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RESEARCH INTERESTS

Organizational and Team Resilience
Leadership in Extreme Contexts

Normalization of Emotion
Human-AI Collaboration

ACADEMIC EDUCATION

- 04/2018 – 03/2024 **Doctoral Studies in Business Administration (Dr. rer. pol.)**
University of Kassel, Kassel, Germany
Dissertation: "*In the Face of Adversity: Conceptual and Empirical Studies on Team and Organizational Resilience*" (Grade: 0.8 / summa cum laude)
- 10/2015 – 03/2018 **Master of Science in Business Administration (90 ECTS)**
University of Kassel, Kassel, Germany
Griffith University, Gold Coast, Australia
Major: Information, Innovation, and Management (Final grade: 1.4)
- 10/2011 – 09/2015 **Bachelor of Science in Business and Economics (210 ECTS)**
University of Kassel, Kassel, Germany
Majors: Marketing & International Management / Private and Public Management (Final grade: 1.6)

ACADEMIC POSITIONS

- 04/2025 – today **Postdoctoral Researcher**
Freie Universität Berlin, Berlin, Germany
School of Business and Economics | Chair of Organization
- 04/2021 – today **Freelance Lecturer**

- UNIKIMS Management School, Kassel, Germany
Programs: Master of Public Administration & Master of Business Administration
- 10/2025 – 03/2026 **Freelance Lecturer**
Leuphana Business School, Lüneburg, Germany
Programs: Module K3 – Extreme Contexts Leadership
- 04/2024 – 03/2026 **Postdoctoral Researcher & Program Coordinator Business Studies (M.Sc.)**
University of Kassel, Kassel, Germany
Institute of Management and Business Studies | Chair of Human Resource Management and Organization Studies
- 04/2018 – 03/2024 **Research Associate**
University of Kassel, Kassel, Germany
Institute of Management and Business Studies | Chair of Human Resource Management and Organization Studies

PUBLICATIONS

Peer-Reviewed Publications

- Vakilzadeh, K., & Raetze, S. (2025). Enacting project resilience: Insights from Uruguayan Air Force flight 571's crash in the Andes. *International Journal of Project Management*, 43(1). VHB 2024: B, ABS 2024: 2, ABDC 2022: A, JIF 2024: 7.5
- Vakilzadeh, M., & Vakilzadeh, K. (2024). Trust and Human-AI Interaction in The Creator. *Organization Studies*. VHB 2024: A, ABS 2024: 4, ABDC 2022: A*, JIF 2024: 5.2
- Vakilzadeh, K., & Haase, A. (2021). The building blocks of organizational resilience: a review of the empirical literature. *Continuity & Resilience Review*, 3(1), 1–21.

Book-Chapters

- Vakilzadeh, K., Raetze, S., & Schmutz, J. B. (Forthcoming). Training for Team Resilience: A Conceptual Framework. In: S. Flandin, E. Ketelaars, & M. Viktorielius (Eds.) (2026). *Resilience Training: Enhancing Adversity Responses in Individuals, Teams, and Organizations*. SpringerBriefs collection.

Practitioner-Oriented Publications

- Vakilzadeh, K., & Eberl, P. (2022). Die dunkle Seite der Führungsresilienz (The dark side of leaders' resilience). *Der Betriebswirt*, 63(3), 137 – 147. <https://doi.org/10.3790/dbw.63.3.137>
- Vakilzadeh, K., & Eberl, P. (2020). Think Positive: Die Bedeutung von Emotionen für den erfolgreichen Umgang mit Krisen (Think Positive: The importance of emotions for successfully dealing with crises). *Zeitschrift Führung & Organisation*, (6), 354–357.

Manuscripts under Review

- Vakilzadeh, K., Eberl, P., O'Quinn, R., & Raetze, S. "We're Supposed to be Surrounded, We're Paratroopers": The Social Construction of Normalcy in Wartime Combat. *Journal of Management Studies*. Under Review. VHB 2024: A, ABS 2024: 4, ABDC 2022: A*, JIF 2024: 6.4

Vakilzadeh, K., & O'Quinn, R. Media Review: The Experience of Everyday-Extremeness in Warfare. *Organization Studies*. 2nd Round R+R. VHB 2024: A, ABS 2024: 4, ABDC 2022: A*, JIF 2024: 5.2

Vakilzadeh, K., Schmutz, J. B., Antino, M., Lei, Z., Eberl, P., Raetze, S., & Klonek, F. Title Withheld. The Multilevel Nature of Extreme Team Resilience. *Personnel Review*. Under Review. VHB 2024: B, ABS 2024: 2, ABDC 2022: A, JIF 2024: 4.2

Work in Progress

Vakilzadeh, K., Vakilzadeh, M., & Raetze, S. Title Withheld. Qualitative Work on Hope in Distressing Times. To be submitted to *Organization Studies* in 2026

Raetze, S., Steputat-Raetze, A., Vakilzadeh, K., & Maynard, M. T. Title Withheld. Qualitative Work on Multiteam System Resilience. To be submitted to *Human Relations* in 2026.

Raetze, S., Vakilzadeh, K., Maynard, M. T., et al. Curated debate: Going to extremes—Combining perspectives to research extreme teams. To be submitted to the *Journal of Management Inquiry* in 2026.

Raetze, S. & Vakilzadeh, K. Title Withheld. Qualitative Work on Team Resilience. Manuscript targeted for *Group & Organization Management*. Data analysis phase.

Raetze S., Vakilzadeh, K., Rico, R., & Maynard, T. Title Withheld. Conceptual Work on Temporality and Resilience. Manuscript targeted for *Academy of Management Review*. Study design phase.

Peer-Reviewed Conference Presentations

Vakilzadeh, K., Schmutz, J. B., Antino, M., Lei, Z., Eberl, P., & Raetze, S. (2025). The multilevel nature of extreme team resilience. *85th Academy of Management Annual Meeting*, Copenhagen, Denmark.

❖ Judged among best accepted papers and published in the Proceedings of the 2025 AOM Meeting

Vakilzadeh, K., Raetze, S., Schmutz, J. B., Antino, M., Lei, Z., & Eberl, P. (2025). Resilience in extreme teams: A multilevel process model. *20th Annual INGRoup Conference*, Rotterdam, The Netherlands.

❖ Runner-Up for Outstanding Conference Paper

Raetze, S., Steputat-Raetze, A., Vakilzadeh, K., & Maynard, M. T. (2025). Resilience in dynamic multiteam systems: An embedded multiple case study. *85th Academy of Management Annual Meeting*, Copenhagen, Denmark.

Vakilzadeh, K., Eberl, P., O'Quinn, R., & Raetze, S. (2025). Normalizing as a resilient response to extreme adversity: Insights from an elite paratrooper unit. *20th Annual INGRoup Conference*, Rotterdam, The Netherlands.

Vakilzadeh, K., Eberl, P., O'Quinn, R., & Raetze, S. (2025). “We’re supposed to be surrounded by enemies, we are paratroopers”: Normalizing the profession as a resilient response to extreme adversity. *41st European Group for Organizational Studies Colloquium*, Athens, Greece.

Vakilzadeh, K., Schmutz, J., Antino, M., Lei, Z., & Eberl, P., 2024. The Multilevel Nature of Team Resilience: Exploring Affective and Relational Dynamics in Response to Extreme Events. In M. Jarrett (chair), Exploring the frontiers of group interactions at work: Power, status, and emotions. [Symposium]. *Academy of Management Annual Meeting*, Chicago, Illinois.

Vakilzadeh, K., 2024. Emergent Organizing for Resilience in the Aftermath of the Andes Plane Crash. *40th European Group for Organizational Studies Colloquium*, Milan, Italy.

- Vakilzadeh, K., 2024. Emergent Organizing for Resilience in the Aftermath of the Andes Plane Crash. **15th International Symposium on Process Organization Studies** (Accepted for Presentation), Coral Beach Area, Cyprus.
- Vakilzadeh, K., 2023. Me, Myself, and I? Self- vs Team Preserving Responses in Extreme Contexts and the Demonstration of Resilience. **83rd Academy of Management Annual Meeting**, Boston, Massachusetts.
- Vakilzadeh, K., 2023. Me, Myself, and I? Self- vs Team Preserving Responses in Extreme Contexts and the Demonstration of Resilience. **14th International Symposium on Process Organization Studies**, Chania, Greece.
- Vakilzadeh, K., 2023. Me, Myself, and I? Self- vs Team Preserving Responses in Extreme Contexts and the Demonstration of Resilience. **23rd European Academy of Management Annual Meeting**, Dublin, Ireland.
- Vakilzadeh, K., & Eberl, P., 2022. Team Resilience and Emotion Regulation in Extreme Contexts: A Qualitative Biographical Analysis of an Elite Paratrooper Unit. **38th European Group for Organizational Studies Colloquium**, Vienna, Austria.
- Vakilzadeh, K., & Heinrichs, M., 2022. The Use of Fiction for the Study of Organizational Behavior in Extreme Contexts. **22nd European Academy of Management Annual Meeting** (Accepted for Presentation), Winterthur, Switzerland.
- Vakilzadeh, K., & Heinrichs, M., 2022. The Use of Fiction for the Study of Organizational Behavior in Extreme Contexts. **82nd Academy of Management Annual Meeting** (Accepted for Presentation), Seattle, Washington.
- Vakilzadeh, K., & Eberl, P., 2022. Organizational Resilience and Collective Emotion Regulation: A Qualitative Biographical Analysis of an Elite Paratrooper Unit. **13th International Symposium on Process Organization Studies**, Rhodes, Greece.
- Vakilzadeh, K., & Eberl, P., 2022. Organizational Resilience and Collective Emotion Regulation: A Qualitative Biographical Analysis. **82nd Academy of Management Annual Meeting**, Seattle, Washington.
- Vakilzadeh, K., & Eberl, P., 2022. Team Resilience and Emotion Regulation in Extreme Contexts: A Qualitative Biographical Analysis of an Elite Paratrooper Unit. **Research Symposium 2022 (Resilience in Extreme Contexts: What can we learn for future pandemic management in healthcare organizations?)**, Chemnitz, Germany.
- Vakilzadeh, K., & Eberl, P., 2021. Organizational Resilience in Extreme Contexts: The Role of Collective Emotion Regulation. **VHB WK-ORG Workshop**, Online.
- Vakilzadeh, K., & Eberl, P., 2021. The Role of Emotion Regulation and Organizational Resilience - A Qualitative Biographical Analysis of a Paratrooper Unit in the Second World War. **21st European Academy of Management Annual Meeting**, Montreal, Canada (Online).
- Vakilzadeh, K., & Eberl, P., 2021. The Role of Emotion Regulation and Organizational Resilience – A Qualitative Biographical Analysis of an Elite Paratrooper Unit in the Second World War. **37th European Group for Organizational Studies Colloquium**, Hamburg, Germany (Online).
- Haase, A., & Vakilzadeh, K., 2020. Resilience Influencing Factors - A Grounded Literature Review of Empirical Resilience Research. **20th European Academy of Management Annual Meeting**, Dublin, Ireland (Online).
- Vakilzadeh, K., & Haase, A., 2020. It's Not What It Seems to Be: Organizational Resilience and Competing Demands. **20th European Academy of Management Annual Meeting**, Dublin, Ireland (Online).

Vakilzadeh, K., & Haase, A., 2020. It's Not What It Seems to Be: Organizational Resilience and Competing Demands. *80th Academy of Management Annual Meeting, Vancouver, Canada*

Haase, A., & Vakilzadeh, K., 2019. Differentiating Processes, Capabilities, Resources and Outcomes. A Qualitative Content Analysis of Empirical Resilience Research. *19th European Academy of Management Annual Meeting, Lisbon, Portugal.*

AWARDS AND RECOGNITIONS

2025 **Runner-Up for Outstanding Conference Paper**, Interdisciplinary Network for Group Research

2025 **Best Paper Proceedings**, Organizational Behavior Division of the Academy of Management

FUNDINGS

2024 **Conference Allowance**, Faculty of Business and Economics, University of Kassel (800€)

2023 **Conference Allowance**, Faculty of Business and Economics, University of Kassel (800€)

2017 **PROMOS Scholarship**, University of Kassel (300€)

ACADEMIC SERVICES AND MEMBERSHIPS

Organization of Conference Sessions

2025 **Going to extremes: Combining perspectives to research extreme teams**

Paper Development Workshop, 85th Academy of Management Annual Meeting (OB, OMT, CM, HCM, MOC, ODC, ONE, & RM divisions), Copenhagen, Denmark. Roles: Organizer & Moderator. Co-Organizers: S. Raetze (JKU Linz) & M. T. Maynard (Colorado State U.). Exemplary Participants: D. A. Buchanan (Cranfield U.), D. Kent (U. of Warwick), N. Steigenberger (Umeå U.), M. J. Waller (Colorado State U.), Z. Lei (IMD), L. Rouleau (HEC Montreal), M. Shuffler (Clemson U.), and E. Salas (Rice U.).

2025 **Creating an INGRoup micro-community and common future research agenda on teamwork under adversity**

Roundtable Discussion, 20th INGRoup Annual Conference, Rotterdam, The Netherlands. Roles: Organizer & Moderator. Co-Organizer: S. Raetze (JKU Linz). Exemplary Participants: M. Buljac-Samardžić (Erasmus U. Rotterdam), D. R. Carter (Michigan State U.), A. N. Li (U. of Texas), M. T. Maynard (Colorado State U.), and R. Rico (U. Carlos III).

Community Manager for the Extreme Context Research Community

(<https://www.linkedin.com/groups/Extreme-Context-Community>)

Managing and cultivating an international online community of 600+ researchers, fostering collaboration, knowledge sharing, and dialogue on extreme contexts research.

Contributing Member to the UNIKIMS AI-Committee

Assessing the impact of AI-tools for students' academic life; Creating and communicating guidelines and best practices on the ethical usage of AI for lecturers and students alike.

Ad-hoc Reviewer for Journals and Conferences

Group & Organization Management, International Journal of Project Management, Journal of Contingencies and Crisis Management, Journal of Management Studies, Organization Studies, Schmalenbach Journal of Business Research, The Journal of Product Innovation Management, Academy of Management Annual Meeting, European Academy of Management Annual Meeting

Professional Memberships

Academy of Management (AOM), European Group of Organization Studies (EGOS), Interdisciplinary Network for Group Research (INGRoup), Organizing Extreme Contexts Community

TEACHING EXPERIENCE

Introduction to Organizational Behavior Research, Seminar, Bachelor's Level, Freie Universität Berlin, Summer/Winter 2025, Summer 2026

Leadership, Seminar, Master's Level, UNIKIMS Management School, Summer/Winter 2021, Summer/Winter 2022, Summer/Winter 2023, Summer/Winter 2024, Summer/Winter 2025

Introduction to Academic Writing, Semina, Master's Level, UNIKIMS Management School, Summer 2025

Strategy and Organization, Seminar, Master's Level, UNIKIMS Management School, Winter 2022, Winter 2023, Winter 2024, Winter 2025

Introduction to Strategy, Lecture, Bachelor's Level, University of Kassel, Winter 2023, Winter 2024

Adversity and Organizational Behavior Research, Seminar, Master's Level, University of Kassel, Winter 2022, Winter 2023, Winter 2024

Organization Design and Change, Lecture, Bachelor's Level, University of Kassel, Summer 2021, Summer 2022, Summer 2023, Summer 2024

Human Resource Management, Seminar, Master's Level, UNIKIMS Management School, Summer/Winter 2021, Summer/Winter 2022

Organizational Resilience, Seminar, Master's Level, University of Kassel, Winter 2018, Winter 2019, Winter 2020, Winter 2021

Supervision of 90+ Bachelor's and Master's Theses

ADDITIONAL ACADEMIC & INDUSTRY EXPERIENCE

2017 – 2018 Tutor for international students, University of Kassel, Germany

2015 – 2018 Student Assistant and Tutor, Chair of Human Resource Management and Organization Studies, University of Kassel, Germany

2015 – 2016 Student Assistant and Tutor, Chair of Business Ethics, University of Kassel, Germany
2015 Intern, krittiq UG, Kassel, Germany

LANGUAGES

German (Native); English (C1)