



# Curriculum Vitae

**NHIEN NGUYEN**

## Education

- Norwegian University of Science and Technology (NTNU), Norway** Aug 2012 – June 2017  
*Doctorate program in Norwegian Research School in Innovation (NORSI)*  
*PhD defense on 16 June 2017 – NTNU, Trondheim*  
*Topic: “Learning from failure in organizational innovation activities: Easier said than done”*  
*Supervisors: Prof. Alf Steinar Sætre (NTNU), and Assoc.Prof. J Richard Harrison (The University of Texas at Dallas)*
- Stanford University, Stanford CA, USA** Oct 2015 – Dec 2015  
*Visiting Student Researcher*  
*Hosted by SCANCOR (Scandinavian Consortium for Organizational Research)*
- MIT Sloan School of Management, Cambridge MA, USA** Jan 2008 – Jun 2008  
*Visiting Fellow, MBA Program*  
*Cross-registrant student with Harvard Business School.*
- Sungkyunkwan University, Seoul, South Korea** Aug 2006 – Jan 2008  
*Master of Business Administration (Global Marketing Academy)*  
*Samsung Global Scholarship Program*
- Foreign Trade University, Ho Chi Minh City, Vietnam** Sep 2001 – Dec 2005  
*Bachelor of Economics, major in International Business*

## Work Experience

- Norwegian University of Science and Technology (NTNU), Trondheim, Norway**  
**Department of Industrial Economics and Technology Management (IØT)**  
Associate Professor (in Innovation Management) May 2019 - now  
PhD Fellow (Teaching assistant – Master’s Thesis Advisor for students at IØT) Aug 2012 – Nov 2016
- Projects experience:**
- 1) **SISVI project** (Sustainable Innovation and Shared Value Creation for Norwegian in Norwegian Industry) - four-year competence project funded by **industry partners and the Norwegian Research Council** – Work package member, from 2014 to 2015
  - 2) **VERDI project**: VERDI is a collaboration research project between NTNU, SINTEF and Jotun – Work package member (I did not participate in the application writing process), from 2014 – 2015
  - 3) **Research stay at Stanford: Visiting Student Researcher** at the Scandinavian Consortium for Organizational Research (SCANCOR) at Stanford for the fall of 2015

- Nordland Research Institute** Dec 2016 – now  
**Business Research Group**  
Senior Researcher

- Projects portfolio:**
- 1) **H2020 – SWAFS14-2018** project: “Building a self-sustaining Research and Innovation ecosystem in Europe through Responsible Research and Innovation (SeeRRI)”, 2019 – 2021; Project Scientific Leader.
  - 2) **H2020-SWAFS12-2017** project: “Webs of Innovation Value Chains in Additive Manufacturing under the consideration of Responsible Research and Innovation (I AM RRI); 2018 – 2021; Work Package Leader.

- 3) **H2020-SC5-2018** project: *“Closing the loop for urban material flow”* (CityLoops); expected 2019 – 2023; Evaluation team.
- 4) P. W. Rowde funded project: *“Economic development in Norway: The innovation challenge at the company level”*; 2017 – Project Manager
- 5) Research Council of Norway project 271921: *“Balancing exploration and exploitation: Connecting micro and macro (BEECO)”*; 2017 – Work Package Leader
- 6) EU Ambassador – *Organizing Horizon2020 activities*; Nordland Research Institute; 2017 to now – Representative from Business research group.
- 7) Project *“Establishment and Positioning for Nordland Research Institute in the H2020 program”*, 2017 to now – Implementing activities to position Nordland Research Institute as a competence partner for H2020, and to establish network and foundation for joining more project applications in H2020.

## Samsung Electronics – Headquarters, South Korea

### Product Planning Analyst

### Sales & Marketing Executive

Oct 2008 - Feb 2010

Account Manager for the key customer in Canada and administered the OEM business with the key customer in the US. Developed **marketing strategies** for the **North American market**, analyzed the market and customers through extensive research, surveys and reports.

## Journal Editorial Board:

- May 2017 - current: **Associate Editor** of the journal **The Learning Organization**, Emerald Insight Publisher.
- 2018 – 2019: Coordinator / Guest Editor for Special Issue of The Learning Organization:
  1. Special Issue **“Making a Difference via Organizational Learning”**, guest edited by Professor George P. Huber in collaboration with Associate Editor Nhien Nguyen; scheduled for publishing in early 2019.
  2. Special Issue **“Organizational Ambidexterity: Two modes of learning”**, guest edited by Professor Alf Steinar Sætre and Dr. Nhien Nguyen; scheduled for publishing in mid-2019
  3. Special Issue **“Organizational Unlearning: Opportunities and Interdisciplinary Perspectives”**, guest edited by Nhien Nguyen, Thomas Grisold, Adrian Klammer; scheduled for publishing in late 2019
  4. Special Issue **“Strategic Error Management: Implication for organizational learning and learning organizations”**, guest edited by Dr. Vincent Giolito, Dr. Nhien Nguyen, Prof. Paul Verdin; schedule for publishing in 2020.
- 2016 – 2017: Member of the **Editorial Review Board** for the journal **The Learning Organization**, Emerald Publisher.

## Research Grants:

- 2018: Research funding from Horizon2020 program – **Evaluation Team** - *“Closing the loop for urban material flow”* (CityLoops), Amount: 10 million EUR – Advanced to the Grant Agreement Preparation stage, expected to start from Oct 2019 to Oct 2023. Project amount: 10 million EUR.
- 2018: Research funding from Horizon2020 “Science with and for Society” program – **Project coordinator / Scientific leader** - *“Building a self-sustaining Research and Innovation ecosystem in Europe through Responsible Research and Innovation (SeeRRI)”*. Project Amount: 2 million EUR – from Jan 2019 to June 2021.
- 2017: Research funding from Horizon2020 “Science with and for Society” program – **Work Package leader** - *“Webs of Innovation Value Chains in Additive Manufacturing under the consideration of Responsible Research and Innovation (I AM RRI)”*, Project amount: 3 million EUR, Work package amount: 284 000 EUR, from May 2018 to April 2021
- 2017 - 2018: Research funding from the Research Council of Norway for writing application to Horizon2020 project for work package leaders and partners – Amount: 500 000 NOK – **Project manager**.
- 2017: Research grant from the Research Council of Norway for writing a scoping paper on the topic of economic restructuring in Norway - project 271921 - Amount: 830 000 NOK - **Work package leader**.

- 2017: Research grant from P.M. Røwde Foundation, administered by the Institute of Social Research in Oslo, Norway, for researching on Norwegian economic development and entrepreneurship - Amount: 140 000 NOK – **Project Manager**.
- 2015: Grants from *Norges tekniske høgskoles fond* and *Forsknings- og undervisningsfondet i Trondheim* for my research stay at Stanford University – Amount: 41 000 NOK.

### Publication list:

- Nguyen, N. & Huber, G. P. (2019) "Editorial: Making a difference through organizational learning", *The Learning Organization*, Vol. 26 Issue 1, pp.7-11, <https://doi.org/10.1108/TLO-01-2019-171>
- Sætre, A. S. & Nguyen, N. (2019, forthcoming) "Editorial: Organizational ambidexterity – Two modes of learning", *The Learning Organization*, Vol. 26 Issue 4.
- Nguyen, N. & Mariussen, Å. (2019). Beyond related variety, creating ambidexterity for economic growth. In Mariussen et al. (Eds). *The Entrepreneurial Discovery Process and Regional Development: New Knowledge Emergence, Conversion and Exploitation*. Routledge
- Nguyen, N. (2018). Book review: *Handbook of research on the learning organization: Adaptation and context*. *Management Learning*, 2018
- Mariussen, Å., Nguyen, N., & Løvland, J. (2018). Smart Economic Restructuring in Norway-Connecting Micro and Macro. Report to the Research Council of Norway, *FORINNPOL program*, project 271921.
- Nguyen, N. & Hansen, JØ. (2017). The academic non-consultation phenomenon revisited: A research agenda. *The Learning Organization*, 24(5), 312-326. Doi:10.1108/TLO-05-2017-0046
- Morais-Storz, M., & Nguyen, N. (2017). The role of unlearning in metamorphosis and strategic resilience. *The Learning Organization*, 24(2), 93-106. doi:10.1108/TLO-11-2016-0091
- Nguyen, N. (2017). The journey of organizational unlearning: A conversation with William H. Starbuck. *The Learning Organization*, 24(1), 58-66. doi:10.1108/TLO-11-2016-0076
- Nguyen, N. (2017). Unlearning or 'How NOT to Be Governed?'. *The Learning Organization*, 24(1), 71-74. doi:10.1108/TLO-11-2016-0077
- Nguyen, N., & Mariussen, Å. (2017). *Entrepreneurial discovery processes and restructuring: A research agenda*. Working paper, 1002/2017, ISSN 0804-1873. Nordland Research Institute.
- Nguyen, M. T. N., & Saetre, A. S. (2017). A systematic literature review of learning from failure in innovation. *Academy of Management Proceedings*, 2017(1). doi:10.5465/AMBPP.2017.15576abstract.
- Nguyen, N., & Hansen, J. Ø. (2016). Becoming a leader-manager: A matter of training and education. *Development and Learning in Organizations: An International Journal*, 30(6), 10-12. doi: 10.1108/dlo-07-2016-0056
- Nguyen, M. T. N., & Saetre, A. S. (2015). How size of failure affects learning from failure in innovation. *Academy of Management Proceedings*, 2015(1). doi: <http://dx.doi.org/10.5465/AMBPP.2015.13634abstract>

### Working papers:

- Nguyen, N. & Mariussen, Å. The role of regional strategic support in establishing sustainable start-up incubation ecosystems. In Rasmussen et al. (Eds). *Research Handbook of Start-up Incubation Ecosystems*. Edward Elgar Publishing
- Nguyen, N. & Jensen, A., & Hansen, J. How best to study the learning organizations? In Ortenblad. (Eds). *Handbook of The Learning Organization*. Oxford
- Padan, T. & Nguyen, N. Responsible Management Unlearning. In Laasch et al. (Eds). *Research Handbook of Responsible Management*. Edward Elgar Publishing
- Jensen, A.; Hansen, JØ, & Nguyen, N. The Incubation Process and Founders' Behaviors. In Rasmussen et al. (Eds). *Research Handbook of Start-up Incubation Ecosystems*. Edward Elgar Publishing

### Guest Lectures / Invited presentations / Visits:

- Invited presentation: "Nordlandsforskning, Bodø Municipality and H2020 project CityLoops" at the workshop "How can Norwegian municipality work with circular economy in practice?", organized by SINTEF, KS, EU-network, and the Research Council of Norway, 13 May 2019, Trondheim.

- Invited presentation: “Successful stories – How we made it” at the gathering of EU-Advisor and National Contac Point, organized by the Research Council of Norway, 8 May 2019, Oslo, Lysaker.
- Invited presentation: “Sharing experiences in participating in Horizon 2020 projects” – at the workshop Boosting Research and Innovation in the High North - Hosted by North Norway European Office, in collaboration with the High North Center; 3 April 2019, Bodø, Norway.
- Presentation: “Sharing experience & H2020 collaboration opportunities between NRI and LISER”, hosted by LISER (Luxembourg Institute of Socio-Economic Research), 23 March 2019, Luxembourg.
- Lecture: “Example of H2020 projects in action”, EU course at Nord University in collaboration with the Research Council of Norway; Bodø, Norway; 11 March 2019
- Lecture: ““Smart economic restructuring in Norway: Connecting micro and macro” – ExPOSE Summer School at Nord University – project “Entrepreneurship in the Post-Oil tranSition Economy: engaging students through action-based learning” funded by The Norwegian Agency for Internationalization of Education (SIU)
- Lecture: “RRI & 3D printing: Lessons from H2020-SWAFS project” – EU course at Nord University in collaboration with the Research Council of Norway; Bodø, Norway; March 2018
- Lecture: “Innovation and Learning” - Innovation in Public Sector course - Master program in HRM at Nord University, Bodø, Norway; March 2017
- Lecture: “Learning from experience in innovation” - Innovation in Service - Master program - Nord University, Bodø, Norway; March 2016

### Conference presentations:

- Græslie, L.S. & Nguyen, N. (2018, June). *Knowledge Transfer in Knowledge-Intensive Organizations: The Dual Impact of Specialization*. Presentation at Strategic Management Society Special conference, Oslo, Norway
- Nguyen, N. & Sætre, A. S. (2017, August). *A systematic literature review of learning from failure in innovation*. Presentation at the Academy of Management Conference, Atlanta, USA.
- Nguyen, N., & Mariussen, Å. (2017, June). *Balancing exploration and exploitation for economic restructuring: Connecting macro and micro*. Presentation in Special Session at DRUID 17 conference, New York, USA
- Græslie, L.S. & Nguyen, N. (2017, June). *The impact of specialization on knowledge transfer*. Presentation at DRUID 17 conference, New York, USA
- Nguyen, N. (2017, March). *How metamorphosis can contribute to entrepreneurial discovery process and smart specialisation strategy*. Presentation at the conference Innovation Research in Norway, organized by Norwegian Research Council, Oslo.
- Nguyen, N. & Sætre, A. S. (2016, December). *Failing to learn from failure in innovation: A systematic literature review*. Paper presented at NORSI conference 2016, Oslo, Norway.
- Nguyen, N. & Platou, R.S. (2016, June). *The interplay of paradoxical tensions in ambidextrous organizations*. Paper presented at DRUID conference 2016, Copenhagen, Denmark.
- Nguyen, N., Morais-Storz & Sætre, A. S. (2016, June). *The power of failure to ignite sensemaking and problem setting*. Paper presented at DRUID conference 2016, Copenhagen, Denmark.
- Nguyen, N. & Sætre, A. S. (2015, December). *Learning from failure: The impact of size*. Paper presented at the SCANCOR seminar, Stanford University, Stanford, CA, USA.
- Nguyen, N. & Sætre, A. S. (2015). *How size of failure affects learning from failure in innovation*. Paper presented at the Academy of Management Conference, Vancouver, Canada (August), presented at the NFB conference, Trondheim, Norway (August), presented at the DRUID conference, Rome, Italia (June), Paper presented at the FIBE conference, Bergen, Norway (January).
- Nguyen, N. & Sætre, A. S. (2015, July). *The effect of failures' size on learning from them: Implication for innovation*. Paper presented at the EGOS conference, Athens, Greece.
- Nguyen, N. (2014). *Learning from failure in innovation activities*. Paper presented at the NORSI conference, Oslo, Norway (September), and presented at the NFB conference, Bergen, Norway (August)
- Nguyen, N. (2014, July). *Typologies of failure in innovation activities*. Paper presented at the EGOS conference, Rotterdam, Netherlands.
- Nguyen, N. (2014, February). *Mechanism for learning from failure in innovation activities*. Paper presented at the FIBE conference, Bergen, Norway.
- Nguyen, N. (2013, August). *Measuring organizational innovativeness: A conceptual framework*. Paper presented at the NFB conference, Stavanger, Norway.

## Conference organizing:

- Voluntary staff for helping with organizing the 2016 Babson College Entrepreneurship Research Conference (BCERC) held at Nord University, Bodø, Norway, June 8-11, 2016
- Member of organizing committee for the conference “Becoming a Leader – A Matter of Education?” held at Nord University, Bodø, Norway, June 21-22, 2016.
- Session Chair for the Special Track “Organizational Unlearning: Opportunities and Interdisciplinary Perspectives” – IFKAD 2019 at TU Delft, Netherland.

## Extra-curricular / Voluntary Works

### **Vietseeds, Sponsorship Project, Vietnam**

#### **Sponsor**

Sep 2013 - current

*Start-up organization; recruit the socio-economically disadvantaged yet high-achieving students and connect them with individual sponsors to support these students pursue their college degree; then engage students in a network of mentors who will provide them with advice and support in their personal lives.*

### **GSBee Volunteering Club, Seoul, South Korea**

#### **Key Member**

Dec 2006 – Dec 2007

*Volunteering Club for Graduate Students. We visited and taught English, played games, sang songs with students who have unfavorable social condition in Sanggae welfare center, Seoul, South Korea.*

### **Youth Association Management Board, Foreign Trade University, Vietnam**

#### **Chief of the Organization Department**

Oct 2001 – Sep 2005

*Elected as Student Representative (1 out of 70 students). Led youth activities in the University, such as organizing annual school festivals, preparing student contests, setting up music performances, carrying out English speaking club programs, counseling and supporting students' in-class activities, etc...*

### **Scout Club – Youth Association of District 3, Ho Chi Minh City, Vietnam**

#### **President**

Dec 2001 – Dec 2002

*Created a playground for youngsters in scout and social activities; organized voluntary works for club members and provided life skills coaching.*

## Honors and Awards

- ✓ “Rising Star of the year 2017” diploma from Nordland Research Institute
- ✓ “Academic Excellence Award” in recognition of excellence in academic performance at SKK Graduate School of Business, 2008
- ✓ First prize in Sungkyunkwan University’s annual “Harvard Case Competition” in 2007, Seoul, South Korea
- ✓ Led SKK-SuperNova team and ranked second among international teams in Mouse Trap stock simulation game and won a ticket to join Indian Confluence 2007
- ✓ Samsung Global Scholarship Program awarded in 2006.
- ✓ First prize in the Inter-University Competition in Ho Chi Minh City held by the International Education and Career Expo in 2 years 2004 and 2005
- ✓ First prize in the Contest “Learning about Marx – Lenin philosophy and Ho Chi Minh ideology” of Foreign Trade University, Vietnam – 2005
- ✓ “The most dynamic student in Class K40B” in Foreign Trade University, Vietnam - 2005
- ✓ Won the Commendations for Superior Achievement in Association’s work and Student Movements by the Vietnamese Youth Association in 2004, 2005;
- ✓ “Excellent Youth Union member” rewarded by Ho Chi Minh Youth Municipal in four consecutive years 2000, 2001, 2002, and 2003.
- ✓ “Excellent Soldier” in Green Summer Campaign (a movement to help students and people in rural area) in 2001, 2002.
- ✓ “Exemplary Youth” of the University of Natural Sciences, Ho Chi Minh City, Vietnam (2001)