW) / Business Administration Review (BARev); Schmalenbach Business Review, Journal of Occupational and Organizational Psychology, European Management Journal, Sloan Management Review

Conferences: Academy of Management Annual Meeting

Foundations: National Science Foundation (NSF – USA), German Research Foundation (DFG); Swiss National Science Foundation (SNF)

Membership in Organizations

Academy of Management (AoM)

European Academy of Management (EURAM)

European Group of Organizational Studies (EGOS)

Deutscher Hochschulverband (DHV)

Schmalenbach-Gesellschaft für Betriebswirtschaft

Verband der Hochschullehrer für Betriebswirtschaft (VHB)

Jacobs University Alumni Association (Bremen, Germany)

NHH Alumni (Bergen, Norway)

HSG Alumni (Universität St. Gallen)

Harvard Alumni (HAA)

Harvard Faculty Club

Conference Organization

VolkswagenStiftung-Symposium „Effects of the aging workforce on the innovation process“, April 14, 2011, GISMA Business School Hannover, Germany. Conference Organizers: Sven C. Voelpel and Michael Ruess

26th European Group of Organisational Studies (EGOS) Colloquium, June 28 – July 3, 2010, Faculdade de Economia, Universidade Nova de Lisboa, Lisbon, Portugal, Sub-theme 12 “Wisdom in Organizations and Wise Organizing”, Track chairs: Wendelin Küpers, Matt Statler and Sven Voelpel

68th Annual Academy of Management Meeting, August 8–13, 2008, Anaheim, CA, USA, “The Effects of the Aging Workforce on the Innovation Process - Researchers' Meeting”, Session chairs: Sven C. Voelpel, Eric Kearney and Stefan Schaffer

The Knowledge Problem: A Workshop on Transdisciplinary Approaches, April 4-5, 2008, Jacobs University Bremen, Germany. Conference Organizers: Brendan Dooley and Sven C. Voelpel

67th Annual Academy of Management Meeting, August 3–8, 2007, Philadelphia, PA, USA, “The Effects of the Aging Workforce on the Innovation Process - Researchers' Meeting”, Session chairs: Sven C. Voelpel, Gerben S. Van Der Vegt and Eric Kearney

66th Annual Academy of Management Meeting, August 11–16, 2007, Atlanta, Georgia, USA, “Managing the Aging Workforce – Leadership towards a new Weltanschauung”, Session chairs: Sven C. Voelpel and Chris Streb

66th Annual Academy of Management Meeting, August 11–16, 2007, Atlanta, Georgia, USA, “Collective Organizational Creativity and its Constraints”, Session chairs: David O'Donnell, JC Spender and Sven C. Voelpel

6th Annual European Academy of Management Conference, May 4–7, 2006, Norwegian School of Management Oslo, Norway, “Organizational Energy - Energizing Leadership”, Track chairs: Heike Bruch, Sven Voelpel and Bernd Vogel

4th International Critical Management Studies Conference, July 4-6, 2005, Cambridge University, Cambridge, UK, “Intellectual capital”, Stream Convenors: David O’Donnell, Lars Bo Henriksen and Sven Voelpel

1st International Symposium on Knowledge and Intellectual Property, Theme: The Role of Knowledge and Intellectual Property in Managing Innovation, October 22-23, 2004, Taichung, Taiwan Republic of China, Member of International Advisory Panel

Special Issue Editor

Journal of Intellectual Capital (2006): “Becoming critical on Intellectual Capital” edited by David O’Donnell, Lars Bo Henriksen and Sven Voelpel (Vol. 07, No. 1).

Membership in University Committees

2005- Jacobs University faculty committees: *Information Resources Center (IRC = library) Committee*

Membership in Selection Committees for Professorships

- 2011-2012 W1 Juniorprofessur für BWL, insbesondere Gesundheitsmanagement, University of Hamburg, Germany (external)
- 2007-2008 Professorship in Disability Research (Business Administration), University of St. Gallen, Switzerland (external)
- 2007-2008 Professorship in Disability Research (Economics), University of St. Gallen, Switzerland (external)
- 2007-2008 Professorship in Lifespan Development (Psychology), Jacobs University, Germany
- 2007-2008 Professorship in Behavioral Economics, Jacobs University, Germany
- 2007-2008 Professorship in (International) Management, Jacobs University, Germany

MENTORING

PROFESSORS DEVELOPED

Prof. Dr. Diana Boer: Professor for Social and Organizational Psychology (W2), University Koblenz-Landau, Germany.

Prof. Dr. Michael Rieß: Professor of Business Administration (W2), Dualen Hochschule Baden-Württemberg Villingen-Schwenningen, Germany.

Dr. Claudia Buengeler: Assistant Professor in Human Resource Management and Organizational Behavior at the Amsterdam Business School, University of Amsterdam, Amsterdam, The Netherlands.

Dr. Daniela Noethen: Assistant Professor of Human Resource Management and Organizational Behavior at the ESADE, Barcelona, Spain.

Prof. Dr. Torsten Biemann: Professor of Business Administration (W3), Human Resource Management und Ergonomics, University of Mannheim, Germany (Formerly Junior Professor of Business Administration (W1) in Human Resource Management at University of Cologne, Germany.)

Prof. Dr. Eric Kearney: Professor for Leadership, Organization and Human Resource Management at the University of Potsdam (Formerly Professor of Business Administration (W3) in Organizational Behavior and Human Resource Management at the Leibniz University of Hannover (LUH), Germany.

Prof. Dr. Christoph K. Streb: Director Executive PhD Program & Director Center for Innovation and Operations Management, Nordic International Management Institute, Banzhuyuan, Xindu District Chengdu, Sichuan, China (Formerly Assistant Professor of

Business Administration (Department: Innovation Management & Strategy) at the University of Groningen, Netherlands.)

Prof. Dr. Zheng Han: HANIEL Group Chair Professor in Marketing and Entrepreneurship at the Sino-German School of Graduate Study (CDHK), Tongji University in Shanghai, China.

POST DOCS

In Progress -

Completed

Dr. Diana Boer, as methods expert in particular for meta-analyses, 2011-2013.

Dr. Michael Rueß as coordinator of the VolkswagenFoundation project „The Effects of the Aging Workforce on the Innovation Process: A Large-Scale Study of Technology Intensive Companies“, from 2011 Postdoctoral Fellow for the WDN, 2009-2012.

Dr. Torsten Biemann as research coordinator of the WISE Demographic Network (WDN), 2007-2009.

Dr. Eric Kearney as coordinator of the VolkswagenFoundation project: „The Effects of the Aging Workforce on the Innovation Process: A Large-Scale Study of Technology Intensive Companies“, 2007-2009.

Dr. Zheng Han as head of WISE Asia: „Innovation management“, 2005-2007.

PH.D. DISSERTATIONS

In Progress

First supervisor

Jan Luca Pletzer: “Intergenerational Knowledge Transfer”, since 2013.

Fabiola Gerpott: “Intergenerational Leadership and Qualification (IQ): The Case of Daimler AG”, since 2013.

Daniela Gutermann: “Engagement Index: An empirical investigation at the BA”, since 2012.

Christiane Horstmeier: “Managing Identification at Work: Toward an Integrated Approach to Identification”, since 2010 (dissertation successfully defended at Jacobs University December 16, 2014 with distinction; VU defense June, 30,2015).

Second supervisor/ Committee member

Anne Janssen: “Subdomains of proactive behaviors at work: The link between individual differences and job performance”, since 2013. (Psychology);

Sven Schreiber: “Leadership and age diverse teams: An investigation at EnBW”, since 2012. (External: Univ. of Heidelberg; dissertation submitted);

Completed

First supervisor

Doris Rosenauer: “Leadership in a changing Business World: A Multilevel Perspective on Connecting Employees to Organizational Goals”, since 2010-2015 (Double PhD in Business Administration from Jacobs U. & PhD in Psychology).

Anika Deinert: “Determinants of leader’s success: Towards an integrated model of personality, beliefs, behavior, and diversity”, since 2011-2014 (Double PhD in Business Administration from Jacobs U. & PhD in Psychology).

Karina Jade Lloyd: “Listening as key management skill – An empirical analysis of psychological drivers and organizational outcomes”, 2010-2013.

Claudia Buengeler: “Unlocking the potential of teams: An integrated approach to leadership and team diversity”, 2008-2013 (Double PhD in Business Administration from Jacobs U. & PhD in Psychology, VU Amsterdam; Jacobs U. with distinction).

Robert Eckhoff: “Finding levers for innovation in diverse teams”, 2007-2013 (Double PhD in Business Administration from Jacobs U. & PhD in Psychology, UV Amsterdam).

Jörg Korff: “Human Resource Management Systems and Workforce Age – The Macro Leverage of Micro Phenomena”, 2007-2011. (with distinction)

Daniela Noethen: “Knowledge transfer in teams and its role for the prevention of knowledge loss”, 2007-2011 (with distinction).

Chunli Zhao (now Schwaer): “From Individual to Organization – Knowledge Sharing within Firms and Knowledge Protection between Firms”, 2005-2010.

Christoph Streb: “Empirical research on aging workforce management. Secondary data, grounded theory, and case study findings with particular consideration of the automotive industry”, 2004-2008.

Second supervisor/Committee member

Thorsten Büschgens: “Organizational culture, control, and innovation”, 2010-2012 (with distinction).

Jan Meyer: “An Integrated Knowledge-Based Strategy Framework to Promote Innovation within Firms”, 2005-2011 (Engineering).

Florian Kunze: “Herausforderung des demographischen Wandels in Unternehmen”, 2007 - 2010 (External: Univ. of St. Gallen); Summa Cum Laude; Dr. Peter-Werhahn Award)

Paula Aleksandrowicz: “Chances and Barriers for the Prolongation of Working Life - Interaction between State and Company Policies in Poland and Western Germany”, 2007-2009 (Sociology).

Siegmar Otto: “The communication on sustainable development and its meaning for functional systems”, 2004-2007 (Communication Science with distinction).

Felix J. Schmitz-Justen: “Forum-based Online Knowledge Communities: Knowledge Processes and their Factors of Influence. An Empirical Study using Structural Equation Modeling”, 2003-2005 (Information Science).

PERSONAL INFORMATION

Date/Place of Birth: October 13, 1973 in Munich, Germany

Languages: Fluent in English and German; Basics in French and Portuguese; Reading skills and listening comprehension in Afrikaans and Dutch; Few basics in Japanese.

PUBLICATIONS

BOOKS

Voelpel, S. C. & Fischer, A. A. (2015). *Mentale, emotionale und körperliche Fitness. Wie man dauerhaft leistungsfähig bleibt*. Erlangen - New York: Publicis (Mit Geleitwort von Frank-Jürgen Weise, CEO Bundesagentur für Arbeit; Klaus Filbry, CEO Werder Bremen; Heinz Kölking, Präsident der Europäischen Vereinigung der Krankenhausdirektoren).

Voelpel, S. C. & Lanwehr, R. (2009). *Management für die Champions League. Was wir vom Profifußball lernen können*. Erlangen - New York: Publicis (Mit Interviews von Jörg Wontorra und Vorwort von Roland Berger).

Voelpel, S.C., Leibold, M., & Früchtenicht, J.-D. (2007). *Herausforderung 50 plus: Konzepte zum Management der Aging Workforce: Die Antwort auf das demographische Dilemma*. Erlangen - New York: Publicis-Wiley (Vorwort von Heinrich von Pierer; Vorwort von Klaus Jacobs).

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Voelpel, S., Streb, C., & Leibold, M. (2006, August 11-16). *Organizational practices under the impact of the aging workforce – revisiting strategic theories for a competitive advantage*. Research Workshop Managing the Aging Workforce: Leadership towards a new Weltanschauung, Critical Management Studies, 66th Annual Academy of Management, Atlanta, Georgia, USA.

Bruch, H., Tekie, E., Voelpel, S., & Walter, F. (2006, August 11-12). *Leadership and the aging workforce: The impact of leadership style on the motivation of older employees*. Research Workshop Collective Managing the Aging Workforce: Leadership towards a new Weltanschauung, Critical Management Studies, 66th Annual Academy of Management, Atlanta, Georgia.

Bruch, H., Voelpel, S., & Isichenko, P. (2006, August 11-12). *Aging diversity, team cohesion, goal commitment, and self-efficacy: the moderation influence of consensus on collective identity*. Research Workshop Managing the Aging Workforce: Leadership towards a new Weltanschauung, Critical Management Studies, 66th Annual Academy of Management, Atlanta, Georgia, USA.

Bruch., H, Walter, F., & Voelpel, S. (2006, August 11-12). *Charismatic leadership and collective mental energy: The mediating role of emotional energy and job involvement climate*. Research Workshop Collective Creativity and its Constraints, Critical Management Studies, 66th Annual Academy of Management, Atlanta, Georgia, USA.

O'Donnel, D., Meyer, J., Spender, J.C., & Voelpel, S. (2006, August 11-12). *Collective creativity: An application of the theory of communicative action in situated practice*. Research Workshop Collective Creativity and its Constraints, Critical Management Studies, 66th Annual Academy of Management, Atlanta, Georgia, USA.

O'Donnel, D., Meyer, J., Spender, J.C., & Voelpel, S. (2006, July 26-28). *On collective creativity: An application of communicated action in situated practice*. 7th International Conference on Organizational Discourse, Amsterdam, Netherlands.

Han, Z., Zhao, C. L., & Voelpel, S. (2006, May 22 - 26). *Uncertainties of intellectual property management in China*. 15th International Association of Management of Technology Conference, Beijing, China.

Bruch, H., Walter, F., & Voelpel, S. (2006, May 17 – 20). *Charismatic leadership and collective mental energy: The mediating role of emotional energy and job involvement climate*. 6th Annual European Academy of Management Conference, Oslo, Norway.

Han, Z., & Voelpel, S. (2006, May 05-06). *The dynamic capability of sharing corporate knowledge on a global scale*. Workshop on the Practice of Dynamic Capabilities, Lancaster, UK.

Voelpel, S., & Han, Z. (2006, March 20-21). *Managing knowledge governance in China: The case of Siemens ShareNet*. 3rd International Research Conference 'Chinese Entrepreneurship and Asian Business Networks', Lee Kong Chian School of Business, Singapore Management University, Singapore.

Voelpel, S., & Han, Z. (2005, October 23-26). *Managing corporate knowledge: A dynamic capability perspective*. 25th Strategic Management Society Conference, Orlando, Florida, USA.

Voelpel, S., Leibold, M., & Habtay, S. (2005, August 5-10). *Poised organizational strategy in dealing with disruptive innovation: The case of GMOs in the global wine industry*. 65th Annual Academy of Management Meeting, Honolulu, Hawaii, USA.

Voelpel, S., Eckhoff, R., Leibold, M., & Davenport, T. (2005, July 4-6). *Intellectual capital, innovation and the tyranny of the balanced scorecard*. 4th International Critical Management Studies Conference, Cambridge University, UK.

Nonaka, I., von Krogh, G., Voelpel, S., & Streb, C. (2005, June 30 – July 2). *Knowledge creation 10 years after: A review and appraisal*. 21th Annual European Group of Organizational Studies Colloquium, Berlin, Germany.

Voelpel, S., Eckhoff, R., & Davenport, T. (2005, June 30 – July 2). *Group size matters: Bystander effects in virtual knowledge sharing communities*. 21th Annual European Group of Organizational Studies Colloquium, Berlin, Germany.

Voelpel, S., Han, Z., Fuhl, F., & Chong, L.C. (2005, June 30 – July 2). *Sharing knowledge at a global scale - the dynamic capability perspective*. 21th Annual European Group of Organizational Studies Colloquium, Berlin, Germany.

Voelpel, S., Leibold, M., & Tekie, E. (2005, June 30 – July 2). *Managing organizational misfit to unlock innovation*. 21th Annual European Group of Organizational Studies Colloquium, Berlin, Germany.

Voelpel, S., von Pierer, H., & Steb, C. (2005, May 4 – 7). *Designing innovation: The mobile company*. 5th Annual European Academy of Management Conference, Munich, Germany.

von Krogh, G., von Pierer, H., Voelpel, S., & Steb, C. (2005, May 4 – 7). *Mobilizing knowledge for innovativeness*. 5th Annual European Academy of Management Conference, Munich, Germany.

Leibold, M., Voelpel, S., & Habtay, S. (2005, May 4 – 7). *Organizational sources of synergy in leveraging innovation from disparate business models*. 5th Annual European Academy of Management Conference, 2005, Munich, Germany.

Voelpel, S., Han, Z., & Chong, L. (2005, May 4 – 7). *Building corporate knowledge and competence communities – a dynamic capability of a firm*. 5th Annual European Academy of Management Conference, Munich, Germany.

Voelpel, S., Leibold, M., & Steb, C. (2005, May 4 – 7). *Strategizing the innovation meme*. 5th Annual European Academy of Management Conference, Munich, Germany.

Voelpel, S., Han, Z., & Chong, L. (2004, December 16-18). *Knowledge management and knowledge sharing behavior in China: The case of Siemens ShareNet*. 4th Annual Asia Academy of Management Conference, Shanghai, China.

Voelpel, S., Eckhoff, R., & Davenport, T. (2004, October 22–23). *David against Goliath: Ten Commandments and group size for increasing quality and quantity in knowledge sharing*. 1st International Symposium on Knowledge and Intellectual Property, Taichung, Taiwan, Republic of China.

Beer, M., Voelpel, S., Leibold, M., & Tekie, E. (2004, August 6-11). *Strategic management as organizational learning: Developing fit and alignment through a disciplined process*. 64th Annual Academy of Management Meeting, New Orleans, Louisiana, USA.

Beer, M., Voelpel, S., Leibold, M., & Tekie, E. (2004, July 1 - 3). *Strategic management as organizational learning: Developing fit and alignment through a disciplined process*. 20th Annual European Group of Organizational Studies Colloquium, Ljubljana, Slovenia.

Voelpel, S., Leibold, M., & Tekie, E. (2004, May 5 – 8). *The wheel of business model reinvention: How to reshape your business model to leapfrog competitors*. 4th Annual European Academy of Management Conference, St. Andrews in Scotland.

Gibbert, M., Leibold, M., & Voelpel, S. (2001, January 17 - 19). *Rejuvenating corporate intellectual capital (IC) by co-opting customer competence*. Working Paper University of St. Gallen and University of Stellenbosch. 22nd Annual McMaster World Congress, 4th World Congress of Intellectual Capital, Hamilton, Ontario, Canada.

Gibbert, M., Leibold, M., & Voelpel, S. (2000, October 30 - 31). *Reappraising the value of IC through co-option of customer competence*. Working paper accepted at the Practical Aspects of Knowledge Management 2000 Conference, Basel, Switzerland.

Gibbert, M., Tsusaki, D., & Voelpel, S. (2000, May 31 – June 4). *Questions, considerations, barriers for customer integration*. Managing Complexity, Boston, Mass., USA.

SELECTED MEETING ORGANIZATION & MODERATION

WDN – WISE Demographic Network Meetings as founder and director from March 28, 2007 at the 11th World Business Dialogue until today half-yearly to be continued:

Voelpel, S. (2015, May 5-6). 16. *WDN Meeting: Führungskultur der Zukunft*. Deutsche Bahn, BahnTower, Berlin, Germany.

Voelpel, S. (2014, November 25-26). 15. *WDN Meeting: Innovation durch Vielfalt*. Residenz-Gruppe Bremen, Bremen, Germany.

Voelpel, S. (2014, May 21-22). 14. *WDN Meeting: Talent Management*. EnBW Energie Baden-Württemberg, Karlsruhe, Germany.

Voelpel, S. (2013, November 26-27). 13. *WDN Meeting: Diversity Leadership*. Daimler, Bremen, Germany.

Voelpel, S. (2013, April 14-15). 12. *WDN Meeting: Personal- und Führungskräfteentwicklung*. SV Werder Bremen, Bremen, Germany.

Voelpel, S. (2012, October 17-18). 11. *WDN Meeting: The war for hearts*. Vorwerk, Wuppertal, Germany.

Voelpel, S. (2012, April 25-26). 10. *WDN Meeting: Aktives Demographie-Management: Produktivität erhalten und entwickeln*. DB Services, Hauptbahnhof, Berlin, Germany.

Voelpel, S. (2011, October 19-20). 9. *WDN Meeting: Diversity-Management: Umgang mit kultureller, Alters- und Gender-Diversity*. ArcelorMittal, Bremen, Germany.

Voelpel, S. (2011, April 5-6). 8. *WDN Meeting: Führung und Messbarkeit*. EADS Cassidian, Manching, Germany.

Voelpel, S. (2010, November 24-25). 7. *WDN Meeting: Optimaler Einsatz von Human Resources*. Daimler AG, Mercedes-Benz Museum & Werk Untertürkheim, Stuttgart, Germany.

Voelpel, S. (2010, April 21-22). 6. *WDN Meeting: WDN-Demografiemonitor*. Mars, Viersen, Germany.

Voelpel, S. (2009, November 10-11). 5. *WDN Meeting: Wissens- und Kompetenzmanagement*. Otto Group, Hamburg, Germany.

Voelpel, S. (2009, April 22). 4. *WDN Meeting: Talent Management*. Deutsche Bahn, Berlin, Germany.

Voelpel, S. (2008, October 8). 3. *WDN Meeting*. EnBW – Energie Baden-Württemberg, Karlsruhe, Germany.

Voelpel, S. (2008, April 11). 2. *WDN Meeting*. Deutsche Bank, Frankfurt am Main, Germany.

Voelpel, S. (2007, October 8). 1. *WDN Meeting*. Jacobs University, Bremen, Germany.

Voelpel, S. (2007, March 28). 0. *WDN Foundation Meeting with press conference*. 11th World Business Dialogue, Cologne, Germany.

PANEL DISCUSSIONS

Voelpel, S. (2014, July 15). *Wollen wir ewig leben*. Participant podium discussion, Restaurant Kubus der SchauBox, Universum, Bremen, Germany.

Voelpel, S. (2011, October 12). *Jugendwahn versus Senioritätsprinzip – mit welchen Tabus müssen Unternehmen brechen, um den demographischen Wandel zu meistern?* Participant podium discussion Synergiewerkstatt IX: Altersgemischte Teams und Generationenwechsel – neue Chancen durch Diversity Management, Netzwerk Synergie durch Vielfalt, EnBW, Stuttgart, Germany.

Voelpel, S. (2011, May 28). *Personalized Aging*. Chair of Session 5, “Work”, JCLL Conference 2011, Jacobs University, Bremen, Germany.

Voelpel, S. (2007, November 24). *Working healthier in SMEs – what can be done? Best practices in selected European countries*. 10th European Conference for Employees in SMEs, Cologne, Germany.

Voelpel, S. (2007, November 8-9). *Factors of Success*. Session-Chair, English Track WS IV. EFER/EECPCL Roundtable meeting, 11th Annual Interdisciplinary Entrepreneurship Conference, G-Forum, Convention Centre Eurogress, Aachen, Germany.

SELECTED MODERATIONS

Voelpel, S. (2013, May 16). Top: *Handlungsmöglichkeiten zur Engagementförderung als Führungskraft*. Seminar: Gute Arbeitsbeziehungen gestalten: Engagement und Ergebnis fördern. Führungsakademie der Bundesagentur für Arbeit (Public Administration Academy of the Federal Employment Agency). Lauf, Nürnberg, Germany.

Voelpel, S. (2009, June 4 & 5). Forum: Turbulente Märkte – Transformationale Führung als Chance nutzen, Globale Anforderungen – Turbulente Märkte – Nachhaltiges Personalmanagement, 17. DGFP-Kongress, Wiesbaden, Germany.

CONFERENCE PRESENTATIONS

Dooley, B., & Voelpel, S., (2008, April 4-5). *The knowledge problem: A workshop on transdisciplinary approaches*. Introductory Talk. Jacobs University Bremen, Germany.

Voelpel, S. (2007, November 8-9). *Human resource practices in businesses: Do family businesses think more long-term?* EFER/EECPCL Roundtable meeting, 11th Annual Interdisciplinary Entrepreneurship Conference, G-Forum, Convention Centre Eurogress, Aachen, Germany.

Han, Z., & Voelpel, S. (2007, April 17). *Knowledge management of foreign firms in China*. Centre for East and Southeast Asian Studies, Lund University, Lund, Sweden.

Voelpel S. (2006, August 11-12). *Collective creativity and its constraints: Introduction to the workshop*. Research Workshop Collective Creativity and its Constraints, Critical Management Studies, 66th Annual Academy of Management, Atlanta, Georgia, USA.

Voelpel, S., & Streb, C. (2006, August 11-16). *Introduction to the workshop ‘Managing the aging workforce: Leadership towards a new Weltanschauung’*. Research Workshop Managing the Aging Workforce: Leadership towards a new Weltanschauung, Critical Management Studies, 66th Annual Academy of Management, Atlanta, Georgia, USA.

Voelpel, S., & Eckhoff, R. (2004, October 22–23). *David against Goliath: Ten Commandments and group size for increasing quality and quantity in knowledge sharing*. 1st International Symposium on Knowledge and Intellectual Property, Taichung, Taiwan, Republic of China (keynote).

Gibbert, M., Leibold, M., & Voelpel, S. (2001, January 17 - 19). *Rejuvenating corporate intellectual capital (IC) by co-opting customer competence*. Presentation at the 22nd Annual McMaster World Congress, 4th World Congress of Intellectual Capital, Mac Master University, Hamilton, Ontario, Canada.

Gibbert, M., Leibold, M., & Voelpel, S. (2000, October 30 - 31). *Reappraising the value of IC through co-opting customer knowledge. Customers – passive audience or co-creators of organizational value?* Presentation at the Practical Aspects of Knowledge Management 2000 Conference, Basel, Switzerland.

Gibbert, M., Tsusaki, D., & Voelpel, S. (2000, May 31 – June 4). *Siemens: Corporate overview and strategy*. Managing Complexity. Boston, Mass., USA. (Presentation: Part 1: Memory: 4360 KB, Slides: 27)

Gibbert, M., Tsusaki, D., & Voelpel, S. (2000, May 31 – June 4). *A case study: “ShareNet“ – the global knowledge sharing network.* Managing Complexity. Boston, Mass., USA. (Presentation: Part 2A: Memory: 3253 KB, Slides: 21)

Gibbert, M., Tsusaki, D., & Voelpel, S. (2000, May 31 – June 4). *A case study: “ShareNet“ – the global knowledge sharing network.* Managing Complexity, Boston, Mass., USA. (Presentation, Part 2B: Memory: 1859 KB, Slides: 21)

Gibbert, M., Tsusaki, D., & Voelpel, S. (2000, May 31 – June 4). *A case study: “ShareNet“ – the global knowledge sharing network.* Managing Complexity, Boston, Mass., USA. (Presentation, Part 2C: Memory: 5564 KB, Slides: 21)

Gibbert, M., Tsusaki, D., & Voelpel, S. (2000, May 31 – June 4). *A case study: “ShareNet“ – the global knowledge-sharing network.* Managing Complexity, Boston, Mass., USA. (Presentation, Part 2D: Memory: 2473 KB, Slides: 22)

SELECTED PRESENTATIONS

Voelpel, S. (2015, June 16). *Höher, schneller, weiter? Strategien für lebenslange Höchstleistung im Job*. Impulsvortrag im Rahmen cc@work-Tages, buw Holding GmbH, Customer Center, Münster, Germany.

Voelpel, S. (2015, March 26). *Demographic Leadership – Lebenslange Leistungsfähigkeit*. Health on Top XII, Der SKOLAMED Gesundheitskongress BGM 3.0 – Zukunft und Perspektiven des Themas Gesundheit in Unternehmenszusammenhängen, Auf dem Petersberg, Steigenberger Grandhotel, Königswinter, Germany.

Voelpel, S. (2015, March 16). *Demographie. Körperliche, mentale und emotionale Fitness*. Impulsvortrag im Rahmen Workshop Generationenmanagement des Mercedes-Benz Werk Bremen, Daimler AG, GfG – Gruppe für Gestaltung, Altes Zollamt, Bremen, Germany.

Voelpel, S. (2015, March 13). *Demographic Leadership. Lebenslange Leistungsfähigkeit*. Impulsvortrag im Rahmen Workshop Generationenmanagement des Mercedes-Benz Werk Bremen, Daimler AG, GfG – Gruppe für Gestaltung, Altes Zollamt, Bremen, Germany.

Voelpel, S. (2015, March 12). *Demographic Leadership. Lebenslange Leistungsfähigkeit*. Impulsvortrag im Rahmen E1-E3-Reko des Mercedes-Benz Werk Bremen, Daimler AG, zum Thema Alter und Ausstellung, GfG – Gruppe für Gestaltung, Altes Zollamt, Bremen, Germany.

Voelpel, S. (2015, February 24). *Der Wettbewerbsvorteil: Mentale, emotionale und körperliche Fitness von Leistungsträgern*. 19. Jahrestagung Personalmanagement: V-023965, Schwerpunkt Personal- und Organisationsentwicklung, Sparkassenakademie, Ostdeutscher Sparkassenverband, Berlin, Germany.

Voelpel, S. (2014, December 3). *Demographic Leadership. Lebenslange Leistungsfähigkeit*. Mercedes-Benz Werk Bremen, Daimler AG, Workshop im Rahmen Präsentation "Ey Alter" - IG Metall (Industriegewerkschaft Metall, IGM) „Y.E.S.: Young and Experienced together Successful - Die Zukunft der Arbeit“, GfG – Gruppe für Gestaltung, Altes Zollamt, Bremen, Germany.

Voelpel, S. (2014, December 2). *Demographic Leadership. Lebenslange Höchstleistung*. Mercedes-Benz Werk Bremen, Daimler AG, Workshop im Rahmen E4-Präsentation „Y.E.S.: Young and Experienced together Successful - Die Zukunft der Arbeit“, GfG – Gruppe für Gestaltung, Altes Zollamt, Bremen, Germany.

Voelpel, S. (2014, November 27). Leadership, Lernen, Leisten. Ergebnispräsentation im Rahmen E1-E3-Reko „Group of Innovation“, Mercedes-Benz Werk Bremen, Daimler AG, Germany.

Voelpel, S. (2014, October 24). *Lebenslange Leistungsfähigkeit*. Residenz-Gruppe, Investorenfeier, Musical Theater, Bremen, Germany.

Voelpel, S. (2014, October 23). *Demographic Leadership. Lebenslange Höchstleistung*. Mercedes-Benz Werk Bremen, Daimler AG, Workshop „Wilfried Porth's HR ExCom“, GfG – Gruppe für Gestaltung, Altes Zollamt, Bremen, Germany.

Voelpel, S. (2014, October 15). *Das WDN - WISE Demographie Netzwerk: Mit Wirtschaft und Wissenschaft zu nachhaltigen Wettbewerbsvorteilen*. Handelskammer Bremen, Bremen, Germany.

Voelpel, S. (2014, October 9). *Das WDN - WISE Demographie Netzwerk: PR und Kommunikations-Strategie*. Jacobs University, Bremen, Germany.

Voelpel, S. (2014, September 30). *Mit dem WDN – WISE Demographie Netzwerk Unternehmen für den demographischen Wandel fit machen*. VDI - Verein Deutscher Ingenieure, ehem. BELUGA Haus, Bremen, Germany.

Voelpel, S. (2014, September 15). *Körperliche, mentale und emotionale Leistungsfähigkeit*. Institut für Arbeit und Personalmanagement, Mobile Life Campus, Volkswagen AG „Gesundheit und Leistungsfähigkeit“, Wolfsburg, Germany.

Voelpel, S. (2014, August 7). *Diversity Leadership. Lebenslange physische, emotionale und mentale Höchstleistung*. Mercedes-Benz Werk Bremen, Daimler AG, Workshop „Chancen des Demographischen Wandels“, GfG – Gruppe für Gestaltung, Altes Zollamt, Bremen, Germany.

Voelpel, S. (2013, December 16). Organizational knowledge creation and learning, USP - University of São Paulo, São Paulo, Brazil.

Voelpel, S. (2013, December 10). *Innovationen durch Internationale Vielfalt? Wie wir durch Leadership Diversity mit dem Jakob-Fugger-Zentrum die Leistung und Innovationskraft in Lehre und Forschung nachhaltig erhöhen könnten*. Wirtschaftswissenschaftliche Fakultät, Universität Augsburg, Augsburg, Germany.

- Voelpel, S. (2013, December 9). *Diversity Leadership. Lebenslange physische, emotionale und mentale Höchstleistung*, Impulsvortrag, Workshop Daimler, Jacobs University, Bremen, Germany.
- Voelpel, S. (2013, November 26). *Diversity Leadership: Lebenslange Höchstleistung - Physisch, Mental und Emotional*, Impulsreferat, WISE Demographie Netzwerk, (WDN), Mercedes-Benz Werk Bremen Daimler AG, Bremen, Germany.
- Voelpel, S. (2013, September 23). *Lebenslange Fitness: Physisch(e), Mental(e) und Emotional(e) (Höchstleistung)*. Universum Daimler Jacobs University Workshop, Universum, Bremen, Germany.
- Voelpel, S. (2013, September 20). *Lebenslange Höchstleistung: Physisch, Emotional und Mental. Impulsvortrag*, Workshop Daimler, Jacobs University, Bremen, Germany.
- Voelpel, S. (2013, August 21). *Lebenslange Fitness: Physisch(e), Mental(e) und Emotional(e) (Höchstleistung)*. Workshop, Universum Daimler Jacobs University, GfG – Gruppe für Gestaltung, Altes Zollamt, Bremen, Germany.
- Voelpel, S. (2013, June 25). *Diversity Leadership: Lebenslange Beschäftigungsfähigkeit erhalten und steigern*. Veranstaltung: Diversity und Demografiemanagement, Führungsakademie der Bundesagentur für Arbeit (Public Administration Academy of the Federal Employment Agency). Lauf, Nürnberg, Germany.
- Voelpel, S. (2013, May 23). *Diversity Leadership: Wie wir durch optimale Führung, Organisation und Personal die Leistung und Innovationskraft der Wirtschafts- und Sozialwissenschaftlichen Fakultät der Universität Potsdam nachhaltig verbessern können*. Wirtschafts- und Sozialwissenschaftliche Fakultät, Universität Potsdam, Potsdam, Germany.
- Voelpel, S. (2013, May 16). *Stellhebel für Engagement und Herausforderungen für die transformationale Führung*. Workshop, Führungsakademie der Bundesagentur für Arbeit (Public Administration Academy of the Federal Employment Agency). Lauf, Nürnberg, Germany.
- Voelpel, S. (2013, March 25). *Diversity Leadership: Wie wir die Führungsrolle des Anna Boyksen Diversity Research Center und der TUM nachhaltig erhalten und erweitern könnten*. Fakultät für Wirtschaftswissenschaften, Technischen Universität München, Munich, Germany.
- Voelpel, S. (2012, January 31). *Innovation und Demographic Change as challenge for Leadership and Personnel Management: How Feedback from Coworkers moderates the Relationship between Age and Innovative Work Behavior*. WHU – Otto Beisheim School of Management, Vallendar, Germany.
- Voelpel, S. (2011, November 14). *Nachhaltige Beschäftigungsfähigkeit*. HR-Strategie mit Weitsicht und Beständigkeit, Handelsblatt Veranstaltung: HR im Focus. Berlin, Germany.
- Voelpel, S. (2011, November 11). *Nachhaltiges Demographiemanagement. Lebenslange Beschäftigungsfähigkeit erhalten und steigern*. Geschäftsleitertreffen, Tesa SE. Hamburg, Germany.
- Voelpel, S. (2011, November 3). *Nachhaltiges Demographiemanagement. Lebenslange Beschäftigungsfähigkeit erhalten und steigern*. Hochschultag 2011 des Bauindustrieverbandes Niedersachsen-Bremen. Mellendorf, Germany.
- Voelpel, S. (2011, November 1). *Innovation und Demographie als Herausforderung für Organisationen. Feedback von Kollegen als Moderator der Beziehung zwischen Alter und Innovationsverhalten*. Wirtschaftswissenschaftliche Fakultät, University of Göttingen, Göttingen, Germany.

Voelpel, S. (2011, October 17). *Innovation und Demographic Change as challenge for Personnel Management and Leadership: How Feedback from Coworkers moderates the Relationship between Age and Innovative Work Behavior*. University of Mannheim, Mannheim, Germany.

Voelpel, S. (2011, September 22). *Innovation und Demographic Change as challenge for Management and Strategy: How Feedback from Coworkers moderates the Relationship between Age and Innovative Work Behavior*. Kühne Logistics University, Hamburg, Germany.

Voelpel, S. (2011, April 28). *Innovation und Demographie als Herausforderung für das Personalmanagement. Feedback von Kollegen als Moderator der Beziehung zwischen Alter und Innovationsverhalten*. Department of Business Administration, University of Bern, Bern, Switzerland.

Voelpel, S. (2011, April 8). *Innovation und Demographie als Herausforderung für die Führung von Unternehmen. Feedback von Kollegen als Moderator der Beziehung zwischen Alter und Innovationsverhalten*. Wirtschaftswissenschaftliche Fakultät, Leibniz Universität Hannover, Hannover, Germany.

Voelpel, S. (2010, October 13). *Nachhaltiges Demographiemanagement. Beschäftigungsfähigkeit erhalten und steigern*. Vortrag im Rahmen der Betriebsräteversammlung der Lufthansa AG, Lufthansa Training & Conference Center Seeheim bei Frankfurt, Germany.

Voelpel, S. (2010, June 15). *Knowledge Sharing and Seeking in Work Teams: A Multilevel Investigation of the Effects of Age, Motivation, and Job Autonomy*. European Business School, International University Schloß Reichertshausen, Oestrich-Winkel, Germany.

Voelpel, S. & Korff, J. (2010, April 26). *Produktives Altern aus der Organisationsperspektive*. Gemeinsamer Workshop des IAB und des Jacobs Center on Lifelong Learning: Alter, Altern, Arbeit – Folgen für Individuum und Institution; Konferenzzentrum der BA, Nürnberg, Germany.

Voelpel, S. (2010, April 22). *Nachhaltiges Demographiemanagement. Beschäftigungsfähigkeit erhalten und steigern*. Impulsreferat, WISE Demographie Netzwerk, (WDN), MARS, Viersen, Germany.

Voelpel, S. (2010, March 23). *Cognitive and physical changes across our life span and how they affect the work force*. Organizational Behavior Seminar Jerusalem School of Business Administration, Hebrew University of Jerusalem, Mount Scopus, Jerusalem, Israel.

Voelpel, S. (2010, March 1). *Personalmanagement im Demographischen Wandel. Impulsreferat, Personalrätetagung von ARD und ZDF, Zweites Deutsches Fernsehen, Mainz, Germany*.

Voelpel, S. (2009, November 10th). *A Multilevel Investigation of the Effects of Age, Motivation, and Job Autonomy on Knowledge Sharing and Seeking in Work Teams*. Leibniz Universität Hannover, Hannover, Germany.

Voelpel, S. (2009, November 10th). *Strategic Sustainability & Demographic Fitness Maintaining and Increasing Employability*. GISMA Business School, Hannover, Germany.

Voelpel, S. (2009, Juni 15). *Nachhaltiges Demographiemanagement: Beschäftigungsfähigkeit erhalten und steigern*. Impulsreferat zum Workshop “Demographischer Wandel – altersgerechtes arbeiten”, Aus und Fortbildungszentrum, Senatorin für Finanzen, Bremen, Germany.

Voelpel, S. (2009, Juni 3). *Lebenslange Fitness: Beschäftigungsfähigkeit erhalten und steigern*. Vortragsreihe "Age Diversity", der SeniorExperts@db, Investment Banking Center, Deutsche Bank, Frankfurt, Germany.

Voelpel, S. (2009, March 5). *Sustainable Demographic Management Increasing Employability, Innovation and Business Performance*. Inaugural Lecture as Adjunct Professor for Strategy, Leadership and Innovation, European Business School (EBS), International University Schloss Reichartshausen, Wiesbaden, Germany.

Voelpel, S. (2008, December 20). *Die Auswirkungen des Demographischen Wandels auf Innovationsprozesse: Eine umfassende Studie technologieintensiver Unternehmen*. Fakultät Wirtschafts- und Sozialwissenschaften, Universität Hamburg, Hamburg, Germany.

Voelpel, S. (2008, December 19). *Die Auswirkungen des Demographischen Wandels auf Innovationsprozesse: Eine umfassende Studie technologieintensiver Unternehmen*. Fakultät für Betriebswirtschaft, Ludwig-Maximilians-Universität München, München, Germany.

Voelpel, S. (2008, December 12). *Sustainable Demographic Management. Maintaining and Increasing Employability*. Forum 2008, "Third Economy. More Value from the Elder", Welfare Systems and Labour Policies, Grand Hotel des Iles Borromées, Stresa, Italy.

Voelpel, S. (2008, November 4). *Nachhaltiges Demographiemanagement*. Impulsreferat, Sustainability Dialog at Daimler, Daimler Benz Museum, Stuttgart, Germany.

Voelpel, S. (2008, October 30). *Beschäftigungsfähigkeit im Demographischen Wandel*. Impulsreferat, Personalleitertagung von ARD und ZDF, Saarländischen Rundfunk, Saarbrücken, Germany.

Voelpel, S. (2008, September 17). *HRM-Initiative - Erhalt und Steigerung der Beschäftigungsfähigkeit*. Impulsreferat, Kolloquium Erfahrung DB, Deutsche Bahn, Potsdamer Platz, Berlin, Germany.

Voelpel, S. (2008, July 16). *The Effects of the Demographic Change on the Innovation Process: A Large-Scale Study of Technology Intensive Companies*. Fakultät für Wirtschaftswissenschaften, Technischen Universität München, Munich, Germany.

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