



SCHOOL OF BUSINESS ADMINISTRATION
HAUTE ÉCOLE DE GESTION (HEG) DE FRIBOURG
HOCHSCHULE FÜR WIRTSCHAFT (HSW) FREIBURG

Prof. Dr. Thomas STRAUB



Contact

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Research Interest

Mergers & Acquisitions: Integration, Pricing, Strategic aspects
Communities of Best Practices
Performance Management: Legal Impact on Organizational Behavior
Alternative Career Planning for Specialist
Change Management

Education

03/03 - 07/06
Geneva, Switzerland

**University of Geneva, Fatulté desSciences Economique et Sociales (SES),
Hautes Etudes Commerciales (HEC)**

PhD in Business Administration

Main focus on Strategic Management, Organizational Behavior and Finance

Doctoral thesis: *Reasons for frequent failure in Mergers and Acquisitions*

Graduated as “Docteur ès sciences économiques et sociales, mention gestion
d’entreprise”

(PhD in Business Administration)

Board of examiners:

- Prof. Dr. Dr. Jarillo, Chair of Corporate Strategy, Managing Partner S.I.A.
- Prof. Dr. Probst, Chair of Organization & Management, Managing Director WEF
- Prof. Dr. Gomez, Dean of the Executive School of Management, Technology and Law, University of St.Gallen; Chairman of the Board, SWX Swiss Exchange
- Prof. Dr. Morard, Dean of the Faculty Economic and Social Sciences
- Prof. Dr. Flückiger, Vice Rector of the University of Geneva, Vice-President, Swiss Antitrust Committee



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10/92 - 08/99

Constance,
Germany

University of Constance

Master Studies of Politics and Management

Main focus on Management and International Relations

Master thesis: *How can Human Resources Development contribute for the Organizational Knowledge Management – based on the example of Robert Bosch GmbH*

Graduated as: “Diplom Verwaltungswissenschaftler” (Master in Politics and Management)

Board of examiners:

- Prof. Dr. Klimecki, Chair of Management
- Prof. Dr. Neidhardt, Chair of Political Theory

09/93 - 07/94

Grenoble,
France

**Institut d'Études Politiques (IEP), University Pierre Mendès France,
Erasmus Internship**

Graduated with: Diploma “*Certificat d'Études Politiques*” (Bachelor Degree in Political Science)

Experience

Main Appointments:

Since 10/08

Fribourg,
Switzerland

University of Applied Science Fribourg

Institute for Business Administration (HEG)

Professor of Management

Since 10/07

Geneva,
Switzerland

University of Geneva (HEC)

Faculty for Economic and Social Science, Institute for Management

Visiting Professor (Suppléant Chargé de Cours)

10/05 - 09/08

Bern,
Switzerland

University of Applied Science Bern

Institute for Business Administration (HEG)

Professor of Leadership and Organization

2007-2008 Director of the Center for Management

2007-2008 Director of the research field individual and organizational Development

03/00 - 02/06

Geneva,
Switzerland

University of Geneva (HEC)

Faculty for Economic and Social Science, Institute for Management

Chair of Strategic Management, Prof. Jarillo

Research and Teaching Assistant



Other Appointments:

Since 4/09 Lausanne, Switzerland	Association Suisse d'organisation et de Management (ASO) Member of the Board <i>Responsible for Network and Exchange with SGO (Schweizerische Gesellschaft für Organisation)</i>
02/07 – 3/07 Kinshasa, DR Congo	World Health Organization (WHO/OMS) Health Action in Crises <i>Independent International Consultant</i>
03/00 - 01/05 Geneva, Switzerland	Geneva Knowledge Group Knowledge Management Consulting Company: <i>Management Moderator / Consultant</i>
11/99 - 01/00 Constance, Germany	Detrey Dentsply GmbH Financial Accounting Department <i>Temporary employee as a creditor</i> Accountancy, Participation in the preparation of the annual financial statement.
03/97 - 08/99 Constance, Germany	University of Constance Faculty of Politics and Management and Faculty of Psychology - Prof. Klimecki, Chair of Management - Prof. Gollwitzer, Chair of Social Psychology and Motivation <i>Student Research Assistant</i>
1991 – 1996 Germany; France; South Korea	Various Internships in International Organizations <u>Organizations:</u> Robert Bosch GmbH (1,3 years), DaimlerChrysler AG (Mercedes Benz), Saatenunion Dr. Späth, Heinrich Spreizer Engineering.

Publications

	Title	Year
Books	Straub, T. <i>Einführung in die moderne Betriebswirtschaftslehre, Pearson Education, Paris</i>	In process
	Straub, T. <i>Decouvrir la nouvelle gestion d'entreprise, Pearson Education, München</i>	In process
	Straub, T. <i>Reasons for frequent failure</i> <i>In Mergers & Acquisitions, A Comprehensive Analysis.</i> <i>Deutscher Universitäts-Verlag, GWV Fachverlage GmbH, Wiesbaden</i>	2007
	Straub, T. <i>Welchen Beitrag kann Personalentwicklung für das organisationale Wissensmanagement leisten – am Beispiel der Robert Bosch GmbH,</i> <i>Master Thesis University of Constance, Constance</i>	2000



Publications

	Title	Year
Conferences/ Presentations	An example of a research project: Inter-organizational Communities of Practice in IT Management of Western Switzerland, The Members of the Higher Education Delegation from Juangsu Province/China, Fribourg	09/2009
	Les communautés de pratiques inter-organisationnelles en IT management entre multinationals, Soirée Campus de l'Association Suisse d'Organisation (ASO), Lausanne	05/2009
	Mergers & Acquisitions: Comparative Economic Analysis of Laws (with G. Cavalier), CELS Conference (Law and Economy), jointly organized by New York University, Cornell University and Texas University. New-York/Ithaca, USA.	08/2008
	Organizational Development between lack of Specialists and Career Development, Conference on Strategic Organizational Development, University of Applied Science Berne. Bern, Switzerland.	06/2008
	Reasons for frequent failure in Mergers and Acquisitions, The Lake Lemman Organization Research Group (LL'ORG), University of Geneva. Geneva, Switzerland.	07/2008
	New Challenges in Leadership and Management, Swiss Association for Management ('ASO'). Lausanne, Switzerland.	04/2008
	How to deal with Hedge Funds and Alternative Investments?, Autorité des Marché Financiers ('AMF'). Paris, France.	02/2008
	Les fusions-acquisitions et l'analyse économique du droit (with G. Cavalier), Université Paris X Nanterre. Paris, France.	12/2007
	Les fusions-acquisitions et l'analyse économique du droit (with G. Cavalier), Conference on Law and Economics, French Ministry of Justice. Paris, France.	10/2007
	Le droit, une nouvelle dimension de performance pour les Fusion et Acquisitions (with G. Cavalier), Université de Lyon 3. Lyon, France.	08/2006
Dimensions for failure in Mergers and Acquisitions, The Lake Lemman Organization Research Group (LL'ORG), University of Geneva, Switzerland.	12/2005	



Dimensions for failure in M&A (with G. Cavalier), ICRAM-PhD Course, University of Geneva. Geneva Switzerland.	10/2005
Reasons for M&A failures (with C.-J. Jarillo), PhD-Seminar of the department of Management (Prof. Dr. Baldauf), University of Berne; Geneva, Switzerland.	10/2005
Bright Conference, University of Leiden. Leiden, Netherlands	05/2004

Publications

	Title	Year
Articles (Scientifique)	Straub T./Wagner U. <i>(In process) Change Management in KMUs. - Best Practices in Strategy Implementation.</i>	
	Straub T./Touali, M. and G. Coraux <i>(In process) Le partage de connaissance inter-organisationnel entre multinationales : l'enjeu du domaine IT, Submitted and Accepted from Cahiers de l'ASO, Lausanne.</i>	
	Straub T./Cavalier, G. A. <i>Mergers and Acquisitions Comparative Economic Analysis of Laws: France vs. USA, Journal of Civil Law Studies, ISSN 1944-3749, Volume 2 – 2009, p. 147-183.</i>	2009
	Straub T./Touali, M. and S. Borzillo <i>Les communautés des pratiques inter organisationnelles en IT Management entre Multinationales, Revue Economique et Sociale, Vol. 67, No 3, p. 109-120.</i>	2009
	Straub T./Cavallier G. <i>M&A: Comparative Economic Analysis of Laws: France and USA, Social Science Electronic Publishing, New York (listed on Social Science Research Network's (SSRN) Top Ten download list).</i>	2008
	Straub, T. <i>Optimisation du Management de Projet par l'OMS en République Démocratique du Congo, World Health Organization, Kinshasa.</i>	2007
	Straub, T./Cavalier, G. (Accepted, 12/2005) <i>L'approche différenciée du contrat dans les opérations de fusion ou</i>	2005



d'acquisition, Research project for the French Ministry of Justice, Paris.

Probst, G. /Straub, T. 2006
The challenge for WIPO of establishing the Creation, Ownership and Exploitation of Health Research Results in Central Africa, Case Study, University of Geneva (HEC), Geneva.

Probst, G. /Borzillo, S. /Straub T. 2005
La fusion Lombard Odier Darier Hentsch & Cie : Un défi pour deux banques privées genevoise, Case study, University of Geneva (HEC), Geneva.

Straub, T. /Jarrillo, J.-C. 2004
Cinemas in Geneva: An Industry Analysis, Case study (French), University of Geneva (HEC), Geneva and European Case Clearing House, ECCH (Ref. no.: F305-256-1), England.

Straub, T. /Jarrillo, J.-C. 2004
Cinemas in Geneva: An Industry Analysis, Teaching Note (French), University of Geneva (HEC), Geneva and European Case Clearing House, ECCH (Ref. no.: F305-256-8), England.

Projects

Title

Since 2009
Fribourg,
Switzerland

Interorganizational communities of best practices among multinational companies located in Western Switzerland
RCSO Funding
Research Grant: ~250.000 SFR

2008
Bern,
Switzerland

Organizational Development between lack of Specialists and Career Development (in collaboration with the Swiss Association for Organization - ASO), CTI: l'agence pour la promotion de l'innovation (Acceptance of the sketch)
Research Grant: ~1.200.000 SFR

2007
Paris,
France

Research Project on Hedge Funds and Alternative Investments,
Autorité des Marchés Financiers (AMF)
Research Grant: ~110.000 SFR

2006
Paris/Lyon,
France

Research Programm on Law and Economy, French Ministry of Justice
Research Grant: ~80.000 SFR

2004 - 2007
Geneva,

Research Networks and Intellectual Property: A Model for Supporting Developing Country Researchers in Creating, Owning and Exploiting



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Switzerland

Health Research Results, RUIG/GIAN

(Réseau universitaire international de Genève/Geneva International
Academic Network),

Research Grant: ~350,000 SFR