

MAXIM SYTCH

Management and Organizations • Kellogg School of Management • Northwestern University
2001 Sheridan Rd., Leverone 354B, Evanston IL 60208
Phone: (312) 315-4459; Fax: (847) 491-8896;
E-mail: m-sytch@kellogg.northwestern.edu

Education:

Ph.D. Management and Organizations, Kellogg School of Management, Northwestern University, 2009
(expected)

M.B.A. (High Honors) 2002, Oklahoma City University

B.S.B. 2000, Oklahoma City University – Moscow State University (Ulyanovsk Branch)

Dissertation:

My research focuses on the emergence and evolution of the social structure of interorganizational relationships as well as its consequences for economic exchange between firms. In my dissertation, I focus on the dual social structure that entails collaborative and conflictual relationships between organizations. I introduce and explore the idea of structural congruence: the idea that a firm's position in the network of positive or collaborative relationships has to be aligned with its position in the network of negative or conflictual relationships. Using a combination of econometric analysis of panel data and qualitative fieldwork, I explore the role of the varying degree of structural separation between the categories of resource-providers on which a firm grows dependent for its critical exchanges and the categories of its adversaries. I also demonstrate how a firm's position in a dual social structure may trigger situations of structural balance or structural tension with other firms. I subsequently investigate the implications of structural congruence for a firm's ability to enter into cooperative partnerships, its innovation rates, and its financial performance.

Representative Publications:

Sytch, Maxim & Gulati, Ranjay (2008) "Creating Value Together," *Sloan Management Review*, Business Intelligence, 50(1): In Press.

*Gulati, Ranjay, Sytch, Maxim and Merhotra, Parth (2008) "Breaking Up is Never Easy: Planning for Exit in a Strategic Alliance," *California Management Review*, 50(4): 147-163.

Sytch, Maxim and Bubbenzer, Philipp (2008) "Research on Strategic Alliances in Biotechnology: An Assessment and Review" in H. Patzelt and T. Brenner (Eds.), *Handbook of Bioentrepreneurship*, Springer: New York: 105-131.

Gulati, Ranjay and Sytch, Maxim. (2008) "Does Familiarity Breed Trust? Revisiting the Antecedents of Trust," *Managerial and Decision Economics*, 29: 165-190.

Gulati, Ranjay and Sytch, Maxim (2007) "Dependence Asymmetry and Joint Dependence in Interorganizational Relationships: Effects of Embeddedness on Exchange Performance," *Administrative Science Quarterly*, 52: 32-69.

*Authors contributed equally

Work in Progress:

Sytch, Maxim, Tatarynowicz, Adam, and Gulati, Ranjay (2008) "Where Do Brokers Come From? The Role of a Firm's Ability, Motivation, and Opportunity." *Working Paper*.

Gulati, Ranjay, Sytch, Maxim, and Tatarynowicz, Adam (2008) "The Dynamics of Social Structure: The Emergence and Decline of Small Worlds," **Working Paper**.

Sytch, Maxim (2008) "The Duality of Social Structure and the Implications of Structural Congruence." **Work In Progress**.

"The Hidden Power of Matrix Organizations: Exploring the Links between Intra- and Inter-Organizational Relational Structures" (with Ed Zajac). **Work in Progress**.

"Exploring the Evolutionary Dynamics of Social Systems" (with Adam Tatarynowicz and Ranjay Gulati). **Work in Progress**.

Book Reviews:

Gulati, Ranjay and Sytch, Maxim (2007) "Handbook of Trust Research," by Reinhard Bachman and Akbar Zaheer (Eds), **Academy of Management Review**, 33 (1): 276-278.

Sytch, Maxim and Sivanathan, Niro (2007) "Trust Under Pressure," by Katinka Bijlsma-Frankema and Rosalinde K. Woolthuis (Eds), **Personnel Review**, 36(6): 996-1000.

Press:

Gulati, Ranjay, Sytch, Maxim and Merhotra, Parth (2007) "Preparing For the Exit," **The Wall Street Journal**, March 6, 2007: R11.

Other Publications:

Sag, Matthew, Jacobidi, Tonja, and Sytch, Maxim. (2008) Exploring the Notion of IP Exceptionalism, **California Law Review**, Forthcoming.

Fitzgerald, Patrick W., Sytch, Maxim, Arnoldin, Stephanie and Thompson, Zephania (2006) "Toward Understanding Sarbanes-Oxley and Business and Financial Ethics Requirements in a Post-Enron World," **Consumer Finance Law Quarterly**, 60(1): 64-85.

Paper Sessions and Symposia:

Facilitated IP Session, "Interfirm Relations," Academy of Management Conference, Anaheim, August 2008.

Chaired "Interorganizational Ties and Firm Performance," OMT Division Paper Session, Academy of Management Conference, Philadelphia, August 2007.

Organized and co-chaired (together with Jennifer Kurkouski) a symposium on "Embeddedness and Interorganizational Tie Formation: Understanding the Existence and Nature of Interorganizational Agreements," August 2005. Endorsed as a showcase symposium by BPS and OMT divisions of Academy of Management.

Conference Presentations:

Sytch, Maxim, Tatarynowicz, Adam and Ranjay Gulati. "Where Do Brokers Come From? The Role of a Firm's Ability, Motivation, and Opportunity," *Academy of Management*, Anaheim, August 2008.

Gulati, Ranjay, Sytch, Maxim and Tatarynowicz, Adam. "The Rise and Fall of Small Worlds," *Academy of Management*, Philadelphia, August 2007.

Sytch, Maxim. "Navigating the Web of Conflict and Cooperation: Social Structure and Dynamics of Alliance Formation," *14th Annual Consortium on Competitiveness and Cooperation*, Georgia Institute of Technology, Atlanta, April 2007.

Gulati, Ranjay and Sytch, Maxim. "Dependence Asymmetry and Joint Dependence in Interorganizational Relationships: Effects of Embeddedness on Exchange Performance," *Academy of Management*, Atlanta, August 2006, and *The Sixth Annual Trans-Atlantic Doctoral Conference*, London Business School, May 2006.

Sytch, Maxim and Gulati, Ranjay. "Can We Both Make It Work or Should We Be Worried? The Effects of Firms' Relational Capabilities on the Likelihood of Alliance Formation," *Alliance Edge Conference*, Toronto, Canada, September, 2005, and *Academy of Management*, Honolulu, Hawaii, August 2005.

Sytch, Maxim and Gulati, Ranjay. "Do We Know Each Other or Are You Good Enough? The Effects of Firms' Relational Capability on the Likelihood of Alliance Formation," *European Group of Organization Studies*, Berlin, Germany, July 2005.

Gulati, Ranjay and Sytch, Maxim. "Does Familiarity Breed Trust? Revisiting the Antecedents of Trust," *European Group of Organization Studies*, Berlin, Germany, June 2005.

Academic Honors and Awards:

Merv Shalowitz Research Fellowship, 2008

Department Nominee for OMT/MOC Consortium, Academy of Management, 2008

SMS Dissertation Workshop, 2007

BPS Dissertation Consortium, Academy of Management, 2007

CCC Doctoral Colloquium, 2007

Presidential Fellowship, Northwestern University, 2006

OMT Doctoral Dissertation Consortium, Academy of Management, 2006

Best Reviewer Award, Business Policy and Strategy Division, Academy of Management, 2004, 2005, 2006, 2007

Best Reviewer Award, Organization and Management Theory Division, Academy of Management, 2005, 2006, 2007

Delta Mu Delta National Honor Society Scholar, 2002

W.W. and Rose Woodworth Scholar (full scholar), Oklahoma City University 2000-2002

President's Honor Roll – all semesters at Oklahoma City University

Ranked first in graduating class, Moscow State University (Ulyanovsk Branch), 2001

Honors Stipend, Moscow State University (Ulyanovsk Branch) 1995-1999

Research Grants:

Heizer Center for Entrepreneurship Research Grants, Kellogg School of Management, 2006, 2007, 2008

Dispute Resolution Research Center Grant, Kellogg School of Management, 2006
Center for Technology and Innovation Management Research Grant (NSF grant program),
Northwestern University, 2006
Center for Biotechnology Grant, Kellogg School of Management, 2005
Conference Travel Grants, Northwestern University Graduate School, 2005, 2006

Professional Affiliations:

American Sociological Association
Academy of Management
Strategic Management Society

Professional Service:

Ad hoc Reviewer, Academy of Management Review, 2008 – present
Administrative Science Quarterly, 2007 – present
Organization Science, 2007 – present
Strategic Management Journal, 2005-present
Academy of Management, Business Policy and Strategy, 2004-present
Academy of Management, Organization and Management Theory, 2005 – present

Teaching Experience:

Northwestern University, Kellogg School of Management:

Sole Instructor

Part-time MBA, “Leadership in Organizations,” Summer 2008 (Instructor Rating: **9.4/10**)
Executive Program, Kellogg Center for Non-Profit Management, “Creating and Managing Strategic Alliances,” 2007-2008 (Average instructor rating: **9.1/10**)
Executive Program, Kellogg Center for Non-Profit Management, “Leading through Social Capital,” 2008 (Average instructor rating: **9.0/10**)

Contributing Instructor

Full-time MBA Program, Graduate Initiatives in Management, Joint Ventures Module, Case Discussion “Trouble in Paradise,” February 2008 (Not Rated)
PhD Program, Macro-Methods Class (Social Network Analysis Module), 2005, 2007

Teaching Assistant

“Creating and Managing Strategic Alliances,” Executive MBA, with Profs. Ranjay Gulati and Edward Zajac (2005, 2006, 2007)

“Leading Strategic Change,” Part-time, Full-time, and Executive MBA, and the Kellogg-HKUST Executive MBA, with Profs. Paul Hirsch and Ithai Stern (2005, 2006, 2007, 2008)

“Leadership in Organizations,” Part-time and Full-time MBA, with Profs. Ranjay Gulati, Kathy Phillips, Tina Dacin, and Klaus Weber (2005, 2006, 2007)

Northwestern University, Department of Sociology

Teaching Assistant, Doctoral Program, Statistical Analysis of Social Data: Applied Regression Models I, Winter 2007; Statistical Analysis of Social Data: Regression Models for Categorical Outcomes, Spring 2007

Teaching Training

Attended the Art and Craft of Discussion Leadership, Case Teaching Method Workshop, Harvard Business School, March 2008

Industry Experience:

Merrill Lynch & Co., Inc., Oklahoma City, Oklahoma, 2001-2002

The Central Bank of the Russian Federation, Ulyanovsk, Russia, 1999

References:

Ranjay Gulati (Chair)

Professor of Business Administration
Harvard Business School
Harvard University
Soldiers Field, Morgan Hall
Boston, MA 02163
(617) 495-6327
rgulati@hbs.edu

Ed Zajac

James F. Beré Professor of Management and Organizations
Kellogg School of Management
Northwestern University
2001 Sheridan Rd., Leverone 3102
Evanston, IL 60208
(847) 491-8272
e-zajac@kellogg.northwestern.edu

Ithai Stern

Assistant Professor of Management and Organizations
Kellogg School of Management
Northwestern University
2001 Sheridan Rd., Leverone 399
Evanston, IL 60208
(847) 491-3243
i-stern@kellogg.northwestern.edu

Paul Hirsch

James L. Allen Professor of Strategy & Management & Organizations
Kellogg School of Management
Northwestern University
2001 Sheridan Rd., Leverone 390
Evanston, IL 60208
(847) 491-8069
paulhirsch@kellogg.northwestern.edu