

Academic Vita

Kai Oliver Frömsdorf

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EDUCATION

Ph.D. in Management 2023 – present

University of Mannheim, Department of Business Administration

Supervisor: Prof. Dr. Michael Woywode

Research focus: Strategic leadership, corporate governance, upper echelons

M.Sc. in Management 2020 – 2023

University of Mannheim, Germany

GPA: 1.3 / 1.0 (very good) | Majors: Management and Finance

B.A. in Business Administration 2016 – 2020

University of Applied Sciences Kempten, Germany

GPA: 1.2 / 1.0 (graduated top of class) | Majors: International Management & Information Systems

RESEARCH

Research Interests

Strategic leadership; corporate governance; executive characteristics; CEO succession; research methods

Peer-Reviewed Research – Submissions under Review

[Title omitted]

With Marc Kowalzick (Rotterdam School of Management, Erasmus University Rotterdam)

Submitted to: Organization Science

Peer-Reviewed Research – Preparing for Submission

[Title omitted]

With Marc Kowalzick, Moritz Appels (both Rotterdam School of Management, Erasmus University Rotterdam), Aaron Hill (University of Florida) & Yi Tang (University of Hong Kong)

Target Journal: Academy of Management Journal

Work in Progress

CEO Succession and Stakeholder Responses to Leadership Transitions

Target Journal: Academy of Management Journal

Conference Presentations

SMS 46th Annual Conference (2026)

- *From Fragmentation to Theoretical Integration: A Meta-Replication Approach to CEO Hubris*
With Marc Kowalzick, Moritz Appels (both Rotterdam School of Management, Erasmus University Rotterdam), Aaron Hill (University of Florida) & Yi Tang (University of Hong Kong)
- *CEO Generalism and Its Paradigmatic Influence on Firm Strategy*
With Marc Kowalzick (Rotterdam School of Management, Erasmus University Rotterdam)

Academy of Management Annual Meeting (2025):

- *CEO Hubris: A Replication Study*

With Marc Kowalzik, Moritz Appels (both Rotterdam School of Management, Erasmus University Rotterdam), Aaron Hill (University of Florida) & Yi Tang (University of Hong Kong)

TEACHING EXPERIENCE

MAN 770: Research Seminar	2023 – present
University of Mannheim Master's level Course instructor	
Theses	2023 – present
University of Mannheim Bachelor and Master level Teaching assistant	
MAN 301: Introduction to International and Strategic Management	2023 – 2025
University of Mannheim Bachelor level Teaching assistant	

REVIEWING ACTIVITY

Journal of Business Ethics

Academy of Management Annual Conference

AWARDS, GRANTS & SCHOLARSHIPS

Konrad Adenauer Foundation Scholarship	2025 – present
Doctoral fellowship awarded on academic merit	
IDEUM (Internationalization of Doctoral Education at the University of Mannheim)	2025
Conference travel grant: Presentation at the AoM Annual Meeting	
Deutschlandstipendium	2022 – 2023
Scholarship awarded on academic merit	
Förderkreis der Hochschule Kempten Award	2020
Award for outstanding academic achievement	