

Asst. Prof. Dr. Sebastian Baldermann

Alumnus

Phone +49-30-3 20 07-137 (Secretariat)

Fax +49-30-3 20 07-107 (Secretariat)

s.baldermann@vu.nl



Education:

2011-2014

Studies of Economics at Georg August University Göttingen (Bachelor)

2014-2017

Studies of International Economics at Georg August University Göttingen (Master)

2015–2016

Studies at Rijksuniversiteit Groningen (The Netherlands)

09/2018 – 09/2021

Ph.D. Programme at ESCP Business School Campus Berlin

Work Experience:

Since 09/2022

Assistant Professor of International Business at the Department of Management & Organization, Strategic Management Group, at the Vrije Universiteit Amsterdam (VU Amsterdam)

01/2018 – 08/2022

Research Assistant at the Chair of International Management and Strategic Management at ESCP Business School Campus Berlin

Internships: Finance & Regulation / Public Policy at PricewaterhouseCoopers, Volunteer at newspapers (Die Welt, Thüringer Allgemeine), Student Assistant at Georg August University Göttingen

Research Interests:

Top Managers' Characteristics and their Consequences with a Focus on Internationalization
Internationalization Strategies of Multinational Corporations (MNCs)
Implications of (global) trends and developments for International Management

Presentations at International Conferences:

44th EIBA Annual Conference, Poznań, Poland, 2018

10th EIASM Workshop on Top Management Teams and Business Strategy Research, Passau, Germany, 2019

15th Vaasa Conference on International Business, Vaasa, Finland, 2019

45th EIBA Annual Conference, Leeds, United Kingdom, 2019

AIB Western Europe Workshop The Future of Global Mobility, Göttingen, Germany, 2020

46th EIBA Annual Conference, Online, 2020

16th Vaasa Conference on International Business, Online, 2021

VHB WK Internationales Management Conference, Tübingen, Germany, 2022

AIB Conference, Miami, USA, 2022

Publications:

Schmid, Stefan/Baldermann, Sebastian (2019): Entering New Markets and Diversifying Business: The Role of Amazon's Acquisitions in International Growth and Development. Working Paper No. 69, ESCP Europe Business School Berlin, August 2019.

Schmid, Stefan/Baldermann, Sebastian (2021): CEOs' International Work Experience and Compensation. In: Management International Review, Vol. 61, No. 3, 2021, pp. 313-364.

Schmid, Stefan/Baldermann, Sebastian (2021): Amazon: From Online Bookstore to International Technology Giant. In: Ghauri, P., & Cateora, P. (Eds.). International Marketing (5th Ed.). New York: McGraw Hill Education, 2021, 533-540.

Schmid, Stefan/Baldermann, Sebastian (2021): Teaching Notes 'Amazon: From Online Bookstore to International Technology Giant'. In: Ghauri, P., & Cateora, P. (Eds.). International Marketing (5th Ed.). New York: McGraw Hill Education, 2021, online supplement.

Oesterle, Michael-Jörg/Schmid, Stefan/Baldermann, Sebastian/Bitzer, Moritz/Runkel, Robin: (2022): Kleidungsstil von Topmanagern: Bedeutung der Krawatte für nonverbale Kommunikation und symbolische Führung. In: Zeitschrift für Führung und Organisation, 2022, 4(2022), 262-267.

Baldermann, Sebastian/Schmid, Stefan (2022): The Great Exodus? How Economies Fall Behind in the Global Race for Talented Employees. Impact Paper 2022-01-EN, ESCP Business School.

Baldermann, Sebastian/Schmid, Stefan (2022): How Economies Can Stay Ahead in the Global Race for Talent. The Banker (Financial Times), 13th September 2022, <https://www.thebanker.com/Comment-Profiles/How-economies-can-stay-ahead-in-the-global-race-for-talent?ct=true>.

Baldermann, Sebastian/Schmid, Stefan/Dauth, Tobias (2022): Je vielfältiger, desto besser. Personalwirtschaft (Frankfurter Allgemeine Zeitung), 09(2022), 62-64.

Baldermann, Sebastian/Schmid, Stefan (2022): Comment rester en tête dans la course mondiale aux talents?. Les Echos, 31st October 2022, <https://www.lesechos.fr/idees-debats/leadership-management/comment-rester-en-tete-dans-la-course-mondiale-aux-talents-1874380>.

Baldermann, Sebastian (2022): Internationalization of Upper Echelons: Implications for Compensation, Business and Employer Attractiveness. Doctoral dissertation, ESCP Business School Berlin.

Dauth, Tobias/Schmid, Stefan/Baldermann, Sebastian/Orban, Fabienne (2023): Attracting Talent Through Diversity at the Top: The Impact of TMT Diversity and Firms' Efforts to Promote Diversity on Employer Attractiveness. In: European Management Journal, Vol. 41, No. 1, 2023, pp. 9-20.