

Curriculum Vitae

Jacqueline Fendt

Swiss national; born April 8, 1952

Mother of Leslie Anne '81 and Montague '83

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Education (last degree first)

Summer 2007 Harvard Business School: European Entrepreneurship Colloquium
2005 Leiden University, The Netherlands: Dr. math. (cum laude)
1989 Boston University/GSBA Zurich: MBA
1987 GSBA Zurich: BBA (Distinction)
1984 Swiss Federal Degree in Organization Science (BIGA)
1983 Swiss Federal Diploma in Systems Engineering (BIGA) (Distinction)
1973-74 Studies in Arts at the Royal University of Malta
1971-73 Oxford and London Universities: GCE O- and A-Levels

Professional Career (last assignment/activity first)

9/2006-date Associate Professor, ESCP-EAP European School of Management, Paris, France; Director, Ernst & Young Chair of Entrepreneurship (High Patronage J-P. Raffarin)
ESCP-EAP is a European Management School both for full and part-time degree programs and executive education with campuses in Paris, London, Berlin, Madrid and Torino. Regularly ranked among the five leading Business Schools in Europe.
Professor of Strategy and Entrepreneurship at the Grand Ecole and MBA programs; corporate programs and consulting mandates on mergers & acquisitions, change management, leadership, business development and entrepreneurship in such companies as: Credit Suisse, Arcelor Mittal, Gaz de France Suez, Merck Serono, Safran, etc.

2005-2006 Research and Teaching Sabbatical
Researcher on CEOs in M&A situations; lecturer at Leiden University Master programs and customized executive education programs. Teaching areas include:
Strategy; entrepreneurship: opportunity recognition, internal vs external growth; business development; business modeling, business scaling; intrapreneurship; CEO cognition and leadership; angel financing and other early stage entrepreneurial partnerships.

2001-2004 Dean and Director of Corporate Education, Graduate School of Business Administration Zurich, Switzerland
Graduate School of Business Administration Zurich is a European Business School specialized in Executive Management Degree Programs and Advanced Corporate Education Programs
Conception and management of customized global advanced management, general management, high potential and special theme programs (e.g. post-merger integration, leadership, innovation/change management; business development; entrepreneurship) Programs for such groups as Accor, Orange Communications, Swiss Re, Hewlett Packard, Jet Aviation, Swiss Post International, Croatian Telecom, ABB, Aesculap, etc.

1999-date Business Angels Schweiz (BAS), Founder and Founding Chairman, now Honorary Chairman BAS (formerly called Bandofangels) is an organization of Swiss entrepreneurs that identifies, hatches, finances and coaches high-potential seed and start up ventures (www.businessangels.ch)

- 1999-date** **President and CEO, Jaygroup, Wollerau Switzerland**
Jaygroup is a business accelerator that finances, coaches, hatches and scales ideas, start-ups and nimble high-growth companies with unexplored scaling abilities into European volume markets.
- 1997-1999** **Présidente de la Direction Générale, Expo.01, Neuchâtel Switzerland**
Managed this traditional Swiss once-per-generation socio-economic-cultural exhibition through its planning stage. Raised >Mio. CHF 650 of private industry funds. A highly mediated political clash brought about the separation in fall '99.
- 1994-1997** **CEO, Swiss Shipping and Neptune Co. Ltd, Basel**
Successful turnaround assignment of this heavily European transportation/storage group in a narrowing market (inland navigation) and politically highly sensitive environment into a modern, profitable door-to-door logistics group. Successfully negotiated inland navigation policy issues on behalf of the Swiss Government in Strasburg and Brussels.
- 1989-1994** **Vice-President (CIO), Siber Hegner Trading Group, Tokyo and Zurich**
Design and introduction of global IT strategy; implementation of a sophisticated industry-standard communication and business-application network into this family-owned trading house with a staff of 1700 and main business areas in Japan and China (since 1865), SE Asia and Europe. Turned corporate IT Dept into entrepreneurial, decentralized profit centers. Founded joint venture with Japanese Engineering Company. Responsible for subsidiaries' strategy and organizational change processes (change agent).
- 1986-1989** **Digital Equipment Corporation, Zurich and Basel**
Head of Business Unit "Software and Consulting", Senior Business Consultant
Successful opportunity recognition, conception, implementation and development of new business area "Strategic Consulting" (profitability < 6 months), with special focus on Swiss-based global key accounts of machinery/technology (Sulzer, Bühler, ABB) and life sciences (Sandoz, Ciba-Geigy, Roche) industries. Development of consulting methods and techniques to facilitate needs assessment and introduction.
- 1979-1986** **CIBA-GEIGY Ltd. Basel Pharma International, Assistant Medical Dept.**
As of 1983: Head of Planning, Information and Control of Pharma International Medicine
As of 1985: Various international project management assignments in developing countries' health care programs (in collaboration with WHO, World Bank and National Health Ministries)

Academic Work

Administrative, Editorial and Program Responsibilities

- 2006-date Director, Ernst & Young Chair of Entrepreneurship
2006-date Co-Director, Chair of Entrepreneurship of HEC, ESCP-EAP and Advancia
2001-2004 Graduate School of Business Administration Zurich (GSBA Zurich), *Dean*
2002-2004 GSBA Zurich, *Director of Executive Education*
1990-2005 Various European Business Schools and Universities, *Guest Lecturer*
2003-date International Journal of Business Research, *Member Editorial Board*

Recent Academic Publications

- Fendt, J., Kaminska-Labbé R. and Sachs W. M. (2008) Producing and Socializing Relevant Management Knowledge: Re-turn to Pragmatism. To Appear in: *European Business Review*, Special Issue on Management Theory and Practice: Bridging the Gap Through Multidisciplinary Lens, 2007
- Fendt, J. and Sachs, W. M. (2008) Grounded Theory Method in Management Research: The Users' Perspective. *Organizational Research Methods*, Special Issue on Determining Quality in Qualitative Research, 2008

- Fendt, J. (2006). CEOs and Managerialism, Success Trap, Blind Trust and Global Mindset: Introducing the Individual Vigilance/Social Experimentation Framework. *Journal of Business & Economics Research* 4, p. 1-32.
- Fendt, J. (2006). Are You Promoting Change - or Hindering It? *Harvard Management Communication Letter* 3/1, p. 1-4, Winter 2006
- Fendt, J. and Endrissat, N. (2007) Pretense, Pride and Prejudice in Qualitative Management Research: An Appraisal and Some Suggestions. *International Journal of Business & Economics Research*
- Sachs, W. M. and Fendt, J. (2006) How top Managers Use and Abuse Popular Management Literature: An Anatomy of Organizational Coevolution. *Proceedings EGOS Colloquium Bergen, 2006*
- Fendt, J. (2003) Pre- and post-Enron Learnings on Learning in M&A Environments: A qualitative study on the Influence of Management Andragogy on Executives' Ability to Successfully Manage M&As. *International Journal of Business and Economics*. (Best Paper Award at the Business & Economic Research Conference, Las Vegas, 2002
- Fendt, J. (2002) Learnings about Learning in M&A Transitions. *International Journal of Business and Economics*. Fall 2002, 2/1, 315-324 (Outstanding Paper Award)
- Fendt, J. (2002) M&A and Andragogy: Seeking Synergy in Two Core Drivers of Executives' Global Competitiveness. In: *Proceedings of Worldwide Comparative Education Forum on Economic Globalization and Education Reforms*, October 14-16, 2002, Beijing Normal University, Beijing China

Books

- Fendt, J. (2005) *The CEO in Post-Merger Situations: An Emerging Theory on the Management of Multiple Realities*. Eburon: Delft

Recent Book Chapters/Contributions

- Fendt, J. (2007) CEO Discourse in Mergers and Acquisitions: Toward a Theory of the Promise-Realities Gap. In: Pasmore, B. and Woodman, R. (Eds.) *Research in Organizational Change and Development, Volume 16*. Elsevier: Oxford
- Fendt, J. (2006) European CEOs and Merger Impacts. In: Suder, G. (Ed.) *Doing Business in Europe*. Sage: London (forthcoming)
- Schuler, R. S., Jackson, S. E. and Fendt, J. (2005). Human Resource Management Issues in Cross-Border Alliances. In: Scullion, H. and Linehan, M. (Eds), *International Human Resource Management: A Critical Text*. Palgrave MacMillan: London
- Schuler, R. S., Jackson, S.E., Fendt, J. (2003) HR Leader, Staff and Department. In: Berndt, R. (Ed.), *Leadership in Turbulent Times*. Vol. 10, Springer: Berlin
- Fendt, J. (2003) Pre- and Post-Enron Learnings on Leadership in M&A Environments. In: Berndt, R. (Ed.) *Leadership in Turbulent Times*. Vol. 10, Springer: Berlin
- Fendt, J. (2002) Why German Entrepreneurial Activity is still Lagging Behind the USA: Looking at Social Legitimacy, Equity Financing and Managerial Competence. In: Berndt, R. (Ed.) *Management Konzepte für die New Economy*. Springer: Berlin

Conference Papers

- Fendt, J. Paris, T. and Bureau. S. (2008) Can Entrepreneurship be taught? The Case of the French Grandes Ecoles. *Academy of Management Annual Meeting, Anaheim 2008*
- Fendt, J. (2008). Riding the Tiger: Thriving on Crises for Entrepreneurial Success. *EGOS Annual Meeting, Amsterdam, 2008*
- Fendt, J. (2008) CEO and Moral Agency in Mergers and Acquisitions: An Empirical Approach. *Academy of Management Annual Meeting, Anaheim, 2008*
- Fendt, J. (2008) Ethical Dilemmas in Entrepreneurship: Toward a Framework. *EAMTP Conference, Beijing, 2008*
- Sachs, W. and Fendt, J. and Dieleman, M. and Kaminska-Labbé, R. and Thomas, C. and McKelvey, B. (2006). Living With Managerial Dilemmas Through Irregular Oscillation: Lessons From Coevolution and Complexity Theories. *ESC Rennes Working paper*
- Fendt, J. (2006) Hubris, Imitation, Ignorance and a Fistful of Dollars: CEOs' Ethical Conflicts in Mergers and Acquisitions. Paper presented at the *International Conference on Ethical Aspects of Management Theory and Practice*, Berlin, 2006 (R&R)

Fendt, J. (2006). One Battle Too Many: Why Promising and Hitherto Successful CEOs Fail. Working paper.
Fendt, J. (2007). Entrepreneurship in corporations: Learning business development, opportunity recognition, business modeling and strategic growth choices. *T.b.d.*

Awards and Recognitions

2008 ESCP-EAP is Elected Best Entrepreneurial School of France 2008, based on the Entrepreneurship Major of the Chair of Entrepreneurship
2006 Academy of Management (Managerial & Organizational Cognition): *Best Reviewer Award*
2006 European Applied Business Research Conference, Florence, Italy: *Best Paper Award* (CEOs and Managerialism, Success Trap, Blind Trust and Global Mindset: Introducing the Individual Vigilance/Social Experimentation Framework)
2005 Leiden University, PhD: *Cum Laude*
2005 Academy of Management (International Management Division): *Best Reviewer Award*
2002 International Journal of Business & Economics: *Outstanding Paper Award* (Learnings about Learning in Transitions)
International Journal of Business & Economics: *Best Paper Award* (Pre- and Post-Enron Learnings in M&A Environments)
1989 Graduate School of Business Administration Zurich, Executive MBA: *Outstanding Achievement Award*
1987 Graduate School of Business Administration Zurich, BBA: *Best Graduate*

Languages

German: mother tongue
French: excellent oral and written command (2nd mother tongue)
English: excellent oral and written command (Toefl 677, GMAT 670)
Italian: good oral and written command
Spanish: basic skills

Supporting Information

2008- date Présidente de la Commission Evènements, Journées de l'Entrepreneur
2007-date Paris Business Angels, *Member* (www.parisbusinessangels.com)
2000-date International Center for Economic Growth, San Francisco, *Trustee* (www.iceg.org)
1999-date Swiss Civil Society, Lugano, *Advisory Board Member*
1996-2006 Gotland Shipping Ltd., Zug, Vice President of Board (www.gotlandsbolaget.se)
1998-2000 Innovation Prize, City of Bienne, *Jury Member*
1994-2004 Graduate School of Business Administration, Zurich *Advisory Board Member*, (www.gsba.ch)
1995-1997 *Delegate* for Inland Navigation of the Swiss Government to the European Parliament in Strasbourg, France (www.ccr-zkr.org)
1980-1991 *Founder and Chairman* of Bottmingen-Oberwil, Swimming School and Club
1973-1975 *Coach*, National Swimming Team of Malta (www.sbo-online.ch)
1966-1971 *Swiss Swimming Champion*, 15 National Records, 12 National Titles, Participation in numerous international championships

Hobbies

Sailing (Yacht Master's Certificate)
Contemporary Art
Wine (making and tasting, (www.balisiers.com))