

SARATH BALACHANDRAN

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ACADEMIC POSITIONS

London Business School Assistant Professor, Strategy & Entrepreneurship	2019-Present
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EDUCATION

The Wharton School, University of Pennsylvania, USA PhD in Management (Strategy)	2019
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The Georgia Institute of Technology, USA MS in Industrial Engineering Global Logistics Scholar, Supply Chain and Logistics Institute	2010
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RV College of Engineering, India BE in Mechanical Engineering	2009
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RESEARCH

Topics: Collaboration, Organization Design, Institutions, Innovation, Venture Capital

Published Work

Clement, J., Balachandran, S., 2026. "Roadmap or compass? The value of prior collaborative experience in an unfamiliar task environment" ***Organization Science* 27(3), 795-1215**

Balachandran, S. and Clement, J., 2025. "When mimicry leads to divergence: Interdependence asymmetries and selective imitation among competitors" ***Strategic Management Journal* 46(12), 2879-2916**

Balachandran, S. 2024 "Pathways to Foreign Venture Capital Investments". In: Cumming, D., Hammer, B. (eds) ***The Palgrave Encyclopedia of Private Equity***. Palgrave Macmillan, Cham.

Balachandran, S. 2024 "The Inside Track: Entrepreneurs' Corporate Experience and Startups' Access to Incumbent Partners' Resources" ***Strategic Management Journal* 45(6), 1117-1150**

Balachandran, S., Eklund, J. 2024 "The Impact of Partner Organizational Structure on Innovation" ***Administrative Science Quarterly* 69(1), 80-130**

Balachandran, S., Hernandez, E. 2021 "Mi Casa Es Tu Casa: Immigrant Entrepreneurs as Pathways to Foreign Venture Capital Investments" ***Strategic Management Journal* 42(11), 2047-2083**

Balachandran, S., Hernandez, E. 2019 “Do Institutional Reforms Perpetuate or Mitigate the Matthew Effect? Intellectual Property Rights and Access to International Alliances” ***Strategy Science* 4(2), 151-174**

Balachandran, S., Hernandez, E. 2018 “Networks and Innovation: Accounting for Structural and Institutional Sources of Recombination in Brokerage Triads” ***Organization Science* 29(1), 80-99**

NOTE: Authors contributed equally on all co-authored papers listed above

Works in Progress

Balachandran, S., Chang, S., Kang, S. “Bridges or Barriers? How Venture Capital Portfolio Ties Shape Startups’ Market Entry” – Revise and Resubmit at *Organization Science*

- Sumantra Ghoshal Research and Practice Award, STR Division, Academy of Management Annual Meeting, 2025
- STR Distinguished Paper Award in Corporate and International Strategy, Academy of Management Annual Meeting, 2025

Balachandran, S., “Transmitting Conformity? Corporate Venture Capital and Startups’ Propensity to Pursue Technological Novelty” – Revise and Resubmit at *Strategy Science*

Assenova, V.A, Balachandran, S. “Substitutes or Signals? Early-Stage Affiliations and Venture Capital Access under Institutional Voids”

Agarwal, A., Balachandran, S. “Democratization or Disparity? Incumbent Strategy and Unequal Gains from Digital Platforms in Emerging Markets”

Balachandran, S., Ketkar, H. “Patent protections and Startup Hiring: Evidence from Alice vs. CLS”

GRANTS AND AWARDS

- Strategy Research Foundation (SRF) Grant 2024, Strategic Management Society
- Best Reviewer Award 2024, Strategic Management Journal
- Junior Faculty Research Award 2024, London Business School
- President Gutmann Leadership Award 2018, University of Pennsylvania Graduate and Professional Students Assembly
- Mack Institute for Innovation Management Research Grants 2014-2018 (Six Individual Research Grants)
- George James Travel Award 2018 & 2016, Wharton Doctoral Programs
- Sheth Foundation Travel Grant 2015, Academy of International Business

PRESENTATIONS AND WORKSHOPS

Bridges or Barriers? How Venture Capital Portfolio Ties Shape Startups’ Market Entry

- Warwick Business School, UK, February, 2027 (Scheduled)
- Bocconi University, Milan, February 2027 (Scheduled)
- Stanford University Graduate School of Business, February 2027 (Scheduled)

- Indian Institute of Management Bangalore, January 2027 (Scheduled)
- Waseda University, Tokyo, April 2026
- Nanyang Technological University, Singapore, April 2026
- National University of Singapore, March 2026
- Singapore Management University, March 2026
- University of Southampton Business School, UK, March 2026
- Politecnico di Milano, December 2025
- European School of Management and Technology (ESMT), Berlin, October 2025
- Academy of Management Annual Meeting, Copenhagen, August, 2025

PhD workshop on Corporate Venture Capital, Politecnico di Milano, December 2025

When Mimicry Leads to Divergence: Interdependence Asymmetries and Selective Imitation among Competitors

- Wharton Corporate Strategy and Innovation Conference, December 2024

The Inside Track: Entrepreneurs' Corporate Experience and Startups' Access to Incumbent Partners' Resources

- Austin Technology and Entrepreneurship Conference (ATEC), UT Austin, February 2021
- Bocconi Assembly for Innovation and Cooperation, Milan, November 2019

Innovation via Inter-firm Collaboration: The Role of Partner Organizational Design

- Ecole Polytechnique Fédérale de Lausanne Innovation Seminar, Switzerland, March 2021
- Academy of Management Annual Meeting, August 2020
- Wharton Technology and Innovation Conference, October 2020

Pipes or Shackles? How Ties to Incumbents Shape Startup Innovation

- Smeal College of Business, Pennsylvania State University, State College, PA, 2019
- Hong Kong University of Science and Technology (HKUST), Hong Kong, 2018
- European School of Management and Technology (ESMT), Berlin, Germany, 2018
- London Business School, London, UK, 2018
- Bocconi University, Milan, Italy, 2018
- Leeds School of Business, University of Colorado Boulder, Boulder, CO, 2018
- INSEAD, Singapore campus, 2018
- National University of Singapore, Singapore, 2018
- Johnson Graduate School of Management, Cornell University, Ithaca, NY 2018
- Jones Graduate School of Business, Rice University, Houston, TX 2018
- Darden School of Business, University of Virginia, Charlottesville, VA, 2018
- Goizueta Business School, Emory University, Atlanta, GA, 2018
- Fisher College of Business, Ohio State University, Columbus, OH, 2018
- Fox School of Business, Temple University, Philadelphia, PA, 2018
- Consortium on Competitiveness and Cooperation (CCC) Doctoral Conference, Berkeley, 2018
- Trans-Atlantic Doctoral Conference, London Business School, London, 2018

Do Institutional Reforms Benefit Strong or Weak Firms? Intellectual Property Rights and Access to International Alliances

- INSEAD-Wharton Doctoral Consortium, Singapore, 2016
- Strategic Management Society Special Conference, Rome, 2016
- Academy of Management Annual Meeting, Anaheim, 2016
- Trans-Atlantic Doctoral Consortium, London Business School, 2016

Networks and Innovation: Accounting for Structural and Institutional Sources of Recombination in Brokerage Triads

- Academy of Management Annual Meeting, Vancouver, 2015
- Academy of International Business Annual Meeting, Bangalore, 2015
- Strategic Management Society Annual Conference, Madrid, 2014

TEACHING

London Business School

Mergers, Acquisitions & Alliances (MBA, Exec. MBA), 2019 – Present

Strategy for Emerging Leaders (Exec. Ed. Open Program), 2025 - Present

PhD Core Corporate Strategy, 2022 – Present

SERVICE

- Member of the Editorial Review Board – Organization Science, Strategic Management Journal
- Ad-hoc Reviewer – Academy of Management Journal, Administrative Science Quarterly, American Sociological Review, Journal of International Business Studies, Management Science, Organization Science, Strategy Science, Strategic Management Journal, Strategic Entrepreneurship Journal
- Organizer, Sumantra Ghoshal Conference, LBS Strategy & Entrepreneurship Area, 2024
- Organizer, LBS Strategy & Entrepreneurship Area External Seminar Series 2020-21 to 2022-23
- Faculty recruitment committee, LBS Strategy & Entrepreneurship Area 2022; 2025
- PhD Governance Committee, LBS Strategy & Entrepreneurship Area 2020-21, 2024-25, 2026-27
- PhD Qualifying Exam Committee, LBS Strategy & Entrepreneurship Area 2020, 2022

PROFESSIONAL EXPERIENCE

Senior Supply Chain Strategy Analyst, **Unilever**, 2010-2012