

## Daniel Schliesmann

Email: dschlies@wharton.upenn.edu

3040 Steinberg-Dietrich Hall, Philadelphia PA 19104

The Wharton School, University of Pennsylvania

### EDUCATION

---

**Ph.D., Management (Strategy and Entrepreneurship)** 2026 (Expected)

The Wharton School, University of Pennsylvania, Philadelphia, PA

- Dissertation: “Unpacking the Two Blades: Cognition and Context in Organizational Adaptation”
- Committee: Daniel Levinthal (Advisor/Chair), J. Daniel Kim, Saerom (Ronnie) Lee, Henning Piezunka, and Lori Rosenkopf

**B.S., Accountancy** May 2021

W.P. Carey School of Business, Arizona State University, Tempe, AZ

Barrett Honors College, Arizona State University, Tempe, AZ

- Honors: Summa Cum Laude

### RESEARCH INTERESTS

---

Organizational Learning, Search, Adaptation, Organization Design, Entrepreneurship

### RESEARCH

---

*Authorship is equal and listed alphabetically unless otherwise noted.*

#### **Publications and Conditionally Accepted Articles in Refereed Journals**

Levinthal DA & **Schliesmann D.** 2025. Cautious Exploitation: Learning and Search in Problems of Evaluation and Discovery. *Organization Science*, 36(2): 903–917.

#### **Working Papers**

Levinthal, DA. & **D. Schliesmann.** The Encoding of Outcomes and Organizational Learning (*resubmitted – Strategic Management Journal*)

Levinthal, DA. & **D. Schliesmann.** Path Dependence and Pivots: Entrepreneurial Journeys and Decisions to Pivot and to Exit (2<sup>nd</sup> year paper, *resubmitted – Strategic Management Journal*)

**Schliesmann, D.** Beyond Single Objectives: Learning and Adaptation in Multi-Goal Organizations (*under review – Organization Science*)

**Schliesmann, D.** The Where of Search (job market paper, *preparing for submission*)

## **Work in Progress**

Levinthal, DA. & **D. Schliesmann**. Reassessing the Roots and Branches of Bounded Rationality and Organizational Learning (*proposal under review – Academy of Management Annals*)

**Schliesmann, D.** Exploration: Real and Imagined (working title, *analysis*)

**Schliesmann, D.** Non-Consensus and Right: Adaptation, Positioning, and the Search for Competitive Advantage (*model development*)

**Schliesmann, D.** & M. Tranchero. Generalization and Endogenous Sampling: Evidence from Clinical Trials (working title, *data analysis*)

## **CONFERENCE PRESENTATIONS**

---

“How Adaptive are Adaptive Aspirations?”

- Academy of Management (AOM) Annual Meeting, 2023

“The Encoding of Outcomes and Organizational Learning”

- Carnegie School of Organizational Learning (CSOL), 2024

“Not All Journeys are Straight Lines: Exploring the Learning and Survival Dynamics of Pivots”

- Strategy Science Conference, 2024

“The Adaptiveness of Adaptive Aspirations: Goals and the Dynamics of Search Processes”

- Organization Science Winter Conference (OSWC), 2025

“The Where of Search”

- Consortium on Competitiveness and Cooperation (CCC) Doctoral Conference, 2025
- Strategy Science Conference, 2025
- Theoretical Organizational Models (TOM) Society, 2025
- Academy of Management (AOM) Annual Meeting, 2025

## **INVITED WORKSHOPS**

---

Carnegie School of Organizational Learning (CSOL) Summer School	Summer 2023
---	-------------

Theoretical Organizational Models (TOM) Society Summer School	Summer 2023
---	-------------

## **WHARTON EXTRACURRICULARS & SERVICE**

---

Board Member, Wharton Society for the Advancement of Women in Business Academia (WSAWBA), The Wharton School, Philadelphia, PA	Nov. 2021-May 2023
--	--------------------

PhD Admissions Committee, The Wharton School, Philadelphia PA	Aug. 2022-Apr. 2023
---	---------------------

## HONORS & GRANTS

---

Mack Institute Research Grant 2023

Wharton Doctoral Programs Grants 2023 and 2025

## TEACHING EXPERIENCE

---

### Instructor

Introduction to Management (2 Recitation Sections, UG) Spring 2024  
 - Rating: 3.77/4.0 (average peer instructor rating: 3.0)

### Teaching Assistant

Managing the Emerging Enterprise (3 sections, MBA), Ronnie Lee Fall 2022

Business Strategy (1 section, UG), Jaeho Choi Spring 2023

Managing Established Enterprises (1 section, JD/MBA), Exequiel Hernandez Summer 2023

Managing the Enterprise (2 sections, EMBA), Exequiel Hernandez Summer 2023 and 2024

Global Business Week: Doing Business in Turbulent Environments -  
 The Case of Argentina (1 Section, EMBA), Exequiel Hernandez Fall 2023

Entrepreneurship (1 Section, MBA), J. Daniel Kim Fall 2023

Management of Technology (1 Section, UG), Lori Rosenkopf Spring 2024 and 2025

Management of Technology (1 Section, EMBA), Lori Rosenkopf Fall 2024

Technology in the Bay Area (1 Section, MBA/EMBA), Lori Rosenkopf Spring 2025

## REFERENCES

---

**Daniel Levinthal (Advisor/Chair)**  
 Reginald H. Jones Professor  
 The Wharton School, U. of Pennsylvania  
[dlev@wharton.upenn.edu](mailto:dlev@wharton.upenn.edu)

**Henning Piezunka**  
 Associate Professor of Management  
 The Wharton School, U. of Pennsylvania  
[piezunka@wharton.upenn.edu](mailto:piezunka@wharton.upenn.edu)

**Saerom (Ronnie) Lee**  
 Assistant Professor of Management  
 The Wharton School, U. of Pennsylvania  
[saeroms@wharton.upenn.edu](mailto:saeroms@wharton.upenn.edu)

**Lori Rosenkopf**  
 Simon and Midge Palley Professor  
 The Wharton School, U. of Pennsylvania  
[rosenkopf@wharton.upenn.edu](mailto:rosenkopf@wharton.upenn.edu)