

Taeho Kwak

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EDUCATION

- ESSEC Business School**, Cergy-Pontoise, France 2021 - present
Ph.D. Candidate in Management (Supervisor: Maciej Workiewicz)
- Cornell University**, NY, USA 2019 - 2021
Master of Industrial and Labor Relations
- Sogang University**, Seoul, South Korea 2005 - 2013
B.A. in Economics (2008 - 2010: Leave for military service)
Dean's list for the top 1% GPA / 3 Scholarships for academic achievement (2010 - 2011)

RESEARCH INTERESTS

Keywords: Organizational search, organizational design, social norms, power

I study how the search for solutions is shaped by economic and non-economic interdependencies among organizational members, using computational simulation and laboratory experiments. My dissertation explores (1) how performance is restored by self-interested units when the structural locations of problems and problem-solving efforts diverge, (2) whether and how reciprocity shapes individuals' search behavior, and ultimately asks (3) whether and how positive reciprocity can function as a coordination device as effectively as formal incentives.

PAPER UNDER REVIEW

- "Restoring the First Rule: Structural Distance in Problem-Driven Organizational Search"
with Maciej Workiewicz, ESSEC | *R&R at Strategic Management Journal*
- Invited presentation: AoM 2026, SMS 2024, University of Southern Denmark Strategic Organization Design unit brownbag seminar (2024), Frankfurt School of Finance & Management brownbag seminar (2025)

WORK IN PROGRESS

- "Reciprocal Search on Rugged Landscapes"
with Stephan Billinger, University of Southern Denmark | Under review at *Organization Science*
- Will Mitchell Dissertation Research Grant, Strategic Management Society, 2025
 - Nominee, Best PhD Paper Prize at SMS 2026
 - Invited presentation: SMS 2026, University of Southern Denmark Strategic Organization Design unit brownbag seminar (2025)
- "Social Order or Formal Control: Which Best Manages Organizations?"
- Model development
- "The Dual Lens of Search: Search Region Selection and Search Distance Adjustment"
with Stephan Billinger, University of Southern Denmark
- Model development

ACADEMIC SERVICE & MEMBERSHIPS

- Ad-hoc reviewer for Academy of Management Annual Meetings, Strategic Management Society Annual Conferences, *Organization Science*, and *Journal of Organization Design*
- Member of Academy of Management, Strategic Management Society, European Group for Organizational Studies, and Theoretical Organizational Models Society

TEACHING

Classroom instructor

- Strategy & Management (MiM program, ESSEC, April - June 2026)

Teaching Assistant

- Strategy & Management (MBA program, ESSEC, 2024, 2025, with Professor Pooyan Khashabi)

SKILLS & INDUSTRY EXPERIENCE

Language: Korean (native), English (fluent) | Software: R, Python

HR/ER Associate Manager, Kia Motors, Seoul, South Korea, 2013 - 2018 (C&B, labor relations)

REFERENCES

Maciej Workiewicz (Chair)

Associate Professor of Management

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Stephan Billinger

Professor of Strategy and Organization

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Pooyan Khashabi

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