

Resume

Agnieszka (Aga) Kierner, PhD
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Results-driven and internationally experienced professional, scholar and angel investor with over 20 years of extensive teaching, organizational, talent management and leadership development experience. Specialized in entrepreneurship, strategic management, innovation, human resource management, leadership, and cultural differences. Experienced with improving effectiveness of organizations, teams and individuals. Seasoned and award-winning lecturer, professor of economics and management teaching graduate, post-graduate, and MBA students. The research addresses issues related to the globalization of work, international dual-career couples, entrepreneurship, leadership, and strategic management at multinational corporations.

Education:

- 2013-2017 **PhD, Vaasa University, Department of Management**, Vaasa, Finland
2002-2004 **Executive MBA, Robert H. Smith School of Business** at University of Maryland, USA
2000-2002 **MSc of Management**, Lodz University, Poland
1997-2002 **MSc of Sociology**, Lodz University, Poland (Ministry of Education Honor List and Scholarship)
1999 **Otto-von-Guericke Universitat – Sociology, Anthropology of Culture** - Magdeburg, Germany

Teaching experience:

- 2020-now **Associate Profesor, full time lecturer at the undergrad and MBA program**, Carroll School of Management, Boston College, Boston
Authored curriculum and delivered lectures in Strategic Management, IHRM (International Human Resource Management), and Innovation for undergraduate, postgraduate, and MBA students. Combining my professional experience as a top executive, CEO, and investor with my modern, case-based, and discussion-focused teaching approach has received high praise from students.
- 2017-2019 **Lecturer at the EMBA Studies, University of Washington, Center of EE, Seattle, WA**
Authored curriculum and led lectures in Strategic Management, IHRM, European labor law, cultural aspects of international management for EMBA students.
- 2014-2017 **Lecturer / Thesis Tutor** for Graduate Students at Vaasa University.
Authored curriculum and led lectures in Strategic Management, HRM, leadership, general management. Tutor for 10 master thesis.
- 2009-2015 **Lecturer at the EMBA Studies, Polish-American Center, Lodz University**
Authored curriculum and led lectures in strategic HR Management for EMBA students.
- 2003-2011 **Lecturer, Post-Graduate HR Studies, University of Lodz, Poland**
Authored curriculum and led lectures in HR Management for post-graduate students.
- 2003-2019 **Strategic and HR Consultant, Trainer and Executive Coach**, worldwide
Authored and delivered more than 400 lectures and workshops on areas of strategic management, HR management, coaching and career development teaching 4000+ managers with 5,7 (out of 6) participant satisfaction rating.

Professional experience:

- 2008 – now **CEO and Managing Director – HPC Inc. Angel investor and board member**

Key areas of expertise:

- Strategic Organization Management (performance management, setting vision, mission and strategy, M&A)
- Talent Management and Development (practical experience in development and implementation of competencies models, evaluation systems, analysis of managerial potential)
- Workshops/Facilitating Meetings (20+ years of experience in active use of team coaching methods to influence and change beliefs of individuals and teams to navigate complex politics, and intense pressures in more than 40 organizations with sizes up to 50000 employees)
- Executive Coaching and Mentoring (100+ individual full coaching processes with key managers and executives)

- Functional Competency Development (transformed many HR corporate organizations into modern, business focused teams, implementing HR business partner concept)
- Strategic and HR digital transformation – defining and building data driven organisations
- Recruitment and Selection (design and implementation of recruiting strategy, processes and tools)
- Compensation and Benefits (performance assessment, motivation management, retention and bonus systems)

2002 – 2007 **GM HR**, ATOS Group, Warsaw, Poland

Key achievements:

- Grew a successful, high-performing team in a very competitive technology industry.
- Designed and implemented all the strategic and HR tools and processes that ensured the successful functioning of the company in a highly competitive business environment.
- Multiple-time winner of various competitions including *The Employer of The Year, Most innovative HR solutions.*

Main publications in scientific journals, book chapters and conference proceedings:

- Kierner, A. (2015). *Dual-Income and Dual-Career Couples in International Context*. In L. Mäkelä, & V. Suutari (Eds.), *Work and Family Interface in the International Career Context*, (book chapter, pp. 95-116), Springer
- Kierner, A., Suutari, V. (2017). *Repatriation of international dual-career couples*. Thunderbird International Business Review. Wiley 1–11.
- Kierner, A. (2018). *Expatriated Dual-Career Couples: Hope and Disillusionment*. Journal of Global Mobility, Emerald Publishing. The paper won an Emerald Literati Award – 2019 Highly Commanded Paper
- Kierner, A. *Partner roles in international dual-career couples: the case of female expatriates and their male partners* (under the revision in the Gender in Management: an international Journal).
- Kierner, A. *Female expatriation - the psychological profile of the male trailing spouses* (under the revision in the Journal of Global Mobility, Emerald Publishing).
- Kierner, A. (2013) *Dual - Career Couple Coming home: Literature review on DCC repatriation* - The International Interdisciplinary Conference on Research on Work, 21 -23 of August 2013, Turku, Finland
- Kierner, A. (2014) *Mismatch of Dual - Career Expatriate Couple Goals: Differing perspectives of expatriate and spouse* - 29th Conference on AIESM Strategic HRM, 22 – 24 of April 2014, Corsica, Spain
- Kierner, A. (2014) *Is the Repatriation really an issue? Not for Dual - Career Couples* - 13th International Human Resources (IHRM) Conference, 24 - 27 of June 2014, Krakow, Poland
- Kierner, A. (2014) *How to manage an expat coming home if it happens to be a Dual - Career Couple* - 28th Annual Meeting of British Academy of Management, 9 – 11 of September 2014, Belfast Waterfront, Ireland
- Kierner, A. (2014) *Reciprocal Misunderstanding of Goals among Expatriated Dual-Career Couples* - 40th European International Business Academy Conference (EIBA), 11 – 13 of December 2014, Sweden
- Kierner, A. (2017) *Expatriated Dual-Career Partners: Hope and Disillusionment*, 43rd European International Business Academy (EIBA) Conference, 14th – 16th December 2017, Milan, Italy
- Kierner, A. (2018) *Gender differences in expatriation of dual-career couples* - 15th International Conference on Human Resource Management (IHRM), 13 – 15 of June 2018, Madrid, Spain. The paper won 'The prize for the best conference paper'

Languages: English, Polish and German

Selected feedback from students:

The best management class that I have taken that challenged me intellectually!

Professor Kierner was one of the best I have ever had. She made the class so engaging and created an environment of collaboration throughout the course, she motivated me to go beyond not only professionally but also on a personal level.

She created the safest and most welcoming learning environment I have ever experienced. I was not afraid to ask any dumb questions and she made me feel confident to network with classmates. She is very inspiring, and challenges students to be better and be brave.

So far, this has been the most engaging and interesting core course that I have taken in the MBA program. While it is a course meant to be foundational, it challenges us to think creatively and be brave while other foundational courses tend to focus on merely learning theory without application.

Aga's commitment to providing honest, constructive feedback and to being accessible for questions is refreshing and very helpful. The class discussions help bring to light many ideas and views I wouldn't have considered on my own.

Prof. Kierner's industry knowledge and passion for the subject is unmatched. She will challenge you and make you think about business in ways that are very interesting.

The case studies have been great. Professor Aga is really challenging us to think strategically about what we're ready. She's looking for answers to the questions that aren't obvious.

Aga is a passionate professor, well organized, and was super inspiring. She gave taught with very relevant topics and helped us grow as leaders in every class.

I very much enjoyed how the class centered around relevant, in-depth conversations and discussions on the material and cases assigned for each class. It was refreshing to have a course that was less quantitative but required students to consider many different perspectives while still using relevant data. The focus and goal was to think strategically and consider the various ends leaders and companies find with different means and decisions, and how they might have fared better or done differently in the future. The discussion-based dynamic enabled us to better understand these concepts. Aga also demonstrated each week's topic with a mix of HBR cases and more relevant articles, podcasts and documentaries that tied with the cases and brought the lessons meaningfully full circle.

This was a great overview of the business world – management is often a hard topic to nail down principles, but Prof. Kierner did a great job at painting the landscape of the business world and management decisions that are made. Specifically, I think this course is a great eye-opener for current professionals looking to transition from an individual-contributor role to a management role.

Professor Kierner is very respectful, engaging, and cares about all her students. She clearly enjoys lecturing and it reflects in her ability to communicate lessons. Also, love the personal stories she tells!

The professor was incredibly capable of fostering an excellent learning environment for her students. The respect given to all students by her is an amazing attribute of Professor Kierner.

Professor Kierner is a rockstar! She is such a gift to BC and the CSOM community. Her way of teaching, lecturing, engaging the students, using real-life case studies, and guest speakers is outstanding.

The professor was one of the best I have ever had. She made the class so engaging and created an environment of collaboration throughout the course, she motivated me to go beyond not only professionally but also on a personal level.

Aga is the best professor I've had so far. Her class was incredibly engaging and relatable in that I could instantly use what I learned back at work.

You can find more feedback and references here: <https://www.linkedin.com/in/agnieszka-kierner-a147792>