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GRADUATE SCHOOL  
OF MANAGEMENT

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## **Akademischer Werdegang**

2012 Dr. rer. pol., ESCP Europe (Lehrstuhl für Internationales Management und Strategisches Management), Berlin, Deutschland

## **Beruflicher Werdegang**

seit 2023	Rektor & CEO HHL Leipzig Graduate School of Management
seit 2022	Kanzler & CFO HHL Leipzig Graduate School of Management
seit 2021	Akademischer Direktor Part-time MBA Program, HHL Leipzig Graduate School of Management
seit 2019	Akademischer Direktor Executive Education, HHL Leipzig Graduate School of Management
seit 2018	Lehrstuhl für Internationales Management, HHL Leipzig Graduate School of Management
seit 2013	Assoziierter Professor, Fraunhofer-Zentrum für Internationales Management und Wissensökonomie (IMW), Leipzig
2013-2018	Alfried Krupp von Bohlen und Halbach Juniorprofessor für Internationales Management, HHL Leipzig Graduate School of Management, Leipzig
2013	Assistant Professor für International Management, Rouen Business School, Rouen, Frankreich
2008-2012	Wissenschaftlicher Mitarbeiter, ESCP Europe, Berlin, Deutschland
2006-2008	Senior Consultant, BBDO Consulting (heute: Batten & Company), München, Deutschland



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## Auszeichnungen

- 2015 Best Paper Award, Academy of Management Conference, Vancouver, Kanada
- 2015 Best Paper Award, European Academy of Management, Warschau, Polen
- 2014 Best Paper Award, Academy of International Business (CEE Chapter), Budapest, Ungarn

## Mitgliedschaften

- Mitglied der Academy of International Business
- Mitglied der Europäischen Akademie für Internationale Wirtschaft

## Forschungsschwerpunkte

- Top-Management-Teams
- Deutsch-Polnische Beziehungen
- Interkulturelles Management
- Unternehmensführung
- Internationalisierung von kleinen und mittelständischen Unternehmen

## Forschungsprojekte

- 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 Projekt "Eco Tandem" zur Förderung der nachhaltigen Tourismusentwicklung und des Kapazitätsaufbaus von traditionellen Tourismus-KMUs durch transnationale Zusammenarbeit und Wissens-/Technologietransfer. (2020-2023)
- EU H2020 Marie Skłodowska-Curie grant Project „Limnoplast – Microplastics in Europe’s freshwater ecosystems: From sources to solutions” (2020-2023).

## Veröffentlichungen

### Forschungsmonographien

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

### Buchkapitel / Wörterbuch- oder Enzyklopädieartikel

- 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,



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- 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.
  - 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 Artikel

- 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.
- 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.



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- 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*.
- Wrede, Michaela/Dauth, Tobias (2020): A temporal perspective on the relationship between top management team internationalization and firms' innovativeness, in: *Managerial and Decision Economics*, 41. Jg., Nr. 4, S. 542-561.
- Wrede, Michaela/Velamuri, Vivek/Dauth, Tobias (2020): Top managers in the digital age: Exploring the role and practices of top managers in firms' digital transformation, in: *Managerial and Decision Economics*, 41. Jg., Nr. 8, S. 1549-1567.
- Qiu, Feng/Dauth, Tobias (2021): Virtual work intensity, job satisfaction, and the mediating role of work-family balance: A study of employees in Germany and China in: *German Journal of Human Resource Management* (forthcoming).
- Schmid, Stefan/Baldermann, Sebastian/Orban, Fabienne/Dauth, Tobias (2021): Attracting talent through diversity at the top: The impact of TMT diversity and firm's efforts to promote diversity on employer attractiveness in: *European Management Journal* (forthcoming).

## Arbeitspapiere

- 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.

Konferenzbeiträge/ Konferenzpräsentationen



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



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- 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.