Elena Pöhlmann

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RESEARCH PROFILE

Research areas	**Theoretical perspectives**	**Methods**
Executive labor markets, Gender and access to leadership, Professional networks and labor-market intermediaries, Entrepreneurship	Organizational design, Social network theory and behavioral brokering, Gendered evaluation, Entrepreneurial intention	Comparative case studies, Interview-based fsQCA, Mixed-methods research, Social Network Analysis, Experiments

EDUCATION

Copenhagen Business School, Copenhagen, DK — Since 2023
PhD Fellow at Department of Strategy and Innovation
Thesis title: "Beyond Quotas: Individual and Organizational Strategies for Women's Progress in Management"
Expected PhD defence: August 2027
Supervisors: Nicolai J. Foss & Marie Louise Mors
Research Stay: INSEAD Gender Initiative, Host: Kaisa Snellman (Fontainebleau, FR): 04/2026 - 06/2026

Maastricht University School of Business and Economics, Maastricht, NL — 2021-2023
Master of Science in International Business (Double Track: Organisation + Entrepreneurship)
GPA: 8.26 (Dutch grading scale); Cum Laude
Awards:

- Beta Gamma Sigma Lifetime Member - issued by Beta Gamma Sigma, the International Business Honors Society
- Honours Student - issued by PREMIUM Excellence Programme Maastricht University

Extracurricular exchange program: Universidade Católica Portuguesa (Lisbon, PT): 08/2022 - 12/2022

Hochschule Fresenius, Hamburg, DE — 2015-2018
Bachelor of Arts in Tourism-, Hospitality- and Event Management
Exchange program: Pace University & Berkeley College (New York City, US): 09/2017 - 12/2017

WORKING PAPERS AND WORK IN PROGRESS

Pöhlmann, E. *Organizing Brokering Beyond the Firm: Evidence from Women's Leadership Networks.* (Job market paper & Thesis Chapter 2, Refinement phase)

Gregorič, A., **Pöhlmann, E.**, and Mors, M.L. *"Your Safety Bet": Gender Diversity Expectations and Candidate Positioning in Executive Search*. (Thesis Chapter 1, Refinement phase)

Pöhlmann, E., Santos, C.M., and Kaminski, J. *Simulating the Entrepreneurial Self: Can Guided Audio Reduce Higher Education Students' Psychological Distance to Entrepreneurship?* (Refinement phase)

Pöhlmann, E. *Who Gains from Belonging? Configurations of Value Realization in Extra-Organizational Networks for Women Executives.* (Thesis Chapter 3, Data analysis phase)

Pöhlmann, E. *Who Connects, Who Benefits? Relational Histories and Career Outcomes in an Elite Women's Leadership Network.* (Data collection phase)

SELECTED CONFERENCES AND WORKSHOPS

October 2026	SMS 46th Annual Conference, Berlin (presenter)
August 2026	86th Annual Meeting of the Academy of Management, OMT Doctoral Student Consortium, Philadelphia (participant)
July 2026	42nd EGOS Colloquium, Sub-theme 36: Network Agency, Creativity, and Innovation, University of Bergamo, Bergamo (presenter)
June 2026	14th SKEMA KTO Paper Development Workshop, SKEMA Business School - Sophia Antipolis (presenter)
May 2026	Madrid Work & Organizations Workshop, IESE Business School, Madrid (presenter)
September 2025	Paper Development Workshop Max(SI), Max Planck Institute for Innovation and Competition, Munich (presenter)
July 2025	The 85th Annual Meeting of the Academy of Management, Copenhagen (presenter)
June 2025	International Conference for the Science of Science and Innovation, Copenhagen ('Inequalities' session chair)
	Corporate Social (ir)Responsibility Hub 2025, CBS, Copenhagen (presenter)
March 2025	Breaking BAIs Conference and Research Seminar, Chair for Strategy and Organization, TUM, Munich (participant)
	Theoretical Contribution Paper Development Workshop, ULMS, Liverpool (presenter)

RESEARCH AND MOBILITY FUNDING

- Otto Mønsted (DKK 15.000) for research stay at INSEAD Gender Initiative
- William Demant (DKK 25.000) for research stay at INSEAD Gender Initiative
- Erasmus+ (DKK 23.566) for research stay at INSEAD Gender Initiative (first PhD at CBS to receive this funding)

SELECTED TEACHING EXPERIENCE

Aug 2024 – Jan 2025	Supervision of Master's Thesis in Strategy, Organisation and Leadership
Sep 2024 – Oct 2024	Negotiation: Theory and Practice (Master's course teaching assistance, coordinator: Kristina Dahlin)

ACADEMIC SERVICES AND VOLUNTARY WORK

From Dec 2026	External Research Expert (European Commission's Joint Research Centre)
	Studying the potential and limitations of citations to scientific research in policy documents as indicators of evidence-informed policymaking with a small expert team, investigating empirical patterns across countries and conducting case verifications.
Since Oct 2025	PhD Representative (Copenhagen Business School)
	Representing interests and concerns of the PhD students in the Department of Strategy and Innovation and advising the Head of Department on departmental strategy and initiatives at the monthly Department Forums.
2023 - 2025	PAC Board Member (Copenhagen Business School)
	Organized professional development and community events for PhD students across departments at CBS; presented guidance on research-stay funding and mentored colleagues seeking financial support.
2025	STR Ambassador (The 85th Annual Meeting of the Academy of Management)
	Assisted Strategic Management Divison (STR) Officers and Executive Committe members with organizing and supporting in-person conference sessions, representing the STR Division and CBS as the official national host.
2022	Student Mentor (Maastricht University School of Business and Economics)
	Facilitated social bonding and wellbeing among a group of 26 new Master's students by establishing a network, mediating between students and faculty, and collaborating with the Community Project lead.

SELECTED INDUSTRY PROFESSIONAL EXPERIENCE

2023	SAP HCM Consultant at Accenture Germany
2021 - 2022	Project Lead Consultant at Key2Advance
2020 - 2021	International Hostess at Costa Crociere S.p.A

SKILLS

Languages: German (Native), English (Business fluent), Danish (Conversational), Spanish (Conversational), French (Basic), Italian (Basic)

Technical: Microsoft Office (Advanced), SPSS (Advanced), NVivo (Advanced), R (Intermediate)

REFERENCES

Nicolai J. Foss
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