

LOUISA SELIVANOVSKIKH

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EDUCATION

2023 – ongoing, University of Konstanz, Germany

2020, The Said T. Khoury Chair of Leadership Studies, American University of Sharjah, UAE

Visiting postgraduate student

2016 - 2019, Graduate School of Management (research track), St. Petersburg University, Russia

Researcher. Teacher-researcher (in Economics and management)

2013 - 2015, Graduate School of Management, St. Petersburg University, Russia

Master of Information Technologies and Innovation Management

2009 - 2013, Institute of Computer Science & Technology, Peter the Great St. Petersburg Polytechnic University, Russia

Bachelor of Engineering and Computer Science

WORK EXPERIENCE

2020 – 2023, Lecturer, Department of Management, School of Economics and Management, HSE University, Russia

2021 – 2022, Researcher, International Laboratory of Intangible-driven Economy, HSE University, Russia

SELECTED PEER-REVIEWED PUBLICATIONS

Amitabh A., Singh S.K., Selivanovskikh L., Shuang R. 2023. Exploring the Born Global Firms from the Asia Pacific. *Asia Pacific Journal of Management*, DOI: 10.1007/s10490-023-09913-5.

Selivanovskikh, L. 2023. Exploring firm innovation capability as the 'black box' between human capital and performance in Russian SMEs. *Journal of Developmental Entrepreneurship*, 28(1). DOI: 10.1142/S1084946723500073

Shirokova G., Selivanovskikh L., Morris M. H., Bordunos A. 2022. Unravelling the Relationship between Dark Triad Traits and Effectuation and Causation within Small- and Medium-sized Enterprises. *British Journal of Management*. DOI: 10.1111/1467-8551.12646

Latukha M., Michailova S., Selivanovskikh L., Kozachuk T. 2022. Talent management, organizational ambidexterity, and performance: Evidence from Russian firms. *Thunderbird International Business Review*, 62(5), pp.379-392. DOI: 10.1002/tie.22251.

Mao, Y., Latukha, M., and Selivanovskikh, L. 2022. From Brain Drain to Brain Gain in Emerging Markets: Exploring the New Agenda for Global Talent Management in Talent Migration. *European Journal of International Management*, 17 (4), pp. 564-582. DOI: 10.1504/EJIM.2020.10025787

Panibratov, Kalinin A., Zhang Y., Ermolaeva L., Korovkin V., Nefedov K., Selivanovskikh L. 2022. The Belt and Road Initiative: A Systematic Literature Review and Future Research Agenda. *Eurasian Geography and Economics*. 63(1), pp. 82-115 DOI: 10.1080/15387216.2020.1857288

Anand, A., Kringelum, L.B., Madsen, C. Ø., and Selivanovskikh, L. 2021. Interorganizational Learning: A Bibliometric Review and Research Agenda. *The Learning Organization*, 28 (2), pp. 111-136. DOI: 10.1108/TLO-02-2020-0023

Selivanovskikh, L., Latukha, M., Mitskevich, E., and Pitinov, S. 2020. Knowledge management practices as a source of a firm's potential and realized absorptive capacity. *Journal of East-West Business*, 26 (3), pp. 293-325. DOI: 10.1080/10669868.2020.1716129

Latukha, M. and Selivanovskikh, L., 2016. Talent management practices in IT companies from emerging markets: A comparative analysis of Russia, India, and China. *Journal of East-West Business*, 22(3), pp.168-197. DOI: 10.1080/10669868.2016.1179702

PUBLICATIONS UNDER REVIEW

On Corporate Board of Directors' Knowledge Heterogeneity, with Virginia Bodolica (American University of Sharjah, UAE). Under review at *Long Range Planning*.

On Strategic Ambiguity, with Yongjian Bao (University of Lethbridge, Canada), Wenlong Yuan (University of Manitoba), and Galina Shirokova (National Research University Higher School of Economics, Russia). R&R at *Long Range Planning*.

BOOK CHAPTERS

Latukha, M., Selivanovskikh, L., MacLennan, M.L., 2019. Exploring the Context-Specific Talent Management Practices and Their Link to Firms' Absorptive Capacity in Emerging Markets: Brazil vs Russia. In: *International Business in a VUCA World: The Changing Role of States and Firms*, Progress in International Business Research 14, pp. 423-437.

Selivanovskikh, L., 2018. CIS: Soviet Heritage in Action. In: Latukha M. (eds) *Talent Management in Global Organizations*. Palgrave Studies of Internationalization in Emerging Markets, Cham: Springer International Publishing, pp. 169-265.

Latukha, M., Veselova, A., Veselova, L., Poór, J., Fehér, J., Tikhonova, V., Selivanovskikh, L., MacLennan, M.L., Chueke, G.V., Marinova, S., Panibratov, A., Klishevich, D., 2018. Creating a Talent Management Agenda for a Global Environment. In: Latukha M. (eds) *Talent Management in Global Organizations*. Palgrave Studies of Internationalization in Emerging Markets, Cham: Springer International Publishing, pp. 343-349.

ACADEMIC AWARDS & HONORS

2021, Winner of the TIM 2021 Best Reviewers Award, Technology and Innovation Management (TIM) Division of the Academy of Management

2020, Winner of the TIM 2020 Best Reviewers Award, Technology and Innovation Management (TIM) Division of the Academy of Management, awarded to the best 25 out of 706 reviewers.

2019, Selected as one of the Best Reviewers of EIBA 2019 Leeds Conference, Leeds, UK; Nominated for the Alliance Manchester Business School Outstanding Conference Reviewer Award.

2019, Winner of the TIM 2019 Best Reviewers Award, Technology and Innovation Management (TIM) Division of the Academy of Management.

2018, Winner of the TIM 2018 Best Reviewers Award, Technology and Innovation Management (TIM) Division of the Academy of Management, awarded to the best 25 out of 708 reviewers.

CONFERENCE PRESENTATIONS

AIB Annual Meeting

2020 "Linking Talent Management Practices, Organizational Ambidexterity, and Firm Performance: Proposing and Testing a Model" (With M. Latukha, S. Michailova and T. Kozachuk), Interactive session, Online Conference, July 1-9.

2019 "The Role of Talent Management Practices in Talent Migration: Overcoming Brain Drain in the Russian Context" (With M. Latukha and M. Shagalkina), Competitive session, Copenhagen, Denmark, June 24-27.

2017 "Rethinking the Role of Talent Management in Emerging Market Firms: The Bridge to Absorptive Capacity and Firm Performance in Russian and Chinese Contexts" (With M. Latukha and A. Veselova), Competitive session, Dubai, UAE, July 2-5.

AOM HR Division

2019 "What makes employees leave Russian companies: Application of text mining in job review analysis" (With D. Sokolov), Dublin, Ireland, Jan 9-11 (AOM HR Division).

EIBA Annual Conference

2021 "Exploring Knowledge Heterogeneity in Corporate Boards of Directors: A Literature Review and Multi-Domain Research Agenda", (With V. Bodolica), Madrid, Spain, Dec 10-12.

2019 "Emergence of Knowledge Management in Russia: Towards Legitimacy for Practice" (with E. Grinberg), Competitive session, Leeds, UK, Dec 13-15.

2019 "Linking Talent Management, Organizational Ambidexterity, and Firm Performance: Implications for the Russian Context" (With M. Latukha), Competitive session, Leeds, UK, Dec 13-15.

2018 "Exploring voluntary turnover in companies operating in Russia: Application of text mining in job review analysis" (With D. Sokolov), Competitive session, Poznań, Poland, Dec 13-15.

2017 "Push and Pull Factors of Talent Migration: A Multilevel Framework for Addressing Brain Drain in Emerging Markets" (With M. Latukha), Interactive session, Milan, Italy, Dec 14-16.

CONSORTIA

2018, 32nd EIBA/EIASM John H. Dunning Doctoral Tutorial in IB, Poznań, Poland, Dec 13.

2017, 6th EIBA Danny Van Den Bulcke Doctoral Symposium, Milan, Italy, Dec 14.

REVIEWING EXPERIENCE

Annual conferences and meetings: Academy of Management (AOM), Academy of International Business (AIB), European International Business Academy (EIBA)

Journals: British Journal of Management, International Journal of Emerging Markets, Asia Pacific Management Review

TEACHING EXPERIENCE

Graduate level

Advanced Research Methods in Business

Research seminar: Systematic literature review

People Analytics: Prediction of Performance & Prescription of Policy

Talent analytics

Strategic management

Undergraduate level

Research Seminar "Quantitative Technique in Management Studies"

Analytics communication and management

SKILLS

Language:

English – Native or bilingual proficiency

Russian – Native or bilingual proficiency

Methods:

Systematic literature review (SLR) methodology

Qualitative comparative analysis (fsQCA)

Structural Equation Modelling (SEM)