

Richard Wang

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Education

- PhD Organisational Behaviour, London Business School, 2022–present
- MPhil Economics, Cambridge University, 2018–2019
- B.A. Economics, Cambridge University, 2015–2018

Working Papers

- (Working paper, data collection) ‘Extraversion, Experiential Diversity and Status Conflicts’. I investigate the dynamics of extraversion and its impact on status conflicts within teams, with a particular focus on the moderating role of group diversity. I use MBA data from London Business School to show how experiential diversity within teams influences the relationship between extraversion and status conflict, such that in homogeneous teams with shared status cues, higher extraversion reduces status conflict, while in diverse teams where status cues of members are orthogonal to each other, higher extraversion has the opposite effect of increasing status conflict.
- (Working paper, late stage) ‘Microfounding Organizational Decoupling And Its Implications’ (with Donal Crilly). We present a novel theoretical framework for understanding organizational decoupling, focusing on the microfoundations of managerial behavior and its implications for organizational adaptability amid changing social norms. We introduce a formal modelling of organizational decoupling and the dynamics that link individual decisions, organizational responses to social norms, and outcomes. We use this framework to analyze decoupling as a strategic response and a potential hedge against the risk of shifting social attitudes toward norms.
- (Working paper, late stage) ‘When Caution Begets Radical Strategies’ (with Donal Crilly). We identify three devices used to frame the future as a means to elicit emotion: presencing, which brings the future nearer and arouses emotions; disrupting, which highlights a change of direction and prompts feelings of uncertainty or emotional ambivalence; and empowering, which is linked to employees’ perceived coping ability. Each form of framing highlights distinct attributes of the future. Used in isolation, they have an indeterminate influence on emotional and behavioral outcomes, but when used together they can be effective in eliciting emotional response and action tendencies among

employees. We contrast the emotional pathways (hot vs cold) harnessed by executives to convey a vision of the future and gain acceptance of the projected social and environmental changes. We discuss the implications of our configurational theory for research on time and intertemporality.

- (Working paper, early stage) ‘Loss Aversion: Evidence from expert chess tournaments’ (with Lyu Yifan). We use Stockfish to evaluate quality of play and Monte Carlo simulations to calculate expected monetary incentives in every match. Preliminary results indicate monetary disincentives to lose improve quality of play more than comparable monetary incentives to win.

Languages and Skills

Programming: Stata, L^AT_EX

Languages: English and Chinese