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LEIPZIG
GRADUATE SCHOOL
OF MANAGEMENT

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Academic Education

- 2003-2006 Dr. rer. oec., Department of Microeconomics and Information Systems, HHL Leipzig Graduate School of Management, Leipzig, Germany
- 2005 Research visit, Program on Negotiation at Harvard Law School Cambridge, USA and The Fletcher School of Law and Diplomacy Medford, USA
- 1996-2001 Master Degree in Economic Science, Teaching Assistant, Poznan University of Economics, Poznan, Poland
- 2000 Erasmus Scholar at HHL Leipzig Graduate School of Management, Leipzig, Germany

Professional Experience

- Since 2022 Founder and Academic Director of the Center for International Negotiation at HHL Leipzig Graduate School of Management, Leipzig, Germany
- Since 2016 Honorary Professor, HHL Leipzig Graduate School of Management, Leipzig, Germany
- 2007-2016 Visiting Professor, HHL Leipzig Graduate School of Management, Leipzig, Germany
- Since 2020 Visiting Professor, ESCP Berlin, Germany
- Since 2019 Negotiation and Innovation Advisor, Founder, Investor, Company Builder, Interim Manager
- 2020-2023 SVP, Axel Springer hy, Berlin, Germany



- 2019-2020 CEO, Betreasury Asset Management AG, Shanghai, China
- 2015-2019 VP Business Development & Innovation Management, comdirect Bank AG a part of Commerzbank Group, Hamburg, Germany
- 2012-2016 Research Associate, Aarhus University, Aarhus, Denmark
- 2012-2015 Head of Innovation Management – Corporate Development, Otto Group, Hamburg, Germany
- 2009-2012 Assistant Professor, IESEG School of Management, Lille and Paris, France
- 2008-2012 Country Manager Eastern Europe, mobile.de GmbH a part of eBay Classifieds Group, Berlin, Germany
- 2008 Corporate Development Manager, mobile.de & eBay Motors GmbH, Berlin, Germany
- 2007-2008 Strategic Initiatives Manager, eBay International AG, Berlin, Germany
- 2000-2002 Business Development Manager Mobile, Lycos Europe, Gütersloh, Germany
- 2000-2002 Business Development Manager, Lycos Europe, Warsaw, Poland
- 2000-2002 Assistant Business Development Manager, Lycos Europe, Gütersloh, Germany
- 1999 Internship in the HR Department of Procter and Gamble Poland, Warsaw, Poland

Memberships and Affiliations

- Founder of The Negotiation Challenge – major international negotiation competitions for graduate students and professionals (<http://thenegotiationchallenge.org/>)
- Founder of The International Negotiation and Teaching Research Association (INTRA)
- Member of Beta Gamma Sigma – The International Honor Society

Research Interests

- Theory and practice of negotiation
- Negotiation pedagogy



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- Conflict resolution
- Theory and applications of decision making routines in negotiation

Research Projects

- Decoding negotiation openings (with Wolfram Lipp and Peter Kesting)
- Differences between serial and novice negotiators in funding negotiations (with Christian Glade and Peter Kesting)
- Colombian peace process (with Margarita Canal and Peter Kesting)

Publications

BOOKS AND MONOGRAPHS

- The Negotiation Challenge: How to Win Negotiation Competitions (with James Downs), Econnections 2018.
- Innovationen und Innovationsmanagement in der Finanzbranche (with Mariusz Cyprian Bodek, Moritz Gerdes, Martin Siejka) Springer Gabler 2017
- European Union Accession Negotiations: Analysis of Negotiating Profiles and Post-negotiation Economic Performance of Member States, doctoral dissertation.

ARTICLES IN PEER REVIEWED JOURNALS AND BOOKS

- “A Practical Guide to Negotiation Simulation Writing” (with Peter Kesting), Negotiation Journal, Vol. 39: 3, pp. 297-326, August 2023.
- “Possibilities and limits of procedural and distributive justice in complex conflicts: a study of the Colombian peace process” (with Margarita Canal, David Aponte and Peter Kesting), International Journal of Conflict Management, July 2023.
- “Differences between habitual and novice entrepreneurs in funding negotiations” (with Christian Glade and Peter Kesting), International Journal of Entrepreneurial Behavior & Research, Vol. 29 No. 7, pp. 1644-1663, June 2023.
- “What is Your Best Price?” – An Experimental Study of an Alternative Negotiation Opening (with Wolfram Lipp and Peter Kesting), Negotiation Journal, Vol. 39: 2, pp. 175-206, May 2023.
- “Beyond the First Offer: Decoding Negotiation Openings and Their Impact on Economic and Subjective Outcomes” (with Wolfram Lipp and Peter Kesting), Group Decision and Negotiation, 32, pp. 395–433, January 2023. This paper received **2024 Gregory Kersten GDN Journal Best Paper Award**.
- “Toward a Process Model of First Offers and Anchoring in Negotiations” (with Wolfram Lipp and Peter Kesting), Negotiation and Conflict Management Research, Vol. 16: 1, pp. 48-79, July 2022. This paper received **NCMR Article of the year Award 2024**.
- “In Search of the Great Negotiators: The Negotiation Competency Model” (with Yun Xiong), Negotiation Journal, Vol. 36: 3, pp. 365-388, Summer 2020



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- “Mit ganzheitlichem Innovationsmanagement zur Finanzbranche der Zukunft (with Moritz Gerdes) in R. Smolinski et al (eds.) Innovationen und Innovationsmanagement in der Finanzbranche, Springer Gabler 2017, pp. 37-56.
- “Die comdirect Start-up Garage als Innovationsinstrument in der Finanzbranche: Analyse der Herausforderungen und Erfolgsfaktoren eines Corporate Accelerators” (with Jes Henning und Mariusz Cyprian Bodek) in K. Lucks (ed.) Praxishandbuch Industrie 4.0: Branchen – Unternehmen – M&A, Schäffer-Poeschel, 2017, pp. 425-436.
- "Looking for the Next Big Thing: The Role of Strategic Foresight for Managing Innovation in the Financial Services Sector (with Moritz Gerdes), in S. Ili et al (eds.) Digital or Dead: How digital transformation opens up blue oceans for survival in the future, Ili Consulting AG, 2016, pp. 219-237.
- “Startup Garage als kollaborative Innovationsschmiede” (with Mariusz Cyprian Bodek), in D. Schallmo et al (eds.) Digitale Transformation der Geschäftsmodellen, Springer Gabler 2016, pp. 521-546.
- “Im Labyrinth der Screens – Produktstrategien in einem Multi-Device-E-Commerce“ (with Andreas Haack and Lars Finger) in G. Heinemann et al (eds.) Digitalisierung des Handels mit ePace. Innovative E-Commerce-Geschäftsmodelle unter Timing-Aspekten, SpringerGabler 2013, pp. 277-294.
- “World Championship in Negotiation? The Role of Competitions in Negotiation Pedagogy” (with Peter Kesting). Negotiation Journal, Vol. 29: 3, pp. 355-369, July 2013.
- “Transcending the classroom: A practical guide to remote role plays in teaching international negotiation” (with Peter Kesting). Negotiation Journal, Vol. 28: 4, pp. 491-504.
- “Conflict in Organizations: The Role of Routine” (with Peter Kesting and Ian Speakman). Problems and Perspectives in Management, Volume 10, Issue 2, 2012.
- “Capturing Attitudes and Behavior in International Negotiations: Lessons from the European Union Enlargement Negotiations,” International Negotiation, Vol. 15. 3, pp. 485-509, October 2010.
- “How was the Fifth European Union Enlargement Actually Negotiated? A Comparative Analysis of Selected Traits”, International Negotiation, Vol. 13: 2, pp. 247-283, November 2008.
- “When Negotiations Become Routine: Not Reinventing the Wheel While Thinking Outside the Box” (with Peter Kesting), Negotiation Journal, Vol. 23: 4, pp. 419-438, October 2007.

OTHER ARTICLES

- “Leaders as Negotiators: Padmé vs. Palpatine” (with Jan Smolinski), in J. Reynolds and N. Ebner (eds.) Star Wars and Conflict Resolution II: My Negotiations Will Not Fail, March 2024.



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- “Negotiating in the Low Trust Settings: The Characteristics of Polish Negotiating Style” in R. Kaczmarek and P. Babicki (eds.), *Psychologia Biznesu. Negocjacje, komunikacja, podejmowanie decyzji*, Poznań: Rebis, 2007.
- “A Routine-based View on Organizational Change and Dynamic Capabilities” (with Peter Kesting), in Koufopoulos, D.N. (ed.): *Reflecting on Issues and Controversies in Current Management Trends*, ATINER, 2007.
- “Von der Rolle“ in: *Financial Times Deutschland* (with Peter Kesting and Richard Federowski), Hamburg, April 11, 2006. pp. 18-19.
- “Fundamentals of International Negotiation” in: Paluchowski, W.J. (ed.): *Negocjacje: wśród jawnych zagrożeń i ukrytych możliwości*, Poznań, Rebis, 2006. pp. 175-189.

WORKING PAPERS

- “Starting from Scratch: A Multi-Stage Analysis of Remote E-Negotiations” (with Peter Kesting). Available at SSRN: <http://ssrn.com/abstract=1741723>, January, 2011.
- “Between (In)Efficiency and (In)Effectiveness: Uncertainty, Risk and Benefits of Routine in Negotiation” (with Peter Kesting) submitted research paper (September 16, 2007). Available at SSRN: <http://ssrn.com/abstract=1014630>.