

Qualification Profile

Name	Prof. Dr. Werner Fees		
Position	<ul style="list-style-type: none"> • Professor of Management, Faculty Member at Georg-Simon-Ohm University of Applied Sciences, Nuremberg, Germany • Academic Director of Georg-Simon-Ohm Management Institute 		
Academic record	Degree	University	Year
	Dipl.-Kaufmann	Friedrich-Alexander Universität Erlg-Nbg	1981
	Dr. rer. Pol.	Friedrich-Alexander Universität Erlg-Nbg	1986
Professional record	Job	Company/Organization	Year
	Head of Strategic Management	Philips Kommunikations Industrie AG	1987-1990
	Head of Product Management	Philips Kommunikations Industrie AG	1990-1992
	Vice President Controlling	AT&T Corp. Lucent Technologies Corp.	1992-1996
Practical activities	<ul style="list-style-type: none"> • <i>Divers Strategy Projects with various Companies</i> • <i>Workshops & Consulting on “Balanced Scorecard”</i> • <i>Workshops & Consulting on “Innovation Management”</i> • <i>Various Management Consulting Activities for Telecommunication Companies</i> 		
Research & Development	<ul style="list-style-type: none"> • Staedtler Research Project „Innovation Potential in Chinese Companies“ • Chinese Management Philosophies (empirical study) • Group Work in China (empirical study) • Internationalization of SMEs (empirical study) • Staedtler Research Project “Management in Chinese Subsidiaries of German Family owned Companies” 		
Teaching activities	<ul style="list-style-type: none"> • Visiting Professor at Chinese, Greek, and US-Universities • Guest Lecturer at Lake Constance Business Scholl • Guest Lecturer at Eidgenössische Technische Hochschule Zürich (CH) 		
Publications and speeches	<p><u>Selected Publications:</u></p> <p>Fees, W. Multinationale Unternehmen und Mitbestimmung. Frankfurt, 1986</p> <p>Gerum, E./Steinmann, H./Fees, W.: Der mitbestimmte Aufsichtsrat. Eine empirische Untersuchung,</p> <p>Fees, W.: Innovation Management and Managerial Ethics: Some Empirical Results and Challenges for Chinese Companies, in: Managerethik – Erfolgsfaktor für Unternehmen in China, Hrsg: Zabe-Brechtel, C.</p>		

Fees, W./Lankau, M.: Innovation potential in Chinese and German SMEs, in: Wu, G./Gao, J./ Gao,X./Xie,W. (ed.): Proceedings of Academy of Innovation and Entrepreneurship 2008, Intellectual Property Publishing House, ISBN 9787 802470 392 / F 158. pp. 245-253.

McGee, R.W./Nickerson, I./**Fees, W.:** German and American Opinion on the ethics of tax evasion. Proceedings of the Academy of Legal, Ethics, and regulatory Issues, Vol. 10, Number 2, 2006, p.31-34.

Fees, W.(2009): Managing radical innovations – a case study (Siemens AG), in: International Journal Learning and Intellectual Capital, Vol. X, No. Y, (in progress)

Fees, W. (2009): Innovation management in Chinese companies: an empirical study, International Journal Learning and Intellectual Capital, Vol. X, No. Y, (in progress)

Fees, W. (2011): Innovationsmanagement in chinesischen und deutschen Unternehmen: Eine empirische Studie. In: Haubrock; A., Rieg, R., Stiefl,J. (Herausgeber): Zweite Aalener KMU-Konferenz - Beiträge zum Stand der KMU-Forschung, Shaker Verlag 2011.

Fees, W./Taherizadeh, Amir H. (2012). Exploring the employee-driven innovation concept by comparing 'innovation capability management' among German and Chinese firms. In S. Høyrup, M. Bonnafous-Boucher, C. Hass, M. Lotz & Kirsten Møller (Eds.), Employee Driven Innovation- A New Approach (Chapter 10). Hampshire, UK: Palgrave Macmillan.

Schminke, L./**Fees, W.** (2012). Strategic Management and Marketing for small Companies SME. In IfM-Impulse, Ausgabe 8/2012, S. 12-25.

Fees, W./Taherizadeh, A.H. Innovation Management in China: What Casts a Cloud?', 6th AGSE International Entrepreneurship Research Exchange, 3-6 February 2009, The University of Adelaide- South Australia.

Fees, W./Taherizadeh, A.H./Hurle, A. Innovation potential in Mexican firms: An empirical study. 5th International Conference on Innovation Management-Global Entrepreneurship, May 20th-21st May 2010, Poznan, Poland.

Fees, W./Taherizadeh, A.H. Innovation capability in the Chinese, German and US firms: An empirical comparative investigation. Annual Conference of the Academy of Innovation and Entrepreneurship, July 1st-3rd 2011, Tsinghua University, Beijing, China.

Taherizadeh, A.H./Devi, S./Fees, W. Innovation capability in Malaysia: An empirical investigation. Paper for the 9th GLOBELICS International Conference on Creativity, Innovation and Economic Development, November 15th-17th 2011, Buenos Aires, Argentina.

Fees, W./Taherizadeh, A.H. Exploring the Employee-Driven Innovation Concept by Comparing "Innovation Capability Management" among German and Chinese Firms, in: Hoyrup, S./ Bonnafous-Boucher, M./ Hasse, C./ Lotz, M./ Möller, K.: Employee Driven Innovation, Palgrave Macmillan 2012

Fees, W./ Mailer, A./ Xu, X. The Best of Both Worlds: Working Towards a Western-Eastern Management Model. 14th West Lake International Conference on Small & Medium Business (WLIC SMB 2012), October 13th-15th, 2012, Hangzhou, China.

	<p><u>Speeches:</u></p> <ul style="list-style-type: none"> • Innovation in chinesischen KMU, Bundesministerium für Bildung und Forschung, März 2007 • Innovation als Erfolgsfaktor im Mittelstand, Vortrag im Rahmen der „Unternehmer-Perspektiven“ der Commerzbank, Sept. 2007 • Innovation in China, First European Small and Medium Sized Enterprise Forum, Suzhou (China), Oktober 2008 • IIBD & LEWI International Conference on Innovation and Entrepreneurship, 12-13 November 2008, Hong Kong. • Innovation Potential in Chinese and German SMEs, Sino-German Conference, Kunming (China), September 2008 • Innovation Management in Spain, Instituto Empresa Madrid, September 2008 • Innovationsmanagement in chinesischen und deutschen Unternehmen, Chinaforum Bayern, München Juli 2009 und Nürnberg Oktober 2009 • Employee Driven Innovation and Workplace Learning: Unleashing the Innovation Potentials in SMEs, March 2, 2009, International Trade Union House, Brussels, Belgium. • Employee Driven Innovation and Workplace Learning Research Seminar, April 26-27, 2010, Advancia-Negocia, Paris Chamber of Commerce, France. • Speaker/workshop facilitator in the 12th Conference on Creativity & Innovation (ECCI XII), Portuguese Creativity and Innovation Association – APGICO, 14-17 September 2011 • Employee Driven Innovation and Workplace Learning Research Seminar, October 13-14, 2011, Institute for Economic and Social Research (IRES Emilia-Romagna), Bologna, Italy. • The 9th GLOBELICS International Conference on Creativity, Innovation and Economic Development, November 15th-17th 2011, Buenos Aires, Argentina. • Fees, W. & Master Students: The Best of the Both Worlds: Working Towards a Western-Chinese Management Model. April 19th 2012, DUSA International Roundtable Conference, Suzhou, China. • “China: Chance für den Mittelstand”, Mitglied der Podiumsdiskussion im Rahmen der „Unternehmer-Perspektiven“ der Commerzbank, Sept. 2013
<p>Activities in professional organizations/ associations and others</p>	<p>Director of forarea (Forschungsverbund-Kompetenznetzwerk für interkulturelle Kommunikation)</p> <p>Board of Management of Bavarian China Forum</p> <p>Member of Suzhou European Association (China)</p>

