



Prof. em. Dr. Norbert Thom
Prof. h. c. Dr. h. c. mult.

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Personal:

Born 11 August 1946 in Kleinsteinlohe (Bavaria)

German and Swiss citizen

Father of Marcel Thom (partner and managing director, The Boston Consulting Group)

Married to Françoise Bruderer Thom (managing director, Swiss Post pension fund)

Education:

Abitur (A-levels) 1966 at Gymnasium Kreuzgasse, Cologne. University of Cologne (Dipl.-Kfm. 1972, Dr. rer. pol. 1976, Habilitation (postdoctoral teaching qualification in Business Management) 1984); postgraduate studies at The European Institute for Advanced Studies in Management, Brussels.

Faculty positions:

- Deputy to the Chair of Organization and Human Resource Management, Justus-Liebig University, Giessen (1984/85)
- Founder and head of the Corporate Management and Organization Department, University of Fribourg/Switzerland (1985-91, chair)
- Founder and director of the Institute for Organization and Human Resource Management, University of Bern (1991-2012, chair)
- Provisional director of the Institute for International Innovation Management, University of Bern (1 Sept 2000 to 30 Sept 2001, chair)
- Provisional director of the Department of Organization of the Institute for Organization and Human Resource Management, University of Bern (1 Aug 2007 to 31 Aug 2010, chair)

Positions in academia and academic administration (selection):

- Member of the senate committee, University of Fribourg/Switzerland; representative of economic sciences (1988-1990)
- Member of the finance commission of the University of Bern and head of finance of the law and economics faculty (1992-1995)
- Vice-chancellor of the University of Bern during office term 1995-1997; responsible for finance and planning
- Spokesman of the Department of Business Administration, University of Bern (2001-2002)

- Member of the strategic planning committee of the rectorate, University of Bern (2005-2006)
- Member of the permanent board, Center of Competence for Public Management, University of Bern (2002-2012; chairman of the board 2008-2012)
- Member of the “Comité de Pilotage”, Swiss Public Administration Network (SPAN)
- Member of SPAN’s scientific committee for doctoral studies (ProDoc) in administration sciences (2008-2012)
- Member of the academic committee (until 2002) and of Forum für Universität und Gesellschaft (2002-present), University of Bern
- Member of the advisory board of Bern University’s Certificate of Advanced Studies (CAS) and Executive Master in Marketing Management and Sales programme (2013-present)
- Senior Fellow, Center of Competence for Public Management, University of Bern (2013-present)
- Senior Fellow, Center for Health Care Law and Management, University of Bern (2017-present)

Other positions and activities (selection):

- President of Schweizerische Gesellschaft für Betriebswirtschaft (Swiss Society of Business Economics) (1990-1993)
- Chief editor of Zeitschrift Führung und Organisation (zfo) (journal on management and organization) (1986-1995). Member of zfo advisory publishing committee (1996-2006)
- Vice-president of Schweizerische Gesellschaft für Organisation und Management (Swiss Association for Organization and Management) (1991-2007)
- Member of the Swiss Science Council (advisory board to the Federal Government on issues related to science policy) (1997-2000)
- Vice-president of the Foundation of the Swiss Association for Organization and Management (2000-2013)
- President of the jury of the following awards in science and economic practice:
 - SGO-Award (1992-2004, 7 awards)
 - Staufenbiel-Award (since 1999, 3 awards)
 - REHAU-Award (2000-2011, 12 awards)
 - IOP-Award (2001-2011, 6 awards)
 - Schmeller Prize (2002-2014, 13 awards)
 - Norbert Thom Prize (first award 2017)
- Member of the jury of Seghezzi Award 2003, 2005, 2007, 2009, 2011 and 2013 for academic work in the field of quality management
- Co-founder of the interfaculty Center of Competence for Public Management, University of Bern (2002)
- Vice-president of Volkswirtschaftliche Gesellschaft des Kantons Bern (Economic Association of the Canton of Bern) (2002-2014)
- Head of the expert board evaluating the Honors graduate programmes in economics and business sciences of the University of Regensburg on behalf of the Bavarian State Ministry of Education (2017)

Awards:

- Karl-Guth Award 1978 (for the best German doctoral dissertation in corporate management)

- Honorary Medal of Johannes-Kepler University of Linz (Austria 1988)
- Denker Award 1992 (for contributions on innovation management and employee suggestion systems). First individual winner in Switzerland.
- Goldener Ideen-Oskar (“Idea Academy Award”) 1993 (for merits in teaching and research in the fields of idea and innovation management). First individual winner in Switzerland.
- Honorary member of (German) Gesellschaft für Organisation (GfO) (2002). Only honorary member simultaneously holding a university chair in business administration.
- Honorary member of Swiss Society of Business Economics (2003). Only member working actively as professor of business administration.
- Doctor honoris causa, Mykolas Romeris University of Vilnius, Lithuania (2005)
- Doctor honoris causa, Johannes Kepler University, Linz, Austria (2006)
- Doctor honoris causa, Martin Luther University, Halle-Wittenberg, Germany (2006)
- Honorary member of Gesellschaft für Organisation und Management (SGO)
- Honorary Ambassador of IDEE-SUISSE® - Schweizerische Gesellschaft für Ideen- und Innovationsmanagement, Zurich (since 2010; honorary member since 2011)
- Professor honoris causa (Prof. h. c.), Babes-Bolyai University, Cluj Napoca, Romania (2010)
- Honorary member of Volkswirtschaftliche Gesellschaft des Kantons Bern (Economic Association of the Canton of Bern) (since 2014)
- Honorary award for lifetime achievement by Deutsches Institut für Ideen- und Innovationsmanagement, Frankfurt am Main (2017)
- SIBE teaching award, School of International Business and Entrepreneurship (SIBE), Steinbeis University, Berlin (2017)

Public and media appearances particularly on themes of:

- Corporate innovation and improvement management, idea management
- Talent management and HR development in general
- Change management in private and public organisations (including government advice)
- Organizational design and designers
- Public management at all levels of state administration
- Health care management

Publications:

- More than 1100 publications of all sizes, translated in 27 languages, with more than 126 co-authors.
- Most-cited monographies:
 - Thom, Norbert: Grundlagen des betrieblichen Innovationsmanagements, Königstein im Taunus: Hanstein, 1980
 - Thom, Norbert: Personalentwicklung als Instrument der Unternehmensführung. Konzeptionelle Grundlagen und empirische Studien, Stuttgart: Poeschel, 1987
 - Thom, Norbert / Ritz, Adrian; Public Management. Innovative Konzepte zur Führung im öffentlichen Sektor, 5. Auflage, Wiesbaden: Gabler, 2017

Miscellaneous:

- Teaching in English in the Executive M.B.A. program of the Universities of Bern and Rochester, New York, 1995-1998, and in the Executive M.B.A. program of the International Institute of Management in Telecommunication, University of Fribourg, 1999-2010. Lecture on Intercultural Human Resources Management at the University of Bern, 2005-2012.
- Teaching in French (Université de Fribourg 1986-91, and again from 1997 at the Institut International de Management en Télécommunications, Université de Fribourg)
- Visiting professor at the universities of Basel, Bern, Linz, Dresden, Fribourg and Klausenburg (Romania). Talks and speeches at more than 70 universities (among others: Kanagawa University, Yokohama/Japan 1999; University de Alcalá de Henares, Madrid/Spain, 2001 and repeatedly until 2014; Mykolas Romeris University, Vilnius/Lithuania, 2003/2004/2005; Technical University of Wroclaw/Poland, 2005; Corvinus University, Budapest/Hungary 2005; Comenius University, Bratislava/Slovakia, 2005; Babes-Bolyai University, Cluj Napoca/Romania, 2008-2013; Steinbeis University, Berlin/Germany, 2012/2013/2014/2017).
- Member of the advisory boards of several German and Swiss companies
- Member of the board of directors, YPSOMED Holding AG, Burgdorf (2005-2018) and REHAU Group, Muri/Bern; Head of REHAU's auditing committee (2012-2017).
- Co-founder and partner of Thom Consulting Group GmbH, Oberwangen (Bern); transformed into Thom Group GmbH (Bern) in 2012.
- Member of The Academy of Management (USA)
- Founder and president of Stiftung Norbert Thom since 17 October 2016. Foundation endowing prizes for academic achievements in the field of "Public and Private Management" at Swiss universities. President of the jury.