

Ali Ahmadi

Queen's University, Smith School of Business
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RESEARCH INTERESTS

Competitive Dynamics, Artificial Intelligence, Behavioral Strategy, Innovation, and Entrepreneurship

EDUCATION

PhD Candidate in Management, Strategy

2021- 2026

Queen's University, Smith School of Business, Kingston, Ontario

Dissertation Title: Competitive Surprise: A research agenda

Dissertation Committee: Professors Goce Andreovski, Danny Miller,

Anthony Goerzen, Jean-Baptiste Litrico

Proposal defended December 2025

Master of Business Administration in Strategy

2020

Industrial Management Institute, Tehran, Iran;

BSc in Mechanical Engineering

2017

Babol Noshirvani Institute of Technology, Babol, Iran;

WORKING PAPERS

Under Review

- Goudarzi, K., **Ahmadi, A.**, Andreovski, G. From protection to adjustment: How rival repositioning alters competitive action repertoires. Accepted at the *Journal of Business Research*
- Andreovski, G., **Ahmadi, A.**, & Miller, D. Competitive Surprise: A Theoretical Framework. Under review at the *Academy of Management Review*

In Preparation

- Pimentel, E., **Ahmadi, A.**, Bel Hadj Ali, S., Ricci, L. Bodies at Work: A Critical Review and Organizing Framework for a Corporeal Approach to Organization Studies. (*Final Edits*) Submitting at *Journal of Management Studies* in January 2026
- **Ahmadi, A.**, Andreovski, G., Miller, D., Le-Breton-Miller, I. Competitive Surprise: An Empirical Analysis. Target Journal: *Academy of Management Journal*. (*Data analysis*).

- **Ahmadi, A.,** Goudarzi, K., How Merger Announcements Shape Investor and Rival Responses: Insights from an AI text analysis. Target Journal: *Academy of Management Journal*. (Data analysis).

OTHER PROJECTS

- Competitive Surprise: A Multiple Case-Study with Goce Andreovski (*Ethics accepted - Participant Recruitment Stage*)
- Toodaloo!: Team dynamics and driver performance amongst mid-season F1 contract expiry (with Kaylee Somerville)

BOOK CHAPTERS

- Ahmadi, A.,** & Arndt, F. (2022). Dynamic Capabilities and Innovation. in Innovation; Routledge.
- Salamzadeh, A., **Ahmadi, A.,** & Safar Kamel, A. (2022). The Context for Business in Iraq. Understanding Contexts of Business in *Western Asia: Land of Bazaars and High-Tech Booms*
- Toghraee, M. T., **Ahmadi, A.,** & Salamzadeh, A. (2022). Arts entrepreneurs in an emerging economy. In *Artisan and handicraft entrepreneurs: past, present, and future* (pp. 137-147). Springer International Publishing.
- Hosseini, E., Tajpour, M., Salamzadeh, A., & **Ahmadi, A.** (2022). Team performance and the development of Iranian digital start-ups: the mediating role of employee voice. In *Managing human resources in SMEs and start-ups: international challenges and solutions*

TEACHING EXPERIENCE

Instructor, Queen's University	Fall 2024 & 2025
Business and Corporate Strategy - COMM 401	
1 Section – Fall 2024 - 85 Students - Evaluation: 6.23/7	
1 Section – Fall 2025 – 86 Students	
Developed a platform for AI-powered case method on LiveCases.Org	
Teaching Assistant, Queen's University	2022 - 2025
COMM401 (2022, 2023, 2025)	
MBAS832(2022,2023,2024) - MBAS883(2023) - MBUS803(2024, 2025)	
COMM306 (2023, 2024)	
NBAB 5630 – MBQC 800 (2025) EMBA Queen's/Cornell University	

Teaching Workshop Instructor, Queen's University

Teaching with AI – Interactive AI-powered Case Studies

- Teaching & Learning in Business PhD course 2025
- Strategy faculty brownbag 2024
- Python Programming with AI for non-tech commerce students 2025

RESEARCH ASSISTANT

Data Analysis**Dec 2021**

Cleaned, processed, and analyzed data collected from multiple rounds and years of Capsim simulation

Data preparation and Analysis**Jan 2023**

Prepared and processed data from multiple sources RavenPack, Compustat, and Execucomp for firm-industry level analysis

Data Collection, Cleaning, and Analysis**Jan 2024**

Developed the review method. Collected, screened, and indexed articles, wrote the methods section and method's revision letter

AWARDS

D.D. Monieson Doctoral Fellowship**Feb 2025**

Smith School of Business

PhD Student Research Excellence Award**April 2025**

Smith School of Business

INDUSTRY EXPERIENCE

Community Builder and Business Analyst**Aug 2019 - Mar 2021**

Hamboodgah Crowdfunding, Tehran, Iran

Community Builder and Business Analyst**May 2018 - Jan 2019**

Rata Crowdfunding, Tehran, Iran

Business Analyst Intern**Jan 2018 - May 2018**

ILIA International Consulting, Tehran, Iran

NON-PROFIT AND VOLUNTEER EXPERIENCE

Judge ICBC, Kingston, Ontario	2023-2025
Founder and Managing Director Sari Astronomy Club Non-Profit NGO for public science communication	Dec 2012 - Nov 2017
Licensee and Organizer TEDx Sari the third city-scale TEDx event in Iran	Mar 2016 - Mar 2018
Speechwriter and Curator TEDx Amirkabir University (May 2019) TEDx Esfahan (Dec 2020, Aug 2019) TEDx HSU (Apr 2018) TEDx University of Tehran (Jul 2022, Feb 2021)	Apr 2018 – Feb 2021

Languages

English IELTS General 8.5/9 – IELTS Academic 8/9	Bilingual – C2
Persian	Native
French	Professional – B1-B2
Turkish	Professional – B2
Azeri	Professional – B2
Arabic	Limited Proficiency - B1