

CONTACT INFORMATION	Seminar for Personnel Economics, University of Cologne SSC, Room 3.203, Universitätsstraße 22a, 50923 Cologne, Germany grabe@wiso.uni-koeln.de +49 228 470 8868 leonhardgrabe.github.io
RESEARCH INTERESTS	Personnel Economics, Management Accounting
ACADEMIC POSITIONS	Research Associate (10/2020 – 12/2025) Seminar for Personnel Economics University of Cologne, Germany Visiting Researcher (09/2025 – 11/2025) Department of Accounting NUS Business School, Singapore Visiting Researcher (02/2024 – 04/2024) Department of Public Finance University of Innsbruck, Austria
EDUCATION	PhD in Personnel Economics (10/2020 – 12/2025) University of Cologne, Germany 1 st supervisor: Dirk Sliwka, 2 nd supervisor: Timo Vogelsang Summer School for Data Science, Barcelona School of Economics (07/2025) IMPRS Summer School, MPI Bonn (06/2023) M.Sc. in Organizational Psychology (04/2017 – 05/2020) Bonn-Rhein-Sieg University of Applied Sciences, Germany B.Sc in Organizational Psychology (10/2014 – 03/2017) Bonn-Rhein-Sieg University of Applied Sciences, Germany
RESEARCH	Managing Skills in Organizations: Evidence from a Field Experiment [Link] with D. Sliwka (<i>under review</i>) Shaping Habits in Organizations: A Field Experiment [Link] with D. Sliwka and S. Opitz (<i>under review</i>) Substitutes or Complements? A Firm-Level RCT on the Interplay of Technology and Leadership Contact for Employee Training with D. Sliwka and A. Burmeister (<i>draft available upon request</i>) Errors, Consequences, and Employee Performance: Evidence from the Field solo-authored (<i>draft available upon request</i>) Gamified Learning and Monetary Incentives – A Field Experiment with S. Luebke and D. Sliwka (<i>analysis stage</i>) How does Job Experience Impact Career Choices? – Evidence from Law Clerks with M. Heinz, J. Rottmann, and H. Schumacher (<i>Data collection on-going</i>)

PRESENTATIONS	Conference Presentations
	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
	Seminar Presentations
GRANTS & AWARDS	2025 – OrgEcon PhD Seminar (LMU Munich), Accounting Brown Bag (NUS Business School)
	2024 – Institute for Accounting and Control (LMU Munich), Department of Public Finance (Uni Innsbruck), Behavioral Management Science Seminar (Uni Cologne)
	C-SEB Visitor Program, Uni Cologne (3,000€)
	DAAD Travel Scholarship (2,015€)
	C-SEB Junior Start-Up Grant, Uni Cologne (5,200€)
TEACHING & SUPERVISION	ECONtribute Research Grant, Uni Cologne (~250.000€)
	Selten-Seeding Grant, Reinhard Selten Institute (1,500€)
	PhD Scholarship, Cologne Graduate School (~50.000€)
	Best Paper Award, NeuroPsychoEconomics Conference (500€)
	Teaching Assistant
PROFESSIONAL SERVICE	CEMS Master in Management: Business Projects (2025)
	Business Projects in Corporate Development, Uni Cologne (2023, 2024, 2025)
	Strategic Human Resource Management, Uni Cologne (2022, 2025)
	Master Seminar in Personnel Economics, Uni Cologne (2022)
	Bachelor Seminar Corporate Development, Uni Cologne (2021)
	External Lecturer
	Occupational Choice, Bonn-Rhein-Sieg University of Applied Sciences (2025)
	Thesis supervision
	16x Bachelor Theses, 10x Master Thesis
	Speaker of the PhD Cohort (2021), PhD Representative at the Examination Board (2021-2022), First-Gen Student Mentor (2020-2024)