

CANDACE TENBRINK

Ph.D. Student, Strategic Management
C. T. Bauer College of Business, University of Houston
4800 Calhoun Rd., 334 Melcher Hall, Houston, TX 77204

EDUCATION

- University of Houston; Bauer College of Business, Ph.D. 2015 (est.)
Emphasis in Strategic Management
Recipient, Presidential Fellowship
- University of Michigan; Stephen M. Ross School of Business, MBA 1997
Emphasis in Finance and Corporate Strategy
Recipient, Finance Academic Scholarship
- Michigan State University; Eli Broad School of Business, B.A. 1992
Emphasis in Materials and Logistics Management
Recipient, Gerber Baby Foods Academic Scholarship
With Honors, *cum laude*
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SCHOLARSHIP ACTIVITIES

Research Interests

Life cycle perspectives and industry evolution
Innovation
Organizational turnarounds
Crisis management

Teaching Interests

Strategic management
Entrepreneurship

Experience

Taught: Introduction to Management and Organizational Behavior (Fall 2014, Spring 2015)

Graduate Research Assistant, Department of Management – with 2013-2015
Dr. Andrew D. Szilagy. C. T. Bauer College of Business, University of Houston

Publication

Cardinal C., Miller, C., Kreutzer, M., & TenBrink, C. 2015. Strategic planning and firm performance. In M. Mumford & M. Frese (Eds.), *The psychology of planning in organizations*. London: Routledge.

Refereed Conference Presentations

TenBrink, C. 2012. Dynamic roles of human, social, and intellectual capital by life cycle stage. *Strategic Management Society Conference*. Prague, Czech Republic.

TenBrink, C. & Cardinal, L. 2013. Diverging paths: Social, human, and intellectual capital across organizational life cycle stages. *Academy of Management Conference*. Orlando.

TenBrink, C. & Cardinal, L. 2013. Strategic planning and performance: A synthesis of decades of research. *Strategic Management Society Conference*. Atlanta.

Working Papers

TenBrink, C. (data collected) Crisis management: impact of managerial acceptance and response on valuation.

TenBrink, C. Gelb, B., Keller, R., Szilagyi, A., & Leung, P. (data collected) A life cycle perspective on underperforming firms in growth industries: the effects of turnaround actions on performance.

Invited Research Development Workshops

Atlanta Competitive Advantage Conference funded in part by the National Science Foundation. 2013. Diverging paths: Social, human, and intellectual capital across organizational life cycle stages. Atlanta.

PROFESSIONAL SERVICE AND MEMBERSHIP

Membership in Professional Societies

- Academy of Management
- Strategic Management Society

Conference Reviewer Activities

- Academy of Management, various divisions

CORPORATE AND ENTREPRENEURIAL EXPERIENCE

GOLDMAN SACHS, New York, NY 2007
Global Research Training and Development

- Managed and developed a global training program for new hires, laterals and promotes for single stock, strategy, credit and economic global research.
- Leveraged expertise in sell-side research to create first training program to incorporate non-single stock research; created curriculum for firm's initial sophomore program.

ALTOS ENTERTAINMENT, LLC, New York, NY 2002-2007
Managing Partner and Producer

- Founded an independent movie production company, Altos, to bring financial discipline to the film industry while generating high returns.

- Raised funds, negotiated contracts and sourced scripts and content to fill a void in low-budget films, which resulted in positive industry acceptance and success on the festival circuit.
- Consulted frequently on the business aspects of the entertainment industry- strategy, economics, and financial models- to money managers and entrepreneurs.
- Landed roles in 7 films and the lead in “Laundry and Bourbon.”

WILLIAM BLAIR & CO., Chicago, IL 1998-2001

Senior Equity Research Analyst, Semiconductor Capital Equipment

Top ranked global research for a leading boutique investment bank.

- Employed strong global marketing skills to facilitate investor understanding and trading of capital equipment technology and stocks through the use of research reports, verbal updates and personal visits.
- Created “Capital Talk,” quarterly in-depth research report focusing on a controversial topic or strategy which was widely read and highly praised.
- Introduced acclaimed weekly valuation and comprehensive comparative industry tables.
- Used a global field research approach to gain timely information and leading insights, resulting in the early identification of important sector trends.
- Earned Wall Street Journal “Best of the Street” 2001 awards: #1 Earnings Estimate and #2 Stock Picking.

DAIN RAUSCHER CORP. (Dain Rauscher Wessels), Minneapolis, MN 1997-1998

Equity Research Associate, Software and ERP Sectors

- Analyzed and researched software industry, supporting two senior research analysts and the banking team.
- Wrote reports, built models, and communicated ideas and insights to buy-side clients, sales force, and traders.

ARCO PRODUCTS COMPANY, Los Angeles, CA 1996

Financial Evaluation & Strategic Planning Analyst (MBA internship)

- Developed industry model to forecast marketing and refining revenue which was adopted by the executive committee. Evaluated companies and assets for merger and acquisition opportunities.

APPLIED MATERIALS 1992-1995

Operations Manufacturing Planner, Austin, TX (1995)

- Managed the planning, production, and shipments of gas panels, \$20M annual expenditures.
- Created cross-functional team to resolve critical and long-standing production problems with globally sourced mass flow controllers, which decreased rework costs 60% and lead-time 50%.
- Directed cost control inventory and ordering program for component parts that saved \$1M.
- Introduced new gas panel to the semiconductor market on time via strong relationship management skills, despite severe market shortages, thereby keeping the firm’s early entrant position in the marketplace.

International Business Consultant and Buyer, Santa Clara, CA (1992-1994)

- Collaborated with international divisions to identify best internal processes and co-led external benchmarking team resulting in average cost savings of \$1 M per project and ISO9000 certification.
- Negotiated procurement contracts for corporate goods and services, which reduced cycle time and ordering costs by an estimated 20%, and received the President's Quarterly Quality Award.

NON-PROFIT ACTIVITIES

- Houston Express Soccer, age group coordinator 2012-2015
- Hands on Art, teacher 2011-
- Houston Express Soccer, coach U6 & U7 girls 2010-2012
- Junior Achievement, teacher 2010-
- Ross Alumni Club, President and creator of Houston Club 2009-
- New York Women in Film, Board of Directors Member (NY, NY) 2006-2008
Increased financial sponsorships in this 14,000 member international organization.
- University of Michigan Entertainment Coalition, President (NY, NY) 2003-2005
Increased membership 500% by building strong programming and marketing, crafted development strategy by building a strong board and leadership.
- International Emmy's Judge (NY, NY) 2005-2009
- UofM New York Alumni Club, Executive Board Member 2004-2006