



# HHL

LEIPZIG  
GRADUATE SCHOOL  
OF MANAGEMENT

## **Prof. Dr. Tobias Dauth**

**Dean & CEO**  
**Chancellor & CFO**  
**Chair of International Management**

HHL Leipzig Graduate School of Management  
Jahnallee 59, 04109 Leipzig, Germany

T +49 341 9851-725  
M +49 173 2615-145  
tobias.dauth@hhl.de



### **Academic Education**

- 2012 Dr. rer. pol., ESCP Europe (Chair of International Management and Strategic Management), Berlin, Germany
- 2008-2012 Doctoral Candidate, ESCP Europe, Berlin, Germany
- 2006 Studies in Business and Management, Pforzheim University/Kelley School of Business, Indiana University, USA

### **Professional Experience**

- since 2023 Dean/CEO, HHL Leipzig Graduate School of Management, Leipzig
- since 2022 Chancellor/CFO, HHL Leipzig Graduate School of Management, Leipzig
- 2021 Academic Director PT-MBA Program, HHL Leipzig Graduate School of Management, Leipzig
- 2019-2021 Academic Director Executive Education, HHL Leipzig Graduate School of Management, Leipzig
- since 2019 Full Professor of International Management
- 2013-2018 Alfred Krupp von Bohlen und Halbach Junior Professor in International Management, HHL Leipzig Graduate School of Management, Leipzig
- since 04/2013 Affiliated Researcher, Fraunhofer IMW, Leipzig
- 2013 Assistant Professor of International Business, Rouen Business School, (Marketing and Strategy Department), Rouen, France
- 2008-2012 Research Associate, ESCP Europe, Berlin, Germany
- 2006-2008 Senior Consultant, BBDO Consulting (today: Batten & Company), Munich, Germany



# HHL

LEIPZIG  
GRADUATE SCHOOL  
OF MANAGEMENT

## Honors and Awards

- |      |  |
|------|--|
| 2015 | Best Paper Award, Academy of Management Conference, Vancouver, Canada                |
| 2015 | Best Paper Award, European Academy of Management, Warsaw, Poland                     |
| 2014 | Best Paper Award, Academy of International Business (CEE Chapter), Budapest, Hungary |

## Memberships and Affiliations

- Member of the Academy of International Business
- Member of the European International Business Academy

## Research Interests

- Top Management Teams
- German-Polish Relations
- Intercultural Management
- Corporate Governance
- Internationalization of Small and Medium Sized Firms

## Research Projects

- DFG Research Project: “Legitimacy-building and the performance of post-transition country firms in an advanced economy – a study of Polish subsidiaries in Germany” (2021-2024), partners: University of Regensburg, Poznan University of Economics.
- EU H2020 Project “Eco Tandem” to boost sustainable tourism development and increase the capacity building of traditional tourism SMEs through transnational cooperation and knowledge/tech transfer. (2020-2023)
- EU H2020 Marie Skłodowska-Curie grant Project „Limnoplast – Microplastics in Europe’s freshwater ecosystems: From sources to solutions” (2020-2023).

## Publications

### Research Monographs

- Dauth, Tobias (2012): Die Internationalität von Top-Managern. Aktienkursreaktionen auf die Benennung internationaler Vorstände und Aufsichtsräte. Springer Gabler, Wiesbaden, 2012 (mir-Edition), 308 pages.

### Book Chapter / Dictionary or Encyclopedia Article

- Schmid, Stefan/Dauth, Tobias/Kotulla, Thomas (2010): Aldi and Lidl: International Expansion of Two German Grocery Discounters. In: Ghauri, Pervez/Cateora, Philip (eds.): International Marketing, 3rd European Edition, McGraw-Hill, Maidenhead, 2010, pp. 566-571.
- Schmid, Stefan/Dauth, Tobias/Kotulla, Thomas (2010): Teaching Notes for the Case "Aldi and Lidl: International Expansion of Two German Grocery Discounters". In: Ghauri,



# HHL

LEIPZIG  
GRADUATE SCHOOL  
OF MANAGEMENT

Pervez/Cateora, Philip (eds.): International Marketing, 3rd European Edition, McGraw-Hill, Maidenhead, 2010, 9 pages.

- Schmid, Stefan/Dauth, Tobias/Kotulla, Thomas (2011): Suggestions for Completing the Assignments of the Case Study: The Acquisition of Reebok by Adidas. In: Zentes, Joachim/Swoboda, Bernhard/Morschett, Dirk (eds.): Fallstudien zum Internationalen Management. Lösungen. Websites of Gabler, Wiesbaden, 2011, 14 pages.
- Schmid, Stefan/Dauth, Tobias/Kotulla, Thomas (2011): The Acquisition of Reebok by Adidas. In: Zentes, Joachim/Swoboda, Bernhard/Morschett, Dirk (ed.): Fallstudien zum Internationalen Management. Grundlagen – Praxiserfahrungen – Perspektiven. 4th Edition, Gabler, Wiesbaden, 2011, pp. 713-731.
- Schmid, Stefan/Dauth, Tobias/Kotulla, Thomas/Schulze, Stephan (2013): Porsche Holding: Automobile für Europa aus dem Salzburger Land. In: Schmid, Stefan (ed.): Strategien der Internationalisierung. Fallstudien und Fallbeispiele. 3rd revised and updated edition, Oldenbourg, München, 2013, pp. 161-173.
- Schmid, Stefan/Dauth, Tobias/Kotulla, Thomas (2013): Aldi und Lidl. Zwei deutsche Discounter auf Expansionskurs. In: Schmid, Stefan (ed.): Strategien der Internationalisierung. Fallstudien und Fallbeispiele. 3rd revised and updated edition, Oldenbourg, München, 2013, pp. 533-579.
- Schmid, Stefan/Dauth, Tobias/Kotulla, Thomas/Schulze, Stephan (2013): Ruhrgas und Gazprom. Keine Sonderrechte - trotz langjähriger Importbeziehungen und existierender Minderheitsbeteiligung. In: Schmid, Stefan (ed.): Strategien der Internationalisierung. Fallstudien und Fallbeispiele. 3rd revised and updated edition, Oldenbourg, München, 2013, pp. 175-191.
- Schmid, Stefan/Dauth, Tobias/Kotulla, Thomas (2014): Aldi and Lidl: International expansion of two German grocery discounters. in: Ghauri, Pervez/Cateora, Philip (Hrsg.): International Marketing, 4. Auflage, McGraw-Hill, Maidenhead, S. 503-509.
- Velamuri, Vivek/Zhou, Weni/Dauth, Tobias (2018): Changing innovation roles of foreign subsidiaries from the manufacturing industry in China. In: Brem, Alexander/Tidd, Joe/Daim, Tugrul (Hrsg): Managing Innovation: Internationalization of Innovation, World Scientific, (in press).
- Schmid, Stefan/ Dauth, Tobias/Kotulla, Thomas/Leding, Philipp (2018): Adidas & Reebok: Is acquiring easier than integrating? in: Schmid, Stefan (Hrsg.): Internationalization of Business – Cases on strategy formulation and implementation, Springer (in press).
- Schmid, Stefan/ Dauth, Tobias/Kotulla, Thomas/Gaberle, Fabienne (2018): Aldi & Lidl: From Germany to the rest of the world? in: Schmid, Stefan (Hrsg.): Internationalization of Business – Cases on strategy formulation and implementation, Springer (in press).

#### Peer Reviewed Journal Article

- Schmid, Stefan/Dauth, Tobias (2012): Internationale Diversität im Top-Management – Eine empirische Analyse der DAX-30-Unternehmen, in: Zeitschrift für betriebswirtschaftliche Forschung, 64. Jg. Nr. 7, S. 772-802.
- Schmid, Stefan/Dauth, Tobias (2014): Does internationalization make a difference? Stock market reaction to announcements of international top executive appointments, in: Journal of World Business, 49. Jg., Nr. 1, S. 63-77.



# HHL

LEIPZIG  
GRADUATE SCHOOL  
OF MANAGEMENT

- Schmid, Stefan/Wurster, Dennis/Dauth, Tobias (2014): Internationalisation of upper echelons in different institutional contexts: top managers in Germany and the UK, in: *European Journal of International Management*, 9. Jg., Nr. 4, S.510-535.
- Dauth, Tobias/Tomczak, Agata (2016): Internationalization of top management teams: A comprehensive analysis of Polish stock-listed firms, in: *Journal for East European Management Studies*, 21. Jg., Nr. 2, S. 167-183.
- Georgakakis, Dimitrios/Dauth, Tobias/Ruigrok, Winfried (2016): Too much of a good thing: Does international experience variety accelerate or delay executives' career advancement? in: *Journal of World Business*, 51. Jg., Nr. 3, S. 425-437.
- Dauth, Tobias/Pronobis, Paul/Schmid, Stefan (2017): Exploring the link between internationalization of top management and accounting quality: The CFO's international experience matters, in: *International Business Review*, 26. Jg., Nr. 1, S. 71-88.
- Zhou, Weni/Velamuri, Vivek/Dauth, Tobias (2017): Changing innovation roles of foreign subsidiaries from the manufacturing industry in China, in: *International Journal of Innovation Management*, 21. Jg., Nr. 1, S. 1-32.
- Schmid, Stefan/Altfeld, Frederic/Dauth, Tobias (2018): Der Dokortitel unter Vorstands- und Aufsichtsratsmitgliedern der DAX-30-Unternehmen – Immer noch weit verbreitet und von hoher Bedeutung? in: *Zeitschrift für Corporate Governance*, 12. Jg., Nr. 4, S. 152-158.
- Schmid, Stefan/Altfeld, Frederic/Dauth, Tobias (2018): Americanization as a driver of CEO pay in Europe: The moderating role of CEO power, in: *Journal of World Business*, 53. Jg., Nr.4, S. 433-451.
- Schmid, Stefan/Altfeld, Frederic/Dauth, Tobias (2018): Neuberufungen von DAX-30-Vorständen und -Aufsichtsräten: Wie reagiert der Aktienmarkt auf den Dokortitel von Top-Managern? In: *Corporate Finance*, Nr. 9-10, S. 276-282.
- Wrede, Michaela/Dauth, Tobias (2020). A temporal perspective on the relationship between top management team internationalization and firms' innovativeness. *Managerial and Decision Economics*, 41. Jg., Nr. 4, S. 542-561.
- Wrede, Michaela/Velamuri, Vivek/Dauth, Tobias (forthcoming): Top managers in the digital age: Exploring the role and practices of top managers in firms' digital transformation. In: *Managerial and Decision Economics* (accepted for publication).

## Working Paper

- Schmid, Stefan/Dauth, Tobias/Kotulla, Thomas (2009): Die Internationalisierung von Aldi und Lidl – Möglichkeiten und Grenzen bei der Übertragung von im Inland erfolgreichen Geschäftsmodellen auf das Ausland, Working Paper No. 46, ESCP-EAP Europäische Wirtschaftshochschule Berlin, 2009, 35 pages.
- Schmid, Stefan/Dauth, Tobias/Kotulla, Thomas/Orban, Fabienne (2016): Aldi and Lidl – From Germany to the Rest of the World? ESCP Europe Working Paper Nr. 65, ESCP Europe, Berlin.

## Conference Paper / Conference Presentation

- The Internationalization of Top Management Teams (TMTs) – Stock Price Reactions to the Announcements of International Top Executive Appointments. 24th EIBA/EIASM John



# HHL

LEIPZIG  
GRADUATE SCHOOL  
OF MANAGEMENT

H. Dunning Doctoral Tutorial in International Business at the 36th EIBA Annual Conference 2010 in Porto, Portugal.

- Does It Matter If Top Managers Are International? Stock Market Reaction to Announcements of International Top Executive Appointments. 37th EIBA Annual Conference 2011 in Bucharest, Romania (with Stefan Schmid).
- Does It Matter If Top Managers Are International? Stock Market Reaction to Announcements of International Top Executive Appointments. Annual Conference 2012 of the Scientific Commission "International Management" of the German Academic Association for Business Research (VHB) in Saarbrücken (with Stefan Schmid).
- Top Management Teams and Firm Performance. 3rd EIASM Workshop on Top Management Teams & Business Strategy Research in Milan, Italy (with Stefan Schmid).
- Top Management Team Internationalization – A Comparison between Germany and the UK. 38th EIBA Annual Conference 2012 in Brighton, UK (with Stefan Schmid and Dennis Wurster).
- Internationalization of Top Managers in Germany and the UK – Cross-national Differences or Similarities? 13th EURAM Annual Conference 2013, Istanbul, Turkey (with Stefan Schmid and Dennis Wurster).
- Top Management Internationalization and Accounting Quality. 4th EIASM Workshop on Top Management Teams & Business Strategy Research 2013 in Copenhagen, Denmark (with Paul Pronobis and Stefan Schmid).
- Dauth, Tobias (2013): Antecedents of top management internationalization. 1st German-French Research Colloquium on International Management, Lyon, France, 3<sup>rd</sup> June 2013.
- Dauth, Tobias (2014): Top management characteristics and employer attractiveness – an empirical investigation in Germany and CEE. 1st AIB-CEE Chapter Seminar, Poznań, Polen, 24. January 2014.
- Dauth, Tobias (2014): Top management internationalization and accounting quality. Jahrestagung der Kommission Internationales Management im VHB, Wien, Österreich, 11. April 2014 (with Stefan Schmid and Paul Pronobis).
- Gaberle, Fabienne/Dauth, Tobias (2014): Does top management team diversity influence employer attractiveness? 5th EIASM Workshop on Top Management Teams & Business Strategy Research, Valencia, Spain, 3. June 2014.
- Altfeld, Frederic/Dauth, Tobias (2014): International attention of top managers. 5th EIASM Workshop on Top Management Teams & Business Strategy Research, Valencia, Spain, 3. June 2014
- Dauth, Tobias (2014): Top management internationalization and accounting quality. Academy of International Business Annual Conference, Vancouver, Canada, 25. June 2014.
- Orban, Fabienne/Dauth, Tobias (2015): Exploring the link between top management diversity and employer attractiveness. 6th EIASM Workshop on Top Management Teams & Business Strategy Research, Antwerp, Belgium, 26.-27. March 2015.
- Georgakakis, Dimitrios/Dauth, Tobias/Ruigrok, Winfried (2015): Top management characteristics and speediness of career advancement: Does international experience reduce the time to the top? SMS Special Conference, St. Gallen, Switzerland, 28.-30. May 2015.



# HHL

LEIPZIG  
GRADUATE SCHOOL  
OF MANAGEMENT

- Georgakakis, Dimitrios/Dauth, Tobias/Ruigrok, Winfried (2015): “The more international the better? The link between international experience variety and career advancement” European Academy of Management (EURAM) annual conference, Warsaw, Poland, 17.-19. June 2015.
- Georgakakis, Dimitrios/Dauth, Tobias/Ruigrok, Winfried (2015): “The more international the better? The link between international experience variety and career advancement” Academy of Management (AoM) annual conference, Vancouver, Canada, 7.-11. August 2015.
- Dauth, Tobias/Lehnen, Pascal/Velamuri, Vivek (2015): De-Internationalization: Past research and future challenges, Vaasa, Finland, 26.-28. August 2015.
- Fischer, Luise/Dauth, Tobias (2016): Frugal innovation and frugality in German public discourse, R&D Management Conference, Cambridge, UK, 3.-6. July 2016.
- Schmid, Stefan/Altfeld, Frederic/Dauth, Tobias: Americanization and compensation of European top managers. 42nd European Academy of Management Conference, Vienna, Austria 2.-4. December 2016.
- Dauth, Tobias/Orban, Fabienne: Top management team diversity and employer attractiveness. 42nd European Academy of Management Conference, Vienna, Austria 2.-4. December 2016.
- Dauth, Tobias/Wrede, Michaela: Top management team internationalization and firm innovation. 42nd European Academy of Management Conference, Vienna, Austria 2.-4. DEcember 2016.
- Schmid, Stefan/Altfeld, Frederic/Dauth, Tobias: Americanization and compensation of European top managers. 14th Vaasa Conference on International Business, Vaasa, Finland, 23.-25. August 2017.
- Dauth, Tobias/Wilden, Anja (2017): The Diversification and Internationalization of Top Management Teams in Different Institutional Contexts: Evidence from Germany and Poland. 4th AIB-CEE Chapter Conference, Ljubljana, Slovenia, 26.-28. September 2017.