RICHARD WANG

PhD Candidate, London Business School ◇ Regent's Park, London, NW1 4SA
(+44) 7562 966 210 ◇ rwang@london.edu

EDUCATION

London Business School 2022 – *exp.* 2027
PhD Candidate, Organizational Behavior

University of Cambridge 2018 – 2019
MPhil, Economics

University of Cambridge 2015 – 2018
BA, Economics

RESEARCH INTERESTS

Organizational identification, microfoundations of decoupling, large-scale field data

RESEARCH

Wang, R. & Peterson, R. [**JMP.** Organizational identification and decoupling.] (Under Review at *Organization Science*.)

Crilly, D., Huy, Q. & **Wang, R.** [A temporal-based perspective on polarization.] (2nd R&R, *Academy of Management Review*.)

Wang, R. & Lyu, Y. 'Loss Aversion: Evidence from Expert Chess Tournaments'. (1st R&R, *Journal of Economic Behavior and Organization*.)

Crilly, D. & **Wang, R.** 'Organizational Decoupling as a Stakeholder Coordination Problem'. (Forthcoming, *Research in the Sociology of Organizations*.)

Wang, R. & Peterson, R. [Board governance and top management teams.] (*Working paper*.)

Wang, R., Cable, D. & Smith, K. [An intra-organizational field experiment to improve trust and motivation within teams.] (*Working paper*.)

Khan, U. & **Wang, R.** [A large-scale field study on a psychological intervention to improve child education in a developing country.] (*Working paper*.)

CONFERENCES AND PRESENTATIONS

2023. Strategy Research Day. (Imperial Business School, London)
2024. Strategic Management Society Conference. (Istanbul)
2025. Organizational Behavior Research Day. (Bayes Business School, London)

TEACHING EXPERIENCE & SERVICE

2023–2026. Negotiations and Bargaining: Classroom Facilitator for Dr. Ussama Khan.
2025–2026. Organizational Behavior PhD Seminar Series: Organizer.
2025. Trans-Atlantic Doctoral Conference: Co-organizer (with Matthew Ryan).

PROFESSIONAL EXPERIENCE

Oxera LLP, *Oxford* 2019 – 2022

- Conducted cost-benefit analysis supporting the business case for the Diamond-II upgrade program for the Diamond Light Source, securing £519M funding from UK Research and Innovation and the Wellcome Trust.
- Valuation of damages for claims and counterclaims across several major antitrust, litigation, arbitration and commercial dispute cases.

SKILLS AND QUALIFICATIONS

Programming: Stata, Python, R, LaTeX
Languages: English and Chinese
Qualifications: CFA Level I (2022)

ACADEMIC REFERENCES

Randall Peterson
Professor, Organizational Behavior
London Business School
Email: rpeterson@london.edu

Dan Cable
Professor, Organizational Behavior
London Business School
Email: dcable@london.edu

Ussama Khan
Assistant Professor, Organizational Behavior
London Business School
Email: ussama@london.edu