

ANSHUMAN SINHA

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EDUCATION

Ph.D., Strategy Paul Merage School of Business, UC Irvine	2017 - 2023 (expected)
Master of Business Administration NMIMS, Mumbai (India)	2007 - 2009
Bachelor of Business Administration Symbiosis International University, Pune (India)	2004 - 2007

RESEARCH INTERESTS

Entrepreneurship, adaptation, aspirations, attention, search

DISSERTATION SUMMARY

My research examines the antecedents and moderators of entrepreneurial adaptation. Entrepreneurial adaptation and pivoting can enhance survival rates and performance, and trigger growth as they face uncertain environments. I use quantitative and qualitative data collected from an ongoing field study of an entrepreneurial creative services firm based in New Delhi, India - 'DaVinci' (established, 2016; revenue, 4 Mn USD in 2020). First, using an inductive theory building design, I study how entrepreneurial goals are formed. In the second chapter I examine both schema driven and stimulus driven mechanisms that redirect managerial attention across multiple goals. In the last chapter, I study the impact of attentional distribution across multiple goals on entrepreneurial pivoting.

RESEARCH AND PUBLICATIONS

Sinha, A., Bromiley, P., Joseph, J. (2020) "Aspiration Adaptation: Test of and Comparisons with the Cyert and March Model", *Reject & Resubmit at Organization Science*.

Research Projects in Preparation for Journal Submission

Sinha, A., Joseph, J., Bromiley, P. "Unpacking types of distant and local search: How attainment discrepancy impacts relative investments across R&D initiatives". *Data Analysis and Writing*

AWARDS AND GRANTS

Ray Watson Fellowship, Paul Merage School of Business - \$2,000 award for research contribution and academic achievement	2019 – 2020
Wayne Bane Fellowship, Paul Merage School of Business - \$2,000 award for research excellence	2018 – 2019

CONFERENCE PRESENTATIONS AND PANEL SESSIONS

“Aspiration Adaptation: Test of and Comparisons with the Cyert and March Model” *with Philip Bromiley and John Joseph*

- Academy of Management Annual Meeting, Boston, MA August, 2019
- Organization Science Special Conference on Experiments in Organizational Theory May, 2020

“Organizational Structure and Innovation”, *Panel session with Oliver Baumann, Vibha Gaba and Riitta Katila*

- Strategic Management Society Annual Meeting, Boston, MA October, 2020

“Attention, Aspirations, and Entrepreneurial Pivoting”

- Academy of Management Annual Meeting, (Virtual) August, 2021

Consortia Participation

- Western Academy of Management Doctoral Consortium (Cancelled) March, 2020
- Strategy Science Doctoral Consortium May, 2020
- Academy of Management STR Doctoral Consortium August, 2020

COLLOQUIUMS/ BROWN BAG SEMINARS

Paul Merage School of Business, UC Irvine September, 2018

TEACHING AND SERVICE

Paul Merage School of Business, UC Irvine (*Teaching Assistant*)

- Core Strategy (MBA, Fully Employed MBA & Executive MBA) 2017 – Present
- Strategizing in Dynamic Times (Fully Employed MBA) 2018 – Present
- Introduction to Entrepreneurship (Undergraduate) 2018, 2020
- Media and Entertainment Strategy (Executive MBA) 2017 – 2020
- Introduction to Strategy (Undergraduate) 2017 – Present

Program Volunteer

- University of California Undergraduate Research Opportunities Program (*Service*) 2021
- Strategic Management Society Annual Meeting (Virtual) 2020

INDUSTRY EXPERIENCE

McKinsey & Company (Mumbai and London) 2012 – 2017

- *Senior Research Analyst*. Worked on 25+ projects across strategy, operations, M&A due diligence, and product development. Team leader for knowledge creation and dissemination initiatives within the firm and to clients.

PROFESSIONAL SERVICE

Ad-hoc reviewer (current)

- Organization Science
- Academy of Management, Annual Conference