

# LAURI PIETINALHO

## EDUCATION

---

**Ph.D. in Applied Philosophy and Organizational Research** **2022**

*Aalto University*

Dissertation: “Toward a theory of an ontology of possibility in organizational settings: Drawing from the elusive essence of and a sense of expansiveness in Phelpsian agency, less hierarchical organizing, and caring relationality”

Supervisor: Professor Esa Saarinen

**M.Sc. (and B.Sc.) in Industrial Management** **2008**

*Helsinki University of Technology (currently Aalto University)*

Strategic management and applied mathematics

Degree with distinction

Award for the Best Strategy Master’s Thesis in Finland

## ACADEMIC AFFILIATIONS

---

**NEW YORK UNIVERSITY, STERN SCHOOL OF BUSINESS**

**Visiting Scholar** **2022–present**

Business and Society Program. Attempting theorizing on the organizational foundations of ethics.

**AALTO UNIVERSITY**

**Doctoral Candidate** **2014–2022**

Researched human relationality, Phelpsian economic dynamism, and less hierarchical organizing. Theorized on the underlying logic of how organizational contexts facilitate acting from a trust in life.

**Co-Lecturer** **2018–2020**

Co-created and co-lectured a master’s level course “Designing Adaptive and Creative Organizations” of some 50 students. Responsible for students’ company projects.

**COLUMBIA UNIVERSITY, CENTER ON CAPITALISM AND SOCIETY**

**Visiting Research Student** **Fall 2014**

Studied the relationship of industry evolution, economic dynamism, and the foundations of mass flourishing in the mentorship of Edmund Phelps.

## INDUSTRY EXPERIENCE

---

**STRATEGY& / PWC** **2015-2018**

Intermittent freelancing for strategy projects. Project manager.

**BOOZ & COMPANY (currently Strategy& / PwC)** **2012-2014**

Management consultant focusing on strategy in high-tech and telecoms. From associate to engagement manager. Led teams of 2-5 consultants in client projects.

**NOKIA CORPORATION****2008-2012**

A variety of positions in strategy functions, e.g., proprietary operating system strategy, emerging markets strategy, employee succession program ("Bridge") leading to 1000+ startups. From analyst to manager. Witnessed the downfall of the mobile phone giant closeup.

**NORDEA MARKETS****2007**

Ran risk calculation and reporting for the bank's equity derivatives position.

**RESEARCH PAPERS**

---

*Less hierarchical organizing*

Pietinalho, L. Situationalizing authority: Organizational balancing between managerial and employee discretion in less hierarchical organizing. Received a revise & resubmit request from *Academy of Management Journal*. Currently under development with Frank Martela.

Pietinalho, L. (2020) Shepherding Situational Authority: Dealing with the Paradox of Radical Delegation in Hierarchies. *Academy of Management Proceedings*.

Pietinalho, L. & Salo, O. (2018) Post-Bureaucracy in Practice: Fusing Firm-Level Collaborative Organizing and Formal Authority. *Academy of Management Proceedings*.

Pietinalho, L. & Salo, O. (2015) Companies Managing Without Managers: Paradox of the Non-Hierarchical Organizational Form. *Strategic Management Society Annual Conference*.

*Edmund Phelps' economic dynamism*

Pietinalho, L. Phelpsian dynamism, relationality of agency, and the metadynamics of societal values of economic organizing. Forthcoming in *Capitalism and Society*.

Pietinalho, L. (2017) From Mass Flourishing to Vested Interests: A Conceptual Model for the Evolution of Organizational Institutions. *Journal of Economic Issues*, 51(2), pp. 511-519.

*Evolution of interorganizational networks*

Järvinen, J., Lamberg, J. A., & Pietinalho, L. (2012). The fall and the fragmentation of national clusters. *Journal of Forest Economics*, 18(3), 218-241.

Pietinalho, L. (2009) Evolution of Interorganizational Networks: Evidence from Pulp and Paper Industry, 1992–2006. *Academy of Management Annual Meeting*, Chicago.

**INVITED CONFERENCE PRESENTATIONS**

---

"On the Metadynamics of Values in Phelpsian Economic Dynamism," 20th Anniversary Conference of the Center on Capitalism and Society at Columbia University: Economic Policy and Economic Theory for the Future, November 2021.

"Shepherding Situational Authority: Dealing with the Paradox of Radical Delegation in Hierarchies" Academy of Management Annual Meeting, Virtual, August 2020.

"Post-Bureaucracy in Practice: Fusing Firm-Level Collaborative Organizing and Formal Authority," Academy of Management Annual Meeting, Chicago, August 2018.

"Human Condition in Organizational Evolution: Mass Flourishing as the Casualty of Vested Interests," The Association for Evolutionary Economics at The Allied Social Science Associations meeting, January 2017.