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CONTACT INFORMATION	Seminar for Personnel Economics, University of Cologne SSC, Room 3.203, Universitätsstraße 22a, 50923 Cologne, Germany grabe@wiso.uni-koeln.de +49 (0) 170 3108154 leonhardgrabe.github.io
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RESEARCH INTERESTS	Organizational Economics, Managerial Accounting, HR Management
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EDUCATION	<b>PhD Candidate in Personnel Economics (2025)</b> Graduate School of Management, Economics and Social Sciences University of Cologne, Germany  <b>Master Thesis in Neuroeconomics (2020)</b> Center for Economics and Neuroscience, University of Bonn <i>Best Paper Award NeuroPsychoEconomics Conference 2020</i>  <b>B.Sc &amp; M.Sc. in Business Psychology (2017/2020)</b> Bonn-Rhein-Sieg University of Applied Sciences, Germany
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CURRENT PROJECTS	<b>Managing Skills in Organizations – Evidence from a Field Experiment</b> <a href="#">[Link]</a> with Sliwka, D. ( <i>Under Review</i> ) – IZA Working Paper No. 17727  <b>Shaping Habits in Organizations – A Field Experiment</b> with Opitz, S. & Sliwka, D. ( <i>Prepared for Submission</i> )  <b>Substitutes or Complements? A Firm-Level RCT on the Interplay of Technology and Leadership Contact for Employee Training</b> with Sliwka, D. & Burmeister, A. ( <i>Prepared for Submission</i> )  <b>How Should Managers Respond to Mistakes? – Evidence from the Field</b> single-authored ( <i>Analysis Stage</i> )  <b>Gamified Learning and Incentives – A Field Experiment</b> with Luebke, S. & Sliwka, D. ( <i>Data collection on-going</i> )
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PRESENTATIONS	<b>Conference Presentations</b> 2025 - EAA Doctoral Colloquium, EAA Conference, WHU ACMAR, MAS Mid- Year Meeting, Colloquium for Personnel Economics  2024 - ENEAR Conference, CESifo Summer Institute on Reskilling in Firms, Academy of Management Conference  2023 - Advances in Field Experiments, Field Days: Experiments Outside the Laboratory, SIOE Annual Meeting  <b>Seminar Presentations</b> 2025 – ORG Seminar, LMU Munich 2024 – Institute for Accounting and Control, LMU Munich, Department of Public Finance, Uni Innsbruck, Behavioral Management Science Seminar, Uni Cologne
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GRANTS & AWARDS	DAAD Travel Scholarship (2,015€) ECONtribute Research Grant (~250,000€) C-SEB Junior Start-Up Grant (5,200€) Selten-Seeding Grant, ECONtribute (2,100€) PhD Scholarship, Cologne Graduate School (~50.000€) Best Paper Award NeuroPsychoEconomics Conference (500€) DAAD Promos Scholarship (1,200€)
TEACHING & SUPERVISION	<b>Teaching Assistant</b> Business Projects in Corporate Development, Uni Cologne (2023, 2024, 2025) Strategic Human Resource Management, Uni Cologne (2022) Master Seminar in Personnel Economics, Uni Cologne (2022) Bachelor Seminar Corporate Development, Uni Cologne (2021)  <b>Lecturer</b> Occupational Choice, Bonn-Rhein-Sieg University (2025)  <b>Thesis supervision</b> 12x Bachelor Theses, 8x Master Thesis
FURTHER PUBLICATIONS	Grabe, L., & Sliwka, D. (2024). Substitutes or Complements? A Firm-Level RCT on the Interplay of Technology and Leadership Contact. In <i>Academy of Management Proceedings</i> (Vol. 2024, No. 1, p. 17315). Valhalla, NY 10595: Academy of Management.  Schiller, F., Bey, K., Grabe, L., & Schmitz, F. (2021). Stockpile purchasing in the emerging COVID-19 pandemic is related to obsessive-compulsiveness. <i>Journal of Affective Disorders Reports</i> , 4, 100116.  Grabe, L., Syrek, C., Weber, B., & Schultz, J. (2020). Perceiving Artificial Intelligence–The Influence of Anthropomorphism on Altruistic Punishment and Trust in Economic Games. <i>Proceedings of the 16<sup>th</sup> NeuroPsychoEconomics Conference</i> . Conference Paper
PROFESSIONAL EXPERIENCE	<b>Refereeing</b> Frontiers in Behavioral Economics, Academy of Management Conference  <b>Committee Work</b> Speaker of the PhD Cohort (2021), PhD Representative at the Examination Board (2021-2022), First-Gen Student Mentor (2020-2024)