

CV

Hugo Martin Kehr

Venia Legendi (2001, Faculty of Psychology and Education, Univ. of Munich)

Habilitation (2001, Faculty of Psychology and Education, Univ. of Munich)

Dr. phil. (1997, Dept. of Psychology, Univ. of Munich)

Diplom-Kaufmann (1991, Dept. of Business, Univ. of Munich)

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1. Personal Details

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2. Studies and Qualifications

03'01	Venia Legendi (Privatdozent), Univ. of Munich, Dept. of Psychology
01'01	Habilitation, Univ. of Munich, Dept. of Psychology (best Habilitation of my year)
03'97	Dr. Phil., Univ. of Munich, Dept. of Psychology (magna cum laude; grade: 0.6; top 5 %)
08'91-03'97	Ph.D.-Program, Univ. of Munich, Dept. of Psychology
07'91	Diplom-Kaufmann in Business Administration (roughly equivalent to an MBA), Univ. of Munich, Dept. of Business (grade: 1.6; top 5%)
09'90-07'91	Postgraduate Program in Business Administration, Part 2, Univ. of Munich, Dept. of Business
09'89-08'90	MBA-Program (Mâîtrise-ès Sciences Économiques), Univ. (Grande École) of Montpellier, France, Dept. of Business
10'86-08'89	Postgraduate Program in Business Administration, Part 1, Univ. of Munich, Dept. of Business
10'86	Vordiplom, Univ. of Munich, Dept. of Business (grade: 2.5; top 5%)
11'84-10'86	Undergraduate Program in Business, Univ. of Munich, Dept. of Business
1984	Abitur, Otto-Hahn Gymnasium, Baesweiler/Aachen, Germany (grade: 1.8; top 15%)

3. Research Grants, Honours and Prizes

2009-2012	Research Grant (No. GR 3577/2-1) of the German Research Foundation (DFG) (together with P. Groepel; ca. Euro 260,000). Project: "On the relationship between motive/goal discrepancies and volition: Testing two different models"
2009-2010	Visiting Fellowship of the School of Psychology, University of New South Wales, Sydney
2008	Highly Commended Award for the paper: Prediction of attitude and behavioural intentions in retail banking. <i>International Journal of Bank Marketing</i> , 25, 102-116 (2007) (together with C. Baumann, S. Burton, & G. Elliott.
2008-2010	Research Grant (No. KE 725/5-1) of the German Research Foundation (DFG) (ca. Euro 175,000). Project: "The motivating power of visions: Examination of causal mechanisms"
2007-2010	Research Grant of the Bundesministerium für Bildung und Forschung (BMBF) (ca. Euro 186,000). Project: "Open-I: Motivation for participation at open-innovation processes within companies "
2007-2010	Research Grant of the Bundesministerium für Bildung und Forschung (BMBF) (ca. Euro 90,000). Project: "Motivation and abilities of users of sustainable innovation"
2004-2005	Professorial Grant of the Macquarie University, Sydney (ca. Euro 25,000)
2003-2004	Heisenberg-Scholarship of the German Research Foundation (DFG); this is a prestigious scholarship for German researchers (ca. Euro 145,000)
2003	Nominated for the William H. Newman Award by the Academy of Management, Section Management Education and Development
2003	Nominated for the Habilitation Award (Förderpreis Dr. phil. habil.) of the Univ. of Munich
2001-2002	Feodor-Lynen Grant (No. 11806) of the Alexander von Humboldt Foundation (ca. Euro 41,000)
2000	Nominated for the German Training Award 2000 (Deutscher Trainingspreis 2000)
1998-2002	Research Grant (No. Fr-472/16-5) of the German Research Foundation (DFG) (ca. Euro 105.000)
1995-1998	Research Grant (No. Fr-472/16-1 and Fr-472/16-3) of the German Research Foundation (DFG) (ca. Euro 98,000)
1993	Research and travelling grant of the German Academic Exchange Program (DAAD) (ca. Euro 5,000)
1992-1993	Scholarship of the Bavarian Research Fund for outstanding doctoral candidates (ca. Euro 16,000)

Furthermore, diverse research and travelling grants from the DAAD, the DFG, the Univ. of Munich, and Macquarie University.

4. Present Appointment

Since March 2006, I am holding the Chair of Psychology (full professor, tenured position) at the TUM. I am teaching courses on human resource management, I/O psychology, general psychology, research methods in applied psychology, leadership and motivation, and self-management. I am also conducting independent research on work motivation, self-regulation at work, and leadership. Here, I am about to develop research networks with colleagues at TUM and overseas. Furthermore, I am member of the Faculty Commission of TUM Business School.

5. Career

5.1 Career Development

October 2009-March 2010	Visiting Fellow, Department of Psychology, University of New South Wales, Sydney, Australia
Mar 06-now	Chair of Psychology (tenured position), Technical University, Munich
Jan 04-Mar 06	Chair of Management (tenured position), Macquarie Graduate School of Management, Macquarie University, Sydney
Aug 02-Jan 04	Reader (Privatdozent), Univ. of Munich, Dept. of Psychology, I-O Psychology Unit
Aug 01-Jul 02	Visiting Scholar, Univ. of Berkeley, CA, Dept. of Psychology
Apr 01-Aug 01	Reader, Univ. of Marburg, Dept. of Psychology, I-O Psychology Unit
Feb 01-Mar 01	Senior Lecturer, Univ. of Munich, Dept. of Psychology, I-O Psychology Unit (Chair: Prof. Dr. L. v. Rosenstiel)
Mar 97-Jan 01	Lecturer, Univ. of Munich, Dept. of Psychology, I-O Psychology Unit (Chair: Prof. Dr. L. v. Rosenstiel)
Apr 98	Visiting Professor, Venice International University, Venice, Italy
Jan 96-Feb 97	Senior Researcher, Univ. of Munich, Dept. of Psychology, I-O Psychology Unit (Chair: Prof. Dr. L. v. Rosenstiel)

Feb 95-Jan 96	Lecturer, Univ. of Munich, Dept. of Psychology, General Psychology Unit (Chair: Prof. Dr. K. Sokolowski)
Mar 94-Feb 95	Research Officer, Univ. of Munich, Dept. of Psychology, Industrial and Organizational Psychology Unit (Chair: Prof. Dr. L. v. Rosenstiel)
Feb 92-Feb 94	Scholarship holder, Univ. of Munich, Dept. of Psychology

5.2 Listings at job applications (achieved rankings in brackets)

2005	Job offer for the tenured position of an Full Professor (Chair) of Psychology, Technical University Munich
2003	Job offer for the tenured position of an Full Professor (Chair) of Management (OB and HRM), Macquarie Graduate School of Management, Macquarie University, Sydney, Australia
2003	Job offer for the tenured position of an Associate Professor of Psychology at the Psychological Department of the University of Fribourg, Switzerland
2003	Job offer for the position of an Associate Professor of Management at IESE, Universidad de Navarra, Barcelona, Spain
2003	Shortlisted for the tenured position of an Full Professor (Chair) of Management, Business Department, University of Augsburg, Germany (NA*)
2003	Shortlisted for the tenured position of a Reader of OB/HRM, Management Centre, King's College, London (second place)
2003	Shortlisted for the tenured position of a Senior Lecturer of Applied Psychology, Aston Business School (Organisation Studies Group), Aston University, Birmingham, England (second place)
2002	Shortlisted for the tenured position of an Full Professor (Chair) of Management (HRM), Business Department, University of Vienna, Austria (NA*)
2002	Shortlisted for a faculty position at the Rouen School of Management, Grande École de Rouen, Rouen, France (the selection process was delayed due to organizational reasons)
2001	Shortlisted for the tenured position of an Full Professor (Chair) of I/O Psychology, Psychology Department, St. Gallen Management School, St. Gallen, Switzerland (fourth place)

* NA = not (yet) available.

6. Professional Activities

6.1 Current Department Roles

Since 2008	Coordinator of the Executive MBA Program at TUM Business School
Since 2007	Organizer of the <i>Munich Symposium on Motivation (MSM)</i> , a biannual meeting held at the TUM Business School
Since 2007	Elected Member of the Faculty Development Commission (Fakultätsentwicklungskommission) at the TUM Business School
Since 2007	Elected Member of the Faculty Commission (Fachbereichsrat) at the TUM Business School
Since 2007	Elected Member of the graduation committee (Prüfungsausschuss) MBA at the TUM Business School
Since 2007	Member of diverse Selection Committees at TUM Business School, Munich
2005	Member of the EQUIS (European Quality Improvement System) Accreditation Committee at MGSM, Sydney

6.2 Memberships

Since 2007	Member of the HR Commission of the German Association of Management Professors
Since 2006	German Association of Management Professors
2004-2006	Australian and New Zealand Academy of Management
Since 2003	Academy of Management
Since 2002	German Association of University Professors
Since 2000	International Association of Applied Psychology
Since 1999	Society for Scientific Education and Knowledge Transfer at Univ. of Munich, Founding Member
Since 1999	European Association of Work and Organizational Psychologists
Since 1998	German Society of Psychology, Section of Work and Organizational Psychology

6.3 International Collaborations (Selection)

Prof. R. Badham, Ph.D., MGSM, Sydney

Prof. J. Forgas, Ph.D., University of New South Wales, Sydney

Prof. J. Jost, Ph.D., New York University, U.S.A.

Prof. R. Kanfer, Ph.D., Georgia Tech. Atlanta, U.S.A.

Prof. T. Thrash, PhD., College of William & Mary, Williamsburg, VA, U.S.A.

6.4 Editorships

Journal of Organizational Behavior, Editorial Board (since 2008)

Motivation & Emotion, Editor of the forthcoming Special Issue "Implicit motives:

Measures, mechanisms, management", together with Rex Wright and Todd Thrash

Zeitschrift für Arbeits- und Organisationspsychologie, Editorial Board (since 2007)

Zeitschrift für Personalforschung, Editorial Board (since 2006)

6.5 Ad-hoc Reviews

German Research Association (Deutsche Forschungsgemeinschaft, DFG)

Schweizerischer Nationalfonds

Academy of Management Review

Journal of Organizational Behavior

Anxiety, Stress & Coping: An International Journal

Asia Pacific Journal of Human Resources

European Journal of Work and Organizational Psychology

Journal für Betriebswirtschaft

Leadership

Psychologische Rundschau

Zeitschrift für Arbeits- und Organisationspsychologie

Zeitschrift für Personalpsychologie

Zeitschrift für Personalforschung

6.7 Consulting and Research Cooperations (Selection)

Since 10' 07 Executive MBA-Program "Innovation & Business Creation" at
TUM Business School: Program Coordinator and Faculty
Member

Since 02' 07 Hamburg-Mannheimer-Insurance AG, Hamburg: Senior
Academic Consultant; Development of trainings programs in
leadership by motivation (LbM) and communication skills

Since 01' 07 Kehr Management Consulting GmbH, Munich: Partner and
Senior Consultant

Since 2005 ESMT, Berlin / USW, Schloss Gracht: Lecturer for Leadership
by Motivation (LbM) in the Leadership Program and in the
General Management Program

08' 03 - 07' 08	Augustinum Health Care, Munich: Consultation of a culture change project (including the development and conduction of a climate survey for 5000+ co-workers)
05' 02-04' 08	Thirty-Five Ltd., London: Consulting to the Managing Director in development-related matters
04' 02 – 08' 02	Coca-Cola AG, Berlin: Diverse management trainings for the Top 60 Executives
09' 01-05' 02	Siemens Spain AG, Madrid: Consulting and training project in cooperation with Alcalá-University on the implementation of recent trends in situational leadership
09' 00 – 04' 01	SAP AG: Research cooperation for the self-assessment and co-worker-assessment of management-competencies of technical junior managers
07' 00 – 02' 01	Heidelberger Municipal Services, Heidelberg: Cooperation for the enhancement of motivation and leadership competencies for the entire management level
07'00 – 02' 01	Biesterfeld, Hamburg: Research cooperation for the enhancement of self-leadership and leadership competencies for top-management
10' 99 – 06' 00	United Bank of Switzerland AG, Zurich: Vocational training in motivational psychology for personnel developers
05' 98-12' 98	Rempfen & Partner advertising agency, Dusseldorf and Munich: Consulting for improvement of self-leadership of commercial and creative employees
12' 97	MTU AG, Munich: Consulting for improvement of conflict management among business trainees
03' 97 – 06'03	Hamburg-Mannheimer-Insurance AG (HMI), Munich: Consulting and research cooperation on the effects of volitional processes on sales performance of insurance managers
12' 95 – 10' 96	BMW AG, Munich: Research cooperation on the effects of power on management training transfer
03' 95 – 03'2002	ManageSoft GmbH, Melbourne and Munich: Consulting to the General Manager, Europe, in personnel-related matters
02' 95 – 05' 96	Siemens AG, Munich: Research cooperation on management by objectives
10' 88 – 03' 89	Hirschmann AG, Esslingen: Research cooperation on gender-specific styles of conflict-management

6.8 Media Mentions (Selection)

11' 2010	Börsen Zeitung (Germany)
02' 2010	Süddeutsche Zeitung (Germany)
11' 2009	Stern (Germany)

01' 2009	Antenne Bayern (Germany)
01' 2009	Die Zeit Wissen (Germany)
01' 2009	Spiegel-online (Germany)
12' 2008	news.de (Germany)
12' 2008	Zeit Wissen (Germany)
08' 2008	Süd-West-Funk (Germany)
10' 2007	Süd-West-Funk (Germany)
01' 2007	DUZ - Deutsche Universitätszeitung (Germany)
09' 2006	Werben und Verkaufen (Germany)
07' 2006	Deutschlandfunk (Germany)
04' 2006	RTL-aktuell (Germany)
04' 2005	Fokus (Germany)
08' 2004	Personalführung (Germany)
07' 2004	AFR Boss (Australia)
03' 2003	Süddeutsche Zeitung (Germany)
01' 2001	General News (Hong Kong)
04' 2000	Cosmopolitan (Germany)
03' 2000	Manager Magazin (Germany)
03' 1999	Frankfurter Allgemeine Zeitung (Germany)
01' 1999	Psychologie Heute (Germany)
11' 1999	Econova (Austria)
11' 1999	Crosstalk (Switzerland)
08' 1999	Handelszeitung (Switzerland)
03' 1999	Motivation (Germany)
03' 1999	ESFMM (Switzerland)
10' 1998	Südtiroler Wirtschaftszeitung (Italy)
08' 1998	Personalführung (Germany)
11' 1998	Fokus (Germany)
11' 1998	Die Welt (Germany)
10' 1998	Handelsblatt (Germany)
05' 1998	Management & Seminar (Germany)
12' 1997	Personalwirtschaft (Germany)