

Dr. Astrid Kleinhanns-Rollé

Personal Data

Born: July 8th 1973, Linz, Austria, Austrian citizenship

Education

Harvard University, Cambridge, MA

Visiting Research Associate, Program On Negotiation and Berkman Center for Internet and Society (8/1999-8/2001), participated in faculty seminars, conferences, research initiatives and executive training programs in the field of negotiation, mediation and conflict management

Massachusetts Institute of Technology (MIT) Sloan School of Management, Cambridge, MA

Research Assistant, Leaders for Manufacturing Program (LFM) (1/2000-5/2001)
Participated in research initiative on effectiveness and performance of globally dispersed teams

National University of Singapore (NUS), Faculty of Business Administration, Singapore

Visiting Research Associate, NUS-PSB Center for Best Practices (10/2000–2/2001)
Developed best practices in global team collaboration

Harvard University, John F. Kennedy School of Government, Cambridge, MA

Visiting Scholar and Research Assistant, department: Internet Technology Policy (3-7/1999)
Research focus on “Distance Education for Executives”

Johannes Kepler University, School of Social and Economic Sciences, Linz, Austria

Doctor Rer. Soc. Oec. (2001)
Dissertation “Collaborative Advantage Through Globally Dispersed Teams”
Master in “Sciences of Commerce” (1999), specialized in Marketing and HR
Completed first diploma of Studies “Business Pedagogy” and “Business Administration”

Professional Experience

Assistant Professor, TU Vienna, Institute of Management Science, Leadership & Strategy Research Group (7/2021 ongoing)

Managing Director, WU Executive Academy of Vienna University of Economics and BA (11/2004-6/2021)
Co-founded and developed international renowned business school for executives (EMBA programs, executive education) w/ EUR 10 mio, team of 60+, #32 worldwide FT EMBA ranking

Consultant, The Boston Consulting Group (10/2001-10/2004)

Consultant, OnLine Learning International (OLLI), Start-up (1/2001)
Developed business strategy for web-based consulting, training and coaching services integrating a sophisticated mix of online pedagogy and technology

Consultant, Intel Corporation (10/2000)
Identified and analyzed developmental areas to effectively face main challenges in dispersed team collaboration of globally dispersed teams in the US, Central America and Asia

Teaching Assistant, Program for Instruction for Lawyers (PIL), Harvard Law School (6/2000)
Taught and facilitated negotiation training for executives with Roger Fisher

Consultant, Sitescape, software company, San Francisco (1999)
Developed case analysis of the strategies, methods and concepts of an academic institution focused on distance learning in order to adapt Sitescape's software development to new distance learning models and the learner's needs



- Teaching Fellow**, Harvard Law School, Berkman Center for Internet and Society (spring term 2000)
Developed the virtual classroom design of an online course about trust on the Internet in addition to administrative and logistical course support, facilitated class on-line
- Online Facilitator**, Radcliffe Seminars and Program on Negotiation at Harvard University (Fall term 1999)
Co-facilitated the online discussion forum of a negotiation and dispute resolution seminar
- Chairwoman**, Austrian Student Government, Johannes Kepler University, Linz, Austria (1997-1998)
US\$ 1.1 million, coordinated and supervised the government divisions, negotiated with university administration on academic-policy guidelines, chief-edited the student government's weekly journal, trained and supervised staff, negotiated fund-raising contracts, managed event-planning and marketing, chaired the government plenary sessions and project working groups, coached 150 volunteers
- Consultant and Trainer**, self-employed (since 1996)
fields: communication and negotiation, conflict management, team collaboration, organizational and personal development, strategic and change management, train the trainer, facilitation
- Founder and President**, Perfect Learning Institute, educational institute, Linz, Austria (1995-2001)
Founded and managed educational non-profit organization that is active in the area of coaching poorly performing high-school students, edited an educational newsletter, negotiated fund raising contracts
Founded and managed also the supportive institute "Lerntraining", Linz, Austria (1993-1995)
- Trainer**, Johannes Kepler University Linz, Austria (1998)
Developed, trained and supervised "train the trainer" programs for university tutors
- Coach and Trainer**, BFI/BBRZ, vocational training center, Linz, Austria (1992-1999)
Trained and coached adults in presentation & facilitation, communication, negotiation, neuro-linguistic programming, body language and assessment center performance, trained also for "Perfect Training International", Training Center, Vienna, Austria (since 1995)
- Interviewer**, Upper Austrian Chamber of Commerce (1991-1994)
Interviewed and evaluated for vocational assessment centers
- Project Manager**, Kinderwelt, Upper Austria (1991-1994)
Managed and supervised summer and winter camps for children and families
- Assistant to the Director**, Government of State of Upper Austria, publishing department, intern (1991)

Training Programs & Conferences (Selection)

- IDEO U** (6/2018): design-thinking online course "[Leading for Creativity](#)"
- Arizona State University (ASU) and Global Silicon Valley (GSV) Summit, San Diego** (4/2018):
one of the largest edtech-conferences on future of education, learning and technology
- Association for Talent Development (atd) Conference, Denver** (5/2016):
one of the largest conferences to empower professionals to develop talent in the workplace
- Concord Consortium, Concord, MA** (3/2001-5/2001)
Completed online course "[Online Pedagogy Education](#)" on how to teach online (8 weeks)
- Harvard University & Massachusetts Institute of Technology (MIT), Cambridge, MA** (1999)
Participated in executive training programs in negotiation, mediation and conflict management, i.e. dealing with difficult people and difficult situations, managing difficult business conversations, teaching negotiation in the corporation, dealing with an angry public, creating and managing international business relationships, etc. (3 training weeks)
Negotiation workshop and advanced negotiation workshop with Roger Fisher (2 training weeks)

Austrian Academy of Political Sciences, Vienna, Austria (1996)

Completed training in coaching and consulting for public policy makers (130 training hours)

Perfact Training International, Center for Training and Organizational Development, Austria (since 1995)

Participated in professional 'train the trainer' sessions, focused on personal development and leadership skills (40 training days)

Publications

Güttel, Wolfgang H. and Kleinhanns-Rollé, Astrid (2021): Leadership Landscape. Führungsfähigkeiten, Führungsidentität und Führungseffektivität. In Austrian Management Review, Vol. 11, S. 11-28, Nomos, Edition Rainer Hampp

Güttel, Wolfgang H. and Kleinhanns-Rollé, Astrid (2021): Leadership Landscape. Führungsfähigkeiten, Führungsidentität und Führungseffektivität. Kapitel 2.1 in Güttel, Wolfgang H. (Hrsg.): Erfolgreich in turbulenten Zeiten, S. 159-181, 3. Auflage, Nomos, Edition Rainer Hampp

Güttel, Wolfgang H., Güttel, Christine, Kleinhanns-Rollé, Astrid and Voglmayr, René (2021): Scientific Leadership Development: Fähigkeiten, Methoden und Wirkung. Kapitel 2.5 in Güttel, Wolfgang H. (Hrsg.): Erfolgreich in turbulenten Zeiten, S. 242-262, 3. Auflage, Nomos, Edition Rainer Hampp

Klein, Janice and Kleinhanns, Astrid (2003): Closing the Time Gap in Virtual Teams. In Gibson, Cristina; Cohen, Susan, and Baba, Meta: Virtual Teams That Work: Creating Conditions for Effective Teamwork, San Francisco, CA: Jossey-Bass.

Klein, Janice and Kleinhanns, Astrid (2001): Capturing Mind-Share. Working Paper presented at University of Southern California, Center for Effective Organizations Conference "Creating Conditions for Effective Virtual Teams: A Meeting of Minds and Sharing of Practice", April 3-5, Los Angeles.

Klein, Janice and Kleinhanns, Astrid (2001): Capturing Mind-Share. Maximizing the Contribution of Diverse Voices in Globally Dispersed Teams. Program On Negotiation Working Paper Series 01-3, PON at Harvard University, Cambridge, MA.

Kleinhanns, Astrid (2001): Collaborative Advantage Through Globally Dispersed Teams. Dissertation thesis at Johannes Kepler University Linz

Extra Curricular Activities

Government Student Body, chairwoman, Johannes Kepler University Linz, Austria (1995-1998)

Developed strategies for student election campaigns, organized promotional and academic events for students, editor of a monthly student magazine, trained volunteers and student representatives, organized fundraising activities

Bruckner Conservatory Linz, Austria

Took violin lessons (10 years), singing lessons (8 years), breath, voice and speech training (4 years)

Government of State of Upper Austria, skiing instructor, aerobic instructor (1990-1998)

Languages, Skills and Interests

Languages	German (native), English (fluent), French (8 years), Spanish (4 years), Italian (2 years)
Computer	word processing, spreadsheets, desktop-publishing, database applications
Sports	power yoga, skiing, scuba diving, sailing, ballroom dancing