

Daniel Schliesmann

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3040 Steinberg-Dietrich Hall, Philadelphia PA 19104
The Wharton School, University of Pennsylvania

EDUCATION

The Wharton School, University of Pennsylvania

- Ph.D., Management (Strategy and Entrepreneurship)
- 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

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

- B.S., Accountancy (*Summa Cum Laude*)
- Barrett Honors College

RESEARCH INTERESTS

Organizational Learning, Entrepreneurship, Innovation

RESEARCH

† denotes equal authorship

Job Market Paper

Schliesmann, D. The Where of Search

Publications

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

Under Review

Levinthal, DA. & **D. Schliesmann.**[†] The Encoding of Outcomes and Organizational Learning: Satisficing, Adaptive Aspirations, and Direct Reinforcement (*resubmitted – Strategic Management Journal*)

Levinthal, DA. & **D. Schliesmann.**[†] Not All Journeys are Straight Lines: Examining the Association Between Pivoting and Performance (*resubmitted – Strategic Management Journal*)

Working Papers

Schliesmann, D. Beyond Single Objectives: Learning and Adaptation in Multi-Goal Organizations

Schliesmann, D.[†] & M. Tranchero. Learning About Roads Not Taken

Work in Progress

Schliesmann, D. The Timing of Pivots and Venture Performance

Schliesmann, D. Bases and Perceptions of Exploration

CONFERENCE PRESENTATIONS

Presentations by co-authors or internal seminars are not listed.

“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
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Theoretical Organizational Models (TOM) Society Summer School	Summer 2023
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SERVICE

Board Member, Wharton Society for the Advancement of Women in Business Academia (WSAWBA), The Wharton School, Philadelphia, PA	2021-2023
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PhD Admissions Committee, The Wharton School, Philadelphia PA	2022-2023
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PhD Academic Resources Coordinator 2024-2025

HONORS & GRANTS

Mack Institute Research Grant 2023

Wharton Doctoral Research Grants 2023-2025

Travel Research Award 2025

TEACHING EXPERIENCE

Instructor

Introduction to Management (Undergraduate) Spring 2024
- Rating: 3.77/4.0

Teaching Assistant

Business Strategy (Undergraduate), Ronnie Lee Fall 2025

Technology in the Bay Area (MBA/Executive MBA), Lori Rosenkopf Spring 2025

Management of Technology (Executive MBA), Lori Rosenkopf Fall 2024 and 2025

Management of Technology (Undergraduate), Lori Rosenkopf Spring 2024 and 2025

Entrepreneurship (MBA), J. Daniel Kim Fall 2023

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

Managing the Enterprise (Executive MBA), Exequiel Hernandez Summer 2023-2025

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

Business Strategy (Undergraduate), Jaeho Choi Spring 2023

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

REFERENCES

Daniel Levinthal (Advisor/Chair)
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August 12, 2025

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