



**Organizational Behavior**  
a Division of the  **ACADEMY OF Management**

## OB Mentorship Award

2021 Recipient: Randall Peterson,  
London Business School

This award recognizes a scholar who has excelled at mentoring others in achieving their career objectives through moral, social, and intellectual support. We define each of these criteria in more detail below:

**Intellectual support:** Helps the mentee develop ideas constructively (e.g., by brainstorming, offering a sounding board, suggesting a diverse perspective, providing written feedback) – investing one's (scarce) intellectual capital in the service of mentees.

**Social support:** Helps the mentee develop a professional network that will allow him/her to be successful (e.g., introducing them to others, writing reference letters, suggesting them as co-authors/reviewers/editors) – investing one's (scarce) social capital in the service of mentees.

**Moral support:** Genuinely cares about the well-being and development of the mentee (e.g., encouragement through difficult times, helps maintain self-efficacy, provides perspective or specific career/work strategies) – investing one's (scarce) mental energy in the service of mentees.

This year, the award committee consisted of :

Jane Dutton (University of Michigan)

Tiziana Casciaro (University of Toronto)

Francis Flynn (Stanford University)

Anat Rafaeli (Technion, Israel Institute of Technology)

Maurice Schweitzer (University of Pennsylvania)



*What sets Randall apart is how much he “sees” each and every one of us. With students, for example, he gets to know which theories and methods really touch the intellect of each person, and he nurtures those interests rather than forcing students into a paradigm. He helps undergraduates apply to doctoral programs, he helps doctoral*

*students meet milestones with clear and structured plans, he helps junior faculty navigate politics and time management traps, and he helps his senior colleagues understand how they can be more developmental. He creates a better culture for everyone, while understanding that each person is unique.*

*Senior colleagues who are willing to spend social capital on another's behalf are rare, especially those who do so at great cost to themselves. He has consistently been my advocate and sponsor, particularly when I most needed it - during a vital career transition.*

*He is an outspoken advocate of minority women in the academy, and a role model of how to be an ally and advocate.*

*This impact lasts for as long as you know Randall. Once he invests in you, he will continue to do so. Even 15 years after my graduation, for example, I would see him in the back of the room at one of my Academy presentations—even though I had not asked him to come. He has supported all of his students and colleagues in this way, as their letters will attest. Randall shows up for us.*