

Changjoon Rhee

Address: Hong Kong Univ. of Science and Technology
Clear Water Bay, Kowloon, Hong Kong
Tel: (852) 6765 1448
E-mail: crhee@connect.ust.hk

Research interests

Entrepreneurship, Scale-up, Creativity, Innovation

Education

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|---|---------------|
| Hong Kong University of Science and Technology
<i>MPhil-PhD in Management</i> | 2018– present |
| University of Cambridge, Judge Business School
<i>MPhil in Innovation, Strategy, and Organization</i>
Dissertation: <i>Is being ambidextrous enough for innovation leaders? The dynamic perspective of ambidextrous leadership</i> | 2015 – 2016 |
| Ulsan National Institute of Science and Technology (UNIST)
<i>Bachelor of Technology Management</i>
Summa cum Laude | 2009 – 2013 |
| Virginia Tech
<i>Undergraduate in Industrial and Systems Engineering</i>
One-year engineering exchange program | 2011 –2012 |

Publication

- Dedahanov, A. T., Rhee, C., & Yoon, J. (2017) "Organizational structure and innovation performance: Is employee innovative behavior a missing link?", *Career Development International*, Vol. 22 Issue: 4, pp. 334-350
- Dedahanov, A. T. & Rhee, C. "Job Autonomy and Employee Voice: Is Work-related Self-efficacy a Missing Link?" completed second review at *Management Decision*.

Research experience

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| Researcher at Yeungnam University
Supervisor: Prof. Alisher Dedahanov
Summary: Our research projects centered on creativity, innovation, knowledge sharing, and face-work. Our work on innovative behavior as a mediator between structural factors (centralization and formalization) and organizational innovative performance has been published at <i>Career Development International</i> . We also have one article on job autonomy and employee voice at <i>Management Decision</i> . | 2016 – 2018 |
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MPhil thesis at University of Cambridge

2015 – 2016

Title: *Is being ambidextrous enough for innovation leaders? The dynamic perspective of ambidextrous leadership*

Supervisor: Prof. Andreas Richter

Summary: This study was to highlight the temporal contingencies (idea generation/ innovation) of ambidextrous leadership behaviors (opening/ closing leadership styles) and their impact on employee's innovative performance. Behavioral experiment showed that the shift in the leadership styles was effective on performance only when the styles matched with situational contingencies.

Interdisciplinary project at UNIST

2012 - 2013

Title: *Visualizing lean production through paper-boat simulation*

Supervisor: Prof. Minseok Song

Summary: This project was to analyze the effect of lean principles on productivity measures using hands-on exercise adapted from the one in Lean at Virginia Tech.

Undergraduate lab assistant at UNIST

2012 - 2013

Title: *Comparing descriptive power of K-GAAP and K-IFRS on stock market*

Supervisor: Prof. Eunsup Shim

Summary: This project was to analyze the impact of new accounting principle (IFRS) on Korea stock market prices and financial ratios and compare its descriptive power with previous standard via multivariable regression analysis

Experience highlights

English interpreter and teaching assistant at Korea Air Force Academy

2013 – 2015

Staff sergeant (honorably discharged), Squadron leading airman at Faculty board
English interpretation, translation and administrative support for faculty members

Undergraduate teaching assistant

2012 - 2013

Course: Dynamics of IT (Management Information System)

Credit Agricole, Seoul Branch, Republic of Korea

Jul. - Aug. 2012

Internship in Corporate coverage group

Lean at Virginia Tech

Aug. - Dec. 2011

Project-driven team, studying application of lean principles in various domains
Organized "Lean and Safety" workshop for operational executives in North Carolina

Awards and commendations

Asian Future Leaders Scholarship Program

2018-2020

Bai Xian Asia Institute

UNIST president's award

2013

The best academic record in the class of 2013

Excellence presentation award

2013

Award for distinguished undergraduate research presentation

Overseas studies scholarship

2010

Grant for the winter lab tour program

Academic performance scholarship

2009 - 2013

4-year tuition funding for distinguished academic performance