

VALENTINA SARA SCHNEIDER

vschneider@london.edu | Regent's Park, London NW1 4SA

EDUCATION

London Business School <i>Doctor of Philosophy in Organisational Behaviour</i>	London, UK Anticipated 2024
London Business School <i>Master of Business Research</i>	London, UK 12/2021
University of Mannheim <i>Master in Management</i> <ul style="list-style-type: none">Dissertation: How CEO Regulatory Focus Influences the Type of Firms' Cross-Border Acquisitions.	Mannheim, GER 03/2019
University of South Carolina <i>Master in International Business</i>	Columbia, SC 12/2017
University of Mannheim <i>Bachelor of Science in Business Administration</i> <ul style="list-style-type: none">Dissertation: Leadership Styles in Nonprofit Organizations. Grade: 1.7/5.0	Mannheim, GER 07/2016
Nanyang Technological University <i>Semester abroad</i>	Singapore, SG 12/2015
University of Louisville <i>2 Semesters in Business Administration</i> <ul style="list-style-type: none">Full Athletic Scholarship	Louisville, KY 06/2013
Kurpfalz Gymnasium Mannheim <i>Abitur (A-Levels)</i>	Mannheim, GER 07/2012

RESEARCH INTERESTS

In general, I am interested in leadership research. I am convinced that there are many leaders out there who want to do good but have certain traits or show specific behaviors that could keep them from being effective leaders. This is why I am especially interested in research that focuses on good leaders who do bad things, how to neutralize these potentially destructive affective and cognitive processes, and how to find strategies around bad behaviors instead of simply trying to avoid them. In line with this general stream of my research interests, I am currently working together with Prof. Randall Peterson on a project on leader affect (focusing on anger) and how to mitigate the negative consequences of repeated anger displays, as well as on a project on the differential effects of leaders' affective versus cognitive empathy levels. Another project I work on together with Prof. Daniel Cable is on the Impostor Syndrome and how even high achieving leaders struggle with self-doubt as they judge their peers to be more competent and confident in their current role than themselves.

PUBLICATIONS

Research in Progress:

- With Randall Peterson: "Teams' Understanding of Troubles versus Feeling of Pain: Cognitive Empathy Reduces Intragroup Conflict and Improves Team Performance"
- With Randall Peterson: "Understanding Their Troubles or Feeling Their Pain: Cognitive Empathy Predicts Individual Performance"
- With Randall Peterson: "Repeated Anger Displays in Leader-Follower Interactions"
- With Daniel Cable: "Vulnerability and the New Demand on Leadership"
- With Ena Inesi: "How Power impacts Constructive Responses after Displays of Anger"

WORK EXPERIENCE

University of Mannheim <i>Undergraduate and Graduate Research Assistant</i> Chair for Business Administration, Nonprofit & Public Management	Mannheim, GER 2013 – 2019
University of South Carolina <i>Graduate Research Assistant</i> Department of International Business	Columbia, SC 2017
BASF SE <i>Internship & Working Student</i> Departments: Senior Executive Leadership Development	Ludwigshafen, GER 02/2019 – 08/2019
Südzucker AG Mannheim/Ochsenfurt <i>Internship & Vacation Replacement</i> Departments: Finance, Sales, Strategic Corporate Planning, PR & Marketing	Mannheim, GER 06/2014 – 09/2014
Engelhardt-Etikett GmbH <i>Internship</i> Departments: Organizational Management, Marketing & Sales, Integrated Management Systems, Materials & Production	Nördlingen, GER 06/2013 – 08/2013

LANGUAGES & OTHER QUALIFICATIONS

German – mother language
English – fluent
French – conversational
Mandarin – basic
Spanish – basic
Latin – translation and reading skills
GMAT score (Jan. 2018) – 730 points, 96th percentile
Microsoft Office – MS Word, MS Excel, MS PowerPoint
SAP Business Processing – SAP ERP ECC 6.0
Professional Memberships – Academy of Management; Organizational Behavior & Strategic Management Interest Group

LEADERSHIP

Academic – Team Leader for London Business School's Transatlantic Doctoral Conference	2021
Political – Board member of the CDU regional division Mannheim Neckarau	2010 – 2018
Sports – Competitive player at international & national tennis competitions	2001 – present
– Licensed tennis trainer for employees of BASF SE Ludwigshafen and mentor for youth players at the BASF Tennis Club	2012 – 2019
– National competitions representing the University of South Carolina Club Team	2017
– Team captain of the BASF TC 2 nd women's team	2010 – 2014
– College athlete – University of Louisville Women's Tennis	2012 – 2013
Volunteering – Community services in cooperation with the University of Louisville	2012 – 2013