



# Curriculum Vitae

**NHIEN NGUYEN**

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## Short bio

**Nhien Nguyen** (female) is an Associate Professor at the Norwegian University of Science and Technology (NTNU), a senior researcher at Nordland Research Institute, and an Associate Editor of The Learning Organization journal (Emerald). She holds a PhD in Industrial Economics and Technology Management from NTNU, funded by the Norwegian Research School in Innovation's Program of Innovation Management and Strategy (NORSI-PIMS). She was a visiting fellow at Stanford University in her PhD program (SCANCOR), a visiting fellow at MIT Sloan School of Management in her MBA program in which she also cross-registered at Harvard Business School. Nhien Nguyen has been leading and coordinating several research projects focusing on innovation strategies, both at the organizational level and the national/regional policy level. She is the coordinator of the Horizon 2020 project SeeRRI which brings a broad range of regional actors to work together towards common goals in a responsible manner. She has also taken key roles in other H2020 research projects related to additive manufacturing, digital transformation, circular economy, and regional innovation policy. Her research interests include innovation management, innovation system and policy, responsible research and innovation (RRI), smart specialisation strategy, organizational learning and the learning organization. Nhien Nguyen has been guest edited several special issues on topic related to innovation and learning.

## Education

<b>Norwegian University of Science and Technology (NTNU), Norway</b> <i>Doctorate program in <b>Norwegian Research School in Innovation (NORSI)</b></i> <i>PhD defense on 16 June 2017 – NTNU, Trondheim</i> <i>Topic: “<b>Learning from failure in organizational innovation activities: Easier said than done</b>”</i> <i>Supervisors: Prof. Alf Steinar Sætre (NTNU), and Assoc.Prof. J Richard Harrison (The University of Texas at Dallas)</i>	Aug 2012 – June 2017
<b>Stanford University, Stanford CA, USA</b> <i>Visiting Student Researcher</i> <i>Hosted by SCANCOR (Scandinavian Consortium for Organizational Research)</i>	Oct 2015 – Dec 2015
<b>MIT Sloan School of Management, Cambridge MA, USA</b> <i>Visiting Fellow, MBA Program</i> <i>Cross-registrant student with <b>Harvard Business School</b>.</i>	Jan 2008 – Jun 2008
<b>Sungkyunkwan University, Seoul, South Korea</b> <i>Master of Business Administration (Global Marketing Academy)</i> <i>Samsung Global Scholarship Program</i>	Aug 2006 – Jan 2008
<b>Foreign Trade University, Ho Chi Minh City, Vietnam</b> <i>Bachelor of Economics, major in International Business</i>	Sep 2001 – Dec 2005
<b>Ho Chi Minh Music Conservatory, Vietnam</b> <i>Certificate of Graduation, major in Piano - Professional High School</i>	Sept 2001 – May 2006
<b>College of Culture and Art, Vietnam</b> <i>Certificate of Graduation, major in Music Instruments.</i>	Sept 2002 – May 2005

## Work Experience

### Norwegian University of Science and Technology (NTNU), Trondheim, Norway

#### Department of Industrial Economics and Technology Management (IØT)

Associate Professor (in Innovation Management)

May 2019 - now

PhD Fellow (Teaching assistant – Master’s Thesis Advisor for students at IØT)

Aug 2012 – Nov 2016

### Nordland Research Institute

#### Business Research Group

Senior Researcher

Dec 2016 – now

### Samsung Electronics – Headquarters, South Korea

#### Home appliance Division

Sales & Marketing Executive

Oct 2008 - Feb 2010

## Journal Editorial Board:

- May 2017 – Oct 2021: **Associate Editor** of the journal **The Learning Organization**, Emerald Insight Publisher.
- 2018 – 2019: Coordinator / Guest Editor for Special Issue of The Learning Organization:
  1. Special Issue **“Making a Difference via Organizational Learning”** (2019), guest edited by Professor George P. Huber in collaboration with Associate Editor Nhien Nguyen ([link](#))
  2. Special Issue **“Organizational Ambidexterity: Two modes of learning”** (2019), guest edited by Professor Alf Steinar Sætre and Dr. Nhien Nguyen; ([link](#))
  3. Special Issue **“Organizational Unlearning: Opportunities and Interdisciplinary Perspectives”** (2019), guest edited by Nhien Nguyen, Thomas Grisold, Adrian Klammer; ([link](#))
- 2016 – 2017: Member of the **Editorial Review Board** for the journal **The Learning Organization**, Emerald Publisher.

## Research Grants:

- 2019: Research funding from Horizon2020 “Science with and for Society” program – **Work Package leader** - “Responsible transition from traditional industry regions to R&I digitalized ecosystems” (DigiTeRRI project [www.digiterri.eu](http://www.digiterri.eu)). Project Amount: 2 million EUR – from Jan 2020 to Dec 2022.
- 2018: Research funding from Horizon2020 program – **Evaluation Work Package** - “Closing the loop for urban material flow” (CityLoops project, [www.circularcities.eu](http://www.circularcities.eu)), Amount: 10 million EUR – Advanced to the Grant Agreement Preparation stage, expected to start from Oct 2019 to Oct 2023. Project amount: 10 million EUR.
- 2018: Research funding from Horizon2020 “Science with and for Society” program – **Project coordinator / Scientific leader** - “Building a self-sustaining Research and Innovation ecosystem in Europe through Responsible Research and Innovation (SeeRRI project [www.seerri.eu](http://www.seerri.eu))”. Project Amount: 2 million EUR – from Jan 2019 to June 2021.
- 2017: Research funding from Horizon2020 “Science with and for Society” program – **Work Package leader** - “Webs of Innovation Value Chains in Additive Manufacturing under the consideration of Responsible Research and Innovation (I AM RRI project [www.iamrri.eu](http://www.iamrri.eu))”, Project amount: 3 million EUR, Work package amount: 284 000 EUR, from May 2018 to April 2021
- 2017 - 2018: Research funding from the Research Council of Norway for writing application to Horizon2020 project for work package leaders and partners – Amount: 500 000 NOK – **Project manager**.
- 2017: Research grant from the Research Council of Norway for writing a scoping paper on the topic of economic restructuring in Norway - project 271921 - Amount: 830 000 NOK - **Work package leader**.

- 2017: Research grant from P.M. Røwde Foundation, administered by the Institute of Social Research in Oslo, Norway, for researching on Norwegian economic development and entrepreneurship - Amount: 140 000 NOK – **Project Manager**.
- 2015: Grants from *Norges tekniske høyskoles fond* and *Forsknings- og undervisningsfondet i Trondheim* for my research stay at Stanford University – Amount: 41 000 NOK.

## Publication list:

- Morais-Storz, M., Nguyen, N., & Sætre, A. S. (2020). Post-Failure Success: Sensemaking in Problem Representation Reformulation. *Journal of Product Innovation Management*, 37(6), 483-505 ([link](#))
- Nguyen, N. & Mariussen, Å, Hansen, JØ. (2020). The role of regional strategic support in establishing sustainable start-up incubation ecosystems. In Rasmussen et al. (Eds). *Research Handbook of Start-up Incubation Ecosystems*. Edward Elgar Publishing ([link](#))
- Jensen, A.; Hansen, JØ, & Nguyen, N. (2020) "The Incubation Process and Founders' Behaviors". In Rasmussen et al. (Eds). *Research Handbook of Start-up Incubation Ecosystems*. Edward Elgar Publishing ([link](#))
- Padan, T. & Nguyen, N. (2020) "Responsible Management Unlearning". In Laasch et al. (Eds). *Research Handbook of Responsible Management*. Edward Elgar Publishing ([link](#))
- Hansen, J., Jensen, A. and Nguyen, N. (2020), "The responsible learning organization: Can Senge (1990) teach organizations how to become responsible innovators?", *The Learning Organization*, <https://doi.org/10.1108/TLO-11-2019-0164>
- Nguyen, N. & Jensen, A., & Hansen, JØ. (2019) "How best to study the learning organizations?" In Ortenblad. (Eds). *The Oxford Handbook of The Learning Organization*. Oxford ([link](#))
- Nguyen, N. & Huber, G. P. (2019) "Editorial: Making a difference through organizational learning", *The Learning Organization*, Vol. 26 Issue 1, pp.7-11, <https://doi.org/10.1108/TLO-01-2019-171>
- Sætre, A. S. & Nguyen, N. (2019,) "Editorial: Organizational ambidexterity – Two modes of learning", *The Learning Organization*, Vol. 26 Issue 4, <https://doi.org/10.1108/TLO-05-2019-233>
- Klammer, A., Grisold, T. and Nguyen, N. (2019), "Guest editorial: Opportunities and interdisciplinary perspectives for organizational unlearning", *The Learning Organization*, Vol. 26 No. 5, pp. 445-453. <https://doi.org/10.1108/TLO-07-2019-236>
- Nguyen, N. & Mariussen, Å. (2019). "Beyond related variety, creating ambidexterity for economic growth". In Mariussen et al. (Eds). *The Entrepreneurial Discovery Process and Regional Development: New Knowledge Emergence, Conversion and Exploitation*, pp. 197 – 220, Routledge ([link](#))
- Nguyen, N. (2019). Book review: Handbook of research on the learning organization: Adaptation and context. *Management Learning*, 50(2), 251–254. <https://doi.org/10.1177/1350507618756385>
- Mariussen, Å., Nguyen, N., & Løvland, J. (2018). Smart Economic Restructuring in Norway-Connecting Micro and Macro. Report to the Research Council of Norway, *FORINNPOL program*, project 271921.
- Nguyen, N. & Hansen, JØ. (2017). The academic non-consultation phenomenon revisited: A research agenda. *The Learning Organization*, 24(5), 312-326. Doi:10.1108/TLO-05-2017-0046
- Morais-Storz, M., & Nguyen, N. (2017). The role of unlearning in metamorphosis and strategic resilience. *The Learning Organization*, 24(2), 93-106. doi:10.1108/TLO-11-2016-0091
- Nguyen, N. (2017). The journey of organizational unlearning: A conversation with William H. Starbuck. *The Learning Organization*, 24(1), 58-66. doi:10.1108/TLO-11-2016-0076
- Nguyen, N. (2017). Unlearning or 'How NOT to Be Governed?'. *The Learning Organization*, 24(1), 71-74. doi:10.1108/TLO-11-2016-0077
- Nguyen, N., & Mariussen, Å. (2017). *Entrepreneurial discovery processes and restructuring: A research agenda*. Working paper, 1002/2017, ISSN 0804-1873. Nordland Research Institute.
- Nguyen, M. T. N., & Saetre, A. S. (2017). A systematic literature review of learning from failure in innovation. *Academy of Management Proceedings*, 2017(1). doi:10.5465/AMBPP.2017.15576abstract.

- Nguyen, N., & Hansen, J. Ø. (2016). Becoming a leader-manager: A matter of training and education. *Development and Learning in Organizations: An International Journal*, 30(6), 10-12. doi: 10.1108/dlo-07-2016-0056
- Nguyen, M. T. N., & Saetre, A. S. (2015). How size of failure affects learning from failure in innovation. *Academy of Management Proceedings*, 2015(1). doi: <http://dx.doi.org/10.5465/AMBPP.2015.13634abstract>

### Guest Lectures / Invited presentations / Seminar / Workshop / Visits:

- Speaker at the GRACE Project final webinars on RRI "[Main considerations at the start of an RRI project](#)" – organized by the H2020-Grace project, 26 October – 14 December 2021 virtually
- Speaker at the NewHoRRizon final conference, organized by the H2020 – NewHoRRizon project, 7 – 28th May 2021 virtually
- Speaker at the annual conference "Missions på norsk" – Knowledge Foundation Conference, organized by the Research Council of Norway, 25 November 2020, Norway.
- Invited presentation "How to build a responsible regional innovation ecosystem?" at Siva, The Industrial Development Corporation of Norway on 2 March 2020, Trondheim, Norway. Siva is involved in more than 100 industrial estates and innovation centers in Norway.
- Presentation "Responsible Regional Innovation Ecosystem" – Regional Innovation Seminar for Policy-maker – organized by the Research Council of Norway, 12 December 2019, Oslo, Norway.
- Guest lecture «Ecosystem strategies for Innovation» - Strategic Management course – Master program of Industrial Economics and Technology management at Norwegian University of Science and Technology; Trondheim, Norway; November 2019.
- Presentation of the SeeRRI project at the session "Science for Citizens: how science meets regions and cities", European Week of Regions and Cities, 9 October 2019, Brussels, Belgium.
- Invited presentation: "Nordlandsforskning, Bodø Municipality and H2020 project CityLoops" at the workshop "How can Norwegian municipality work with circular economy in practice?", organized by SINTEF, KS, EU-network, and the Research Council of Norway, 13 May 2019, Trondheim, Norway.
- Invited presentation: "Successful stories – How we made it" at the gathering of EU-Advisor and National Contact Point, organized by the Research Council of Norway, 8 May 2019, Oslo, Norway.
- Invited presentation: "Sharing experiences in participating in Horizon 2020 projects" – at the workshop Boosting Research and Innovation in the High North - Hosted by North Norway European Office, in collaboration with the High North Center; 3 April 2019, Bodø, Norway.
- Presentation: "Sharing experience & H2020 collaboration opportunities between NRI and LISER", hosted by LISER (Luxembourg Institute of Socio-Economic Research), 23 March 2019, Luxembourg.
- Lecture: "Example of H2020 projects in action", EU course at Nord University in collaboration with the Research Council of Norway; Bodø, Norway; 11 March 2019
- Lecture: "Smart economic restructuring in Norway: Connecting micro and macro" – ExPOSE Summer School at Nord University – project "Entrepreneurship in the Post-Oil transition Economy: engaging students through action-based learning" funded by The Norwegian Agency for Internationalization of Education (SIU)
- Lecture: "RRI & 3D printing: Lessons from H2020-SWAFS project" – EU course at Nord University in collaboration with the Research Council of Norway; Bodø, Norway; March 2018
- Lecture: "Innovation and Learning" - Innovation in Public Sector course - Master program in HRM at Nord University, Bodø, Norway; March 2017
- Lecture: "Learning from experience in innovation" - Innovation in Service - Master program - Nord University, Bodø, Norway; March 2016

### Conference presentations:

- Nguyen, N. (2020, Jan). The SeeRRI project. Presentation and poster at the SuperMoRRI conference, University of Leiden, Netherland.

- Nguyen, N., Bay-Larsen, I. & Hansen, J.Ø. (2019, June). Integrating Responsible Research and Innovation (RRI) into regional policy. Poster at the 6th World Conference of Research Integrity (WCRI), University of Hong Kong, Hong Kong.
- Nguyen, N. & Græslie, L.S. (2019, June). To Transfer or Not to Transfer Specialized Knowledge: The Decision-Making Process in the Context of Specialization. Presentation at DRUID 19 conference, Copenhagen, Denmark.
- Græslie, L.S. & Nguyen, N. (2018, June). Knowledge Transfer in Knowledge-Intensive Organizations: The Dual Impact of Specialization. Presentation at Strategic Management Society Special conference, Oslo, Norway
- Nguyen, N. & Sætre, A. S. (2017, August). A systematic literature review of learning from failure in innovation. Presentation at the Academy of Management Conference, Atlanta, USA.
- Nguyen, N., & Mariussen, Å. (2017, June). Balancing exploration and exploitation for economic restructuring: Connecting macro and micro. Presentation in Special Session at DRUID 17 conference, New York, USA
- Græslie, L.S. & Nguyen, N. (2017, June). The impact of specialization on knowledge transfer. Presentation at DRUID 17 conference, New York, USA
- Nguyen, N. (2017, March). How metamorphosis can contribute to entrepreneurial discovery process and smart specialisation strategy. Presentation at the conference Innovation Research in Norway, organized by Norwegian Research Council, Oslo.
- Nguyen, N. & Sætre, A. S. (2016, December). Failing to learn from failure in innovation: A systematic literature review. Paper presented at NORSI conference 2016, Oslo, Norway.
- Nguyen, N. & Platou, R.S. (2016, June). The interplay of paradoxical tensions in ambidextrous organizations. Paper presented at DRUID conference 2016, Copenhagen, Denmark.
- Nguyen, N., Morais-Storz & Sætre, A. S. (2016, June). The power of failure to ignite sensemaking and problem setting. Paper presented at DRUID conference 2016, Copenhagen, Denmark.
- Nguyen, N. & Sætre, A. S. (2015, December). Learning from failure: The impact of size. Paper presented at the SCANCOR seminar, Stanford University, Stanford, CA, USA.
- Nguyen, N. & Sætre, A. S. (2015). How size of failure affects learning from failure in innovation. Paper presented at the Academy of Management Conference, Vancouver, Canada (August), presented at the NFB conference, Trondheim, Norway (August), presented at the DRUID conference, Rome, Italia (June), Paper presented at the FIBE conference, Bergen, Norway (January).
- Nguyen, N. & Sætre, A. S. (2015, July). The effect of failures' size on learning from them: Implication for innovation. Paper presented at the EGOS conference, Athens, Greece.
- Nguyen, N. (2014). Learning from failure in innovation activities. Paper presented at the NORSI conference, Oslo, Norway (September), and presented at the NFB conference, Bergen, Norway (August)
- Nguyen, N. (2014, July). Typologies of failure in innovation activities. Paper presented at the EGOS conference, Rotterdam, Netherlands.
- Nguyen, N. (2014, February). Mechanism for learning from failure in innovation activities. Paper presented at the FIBE conference, Bergen, Norway.
- Nguyen, N. (2013, August). Measuring organizational innovativeness: A conceptual framework. Paper presented at the NFB conference, Stavanger, Norway.

### Conference organizing:

- Voluntary staff for helping with organizing the 2016 Babson College Entrepreneurship Research Conference (BCERC) held at Nord University, Bodø, Norway, June 8-11, 2016
- Member of organizing committee for the conference “Becoming a Leader – A Matter of Education?” held at Nord University, Bodø, Norway, June 21-22, 2016.
- Session Chair for the Special Track “Organizational Unlearning: Opportunities and Interdisciplinary Perspectives” – IFKAD 2019 at TU Delft, Netherland.

## Extra-curricular / Voluntary Works

### **Vietseeds, Sponsorship Project, Vietnam**

#### **Sponsor**

Sep 2013 - current

*Start-up organization; recruit the socio-economically disadvantaged yet high-achieving students and connect them with individual sponsors to support these students pursue their college degree; then engage students in a network of mentors who will provide them with advice and support in their personal lives.*

### **GSBee Volunteering Club, Seoul, South Korea**

#### **Key Member**

Dec 2006 – Dec 2007

*Volunteering Club for Graduate Students. We visited and taught English, played games, sang songs with students who have unfavorable social condition in Sanggae welfare center, Seoul, South Korea.*

### **Youth Association Management Board, Foreign Trade University, Vietnam**

#### **Chief of the Organization Department**

Oct 2001 – Sep 2005

*Elected as Student Representative (1 out of 70 students). Led youth activities in the University, such as organizing annual school festivals, preparing student contests, setting up music performances, carrying out English speaking club programs, counseling and supporting students' in-class activities, etc...*

### **Scout Club – Youth Association of District 3, Ho Chi Minh City, Vietnam**

#### **President**

Dec 2001 – Dec 2002

*Created a playground for youngsters in scout and social activities; organized voluntary works for club members and provided life skills coaching.*

## Honors and Awards

- ✓ “Rising Star of the year 2017” diploma from Nordland Research Institute
- ✓ “Academic Excellence Award” in recognition of excellence in academic performance at SKK Graduate School of Business, 2008
- ✓ First prize in Sungkyunkwan University’s annual “Harvard Case Competition” in 2007, Seoul, South Korea
- ✓ Led SKK-SuperNova team and ranked second among international teams in Mouse Trap stock simulation game and won a ticket to join Indian Confluence 2007
- ✓ Samsung Global Scholarship Program awarded in 2006.
- ✓ First prize in the Inter-University Competition in Ho Chi Minh City held by the International Education and Career Expo in 2 years 2004 and 2005
- ✓ First prize in the Contest “Learning about Marx – Lenin philosophy and Ho Chi Minh ideology” of Foreign Trade University, Vietnam – 2005
- ✓ “The most dynamic student in Class K40B” in Foreign Trade University, Vietnam - 2005
- ✓ Won the Commendations for Superior Achievement in Association’s work and Student Movements by the Vietnamese Youth Association in 2004, 2005;
- ✓ “Excellent Youth Union member” rewarded by Ho Chi Minh Youth Municipal in four consecutive years 2000, 2001, 2002, and 2003.
- ✓ “Excellent Soldier” in Green Summer Campaign (a movement to help students and people in rural area) in 2001, 2002.
- ✓ “Exemplary Youth” of the University of Natural Sciences, Ho Chi Minh City, Vietnam (2001)