

GIADA DI STEFANO

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ACADEMIC APPOINTMENTS

Bocconi, Dept of Management and Technology: Associate Professor (with tenure) (February 2019)
HEC Paris, Strategy Department: Associate Professor (with tenure) (January 2017 – January 2019)
HEC Paris, Strategy Department: Assistant Professor (January 2012 – December 2016)

EDUCATION

2011 Ph.D. in Business Administration and Management, Bocconi, Italy
Dissertation: “Knowledge, Innovation, and Social Norms in Creative Industries: Three Essays.”
Committee: Andrew A. King (co-chair, Tuck School of Business, Dartmouth College, USA),
Gianmario Verona (co-chair, Bocconi) and Alfonso Gambardella (Bocconi).

- Winner: Best Dissertation Award, Academy of Management TIM Division, 2011
- Finalist: Wiley Blackwell Outstanding Dissertation Award, 2011

2003 Laurea Degree (B.A. and M.Sc.) in Business Administration, Bocconi, Italy

RESEARCH INTERESTS

Strategy, Innovation, Knowledge Creation and Transfer, Creative Industries, Social Norms

SELECTED HONORS AND DISTINCTIONS

Bocconi Senior Research Grant – 2019
iCrios Seed Grant – 2019
HEC Foundation Research Grant – 2018
Labex ECODEC Research Grant – 2018
HEC Prize for New Initiatives in Teaching – 2017, finalist
Best Conference Paper, Strategic Management Society – 2016, finalist with honorable mention
Best Paper Award, Strategic Management Society, Behavioral Strategy Interest Group – 2016
Best Paper Award, Strategic Management Society, Strategy Process Strategy Interest Group – 2016
HEC Junior Faculty Research Fellowship – 2015, 2016
Emerging Scholar Award, Academy of Management TIM Division – 2015, runner-up
HEC Foundation Research Grant – 2015
Best Conference Paper, Strategic Management Society – 2014, nominated
Best Paper Proceedings, Academy of Management Annual Meeting – 2014
Best Dissertation Award, Academy of Management TIM Division – 2011
Wiley Blackwell Outstanding Dissertation Award – 2011, finalist
Premio Isimbardi (the Province of Milan’s top honor for young researchers) – 2011
Best Case Award, SDA Bocconi School of Management – 2008

RESEARCH AND PUBLICATIONS (in reverse chronological order)

A. Papers in Refereed Journals

- [1] Giada Di Stefano and Cedric Gutierrez (2019), “Under a magnifying glass: On the use of experiments in strategy research.” *Strategic Organization*, Volume 17, Issue 4 : pp. 497–507.
- [2] Elena Dalpiaz and Giada Di Stefano (2018), “A universe of stories: Mobilizing narrative practices during transformative change.” *Strategic Management Journal*, Volume 39, Issue 3: pp. 664–696.
This paper received an honorable mention for the Best Conference Paper Prize of the 2016 Strategic Management Society Annual Conference, as well as the Best Paper Award of the 2016 Strategic Management Society Annual Conference from the Strategy Process Interest Group.
- [3] Giada Di Stefano, Andrew A. King, and Gianmario Verona (2017), “Too many cooks spoil the broth? Geographical concentration, social norms, and knowledge transfer.” *Advances in Strategic Management*, Volume 36 on “Geography, Location, and Strategy”: pp. 267–308.
- [4] Giada Di Stefano, Andrew A. King, and Gianmario Verona (2015), “Sanctioning in the wild: Rational calculus and retributive instincts in gourmet cuisine.” *Academy of Management Journal*, Volume 58, Issue 3: pp. 906–931.
An earlier version of this paper appeared in the 2014 Best Paper Proceedings of the Academy of Management Annual Meeting, under the title “Hell’s kitchen: Sanctioning violations of norms of knowledge use in gourmet cuisine,” doi: 10.5465/AMBPP.2014.122. This paper was nominated for the Best Conference Paper Prize of the 2014 Strategic Management Society Annual Conference.
- [5] Giada Di Stefano, Margaret A. Peteraf, and Gianmario Verona (2014), “The organizational drivetrain: A road to integration of dynamic capabilities research.” *Academy of Management Perspectives*, Volume 28, Issue 4: pp. 307–327.
- [6] Giada Di Stefano, Andrew A. King, and Gianmario Verona (2014), “Kitchen confidential? Norms for the use of transferred knowledge in gourmet cuisine.” *Strategic Management Journal*, Volume 35, Issue 11: pp. 1645–1670.
- [7] Margaret A. Peteraf, Giada Di Stefano, and Gianmario Verona (2013), “The elephant in the room of dynamic capabilities: Bringing two diverging conversations together.” *Strategic Management Journal*, Volume 34, Issue 12: pp. 1389–1410 (lead article).
This paper is among the winners for the 2016 Emerald Citations of Excellence. See: <http://www.emeraldgroupublishing.com/authors/literati/citations/awards.htm>
- [8] Giada Di Stefano, Alfonso Gambardella, and Gianmario Verona (2012), “Technology push and demand pull perspectives in innovation studies: Current findings and future research directions.” *Research Policy*, Volume 41, Issue 8: pp. 1283–1295.
- [9] Giada Di Stefano, Margaret A. Peteraf, and Gianmario Verona (2010), “Dynamic capabilities deconstructed. A bibliographic investigation into the origins, development, and future directions of the research domain.” *Industrial and Corporate Change*, Volume 19, Issue 4: pp. 1187–1204.

B. Working Papers

- [10] Saverio D. Favaron, Giada Di Stefano, and Rodolphe Durand. “Michelin is coming to town: Organizational responses to status shocks.” Minor Revision.
- [11] Giada Di Stefano and Maria Rita Micheli. “To Stem the Tide: Organizational Climate and the Locus of Knowledge Transfer.” 3rd Revise & Resubmit.

- [12]Giada Di Stefano, Francesca Gino, Gary Pisano, and Bradley Staats. “Making experience count: The role of reflection in individual learning.” Revise & Resubmit.
This research has been featured in the Financial Times on September 2019. A brief summary of this work has also been featured as the "Stat Watch" item in the 2014 July-August issue of the Harvard Business Review. This paper received the Best Paper Award of the 2016 Strategic Management Society Annual Conference from the Behavioral Strategy Interest Group.
- [13]Saverio D. Favaron and Giada Di Stefano. “Too blind to see? A study of attentional selection in the context of online customer feedback.” Revise & Resubmit.
- [14]Giada Di Stefano, Elena Novelli, and Martin Hetu. “Burying the hatchet? Collaboration, competition, and the performance effects of diversity.” Under Review.

C. Research in Progress

- [15]The genesis of team familiarity (with Cédric Gutierrez and Thorsten Grohsjean). *Status: Draft*
- [16]Experiments on co-location and knowledge sharing (with Elena Novelli). *Status: Data Analysis*
- [17]The effect of status loss on strategic decisions (with Saverio D. Favaron). *Status: Data Collection*
- [18]Market for ignorance (with Tomasz Obloj). *Status: Theory building*

D. Other

- [19]Giada Di Stefano (2012), “Knowledge, innovation, and social norms in creative industries.” *Economia & Management*, Issue 3: pp. 36-40.
- [20]Giada Di Stefano, Andrew A. King, and Gianmario Verona (2010), “Innovation at play: The case of high-end cuisine.” *ECCH Collection of Management Case Studies*, #311-063-1.
- [21]Giada Di Stefano and Gianmario Verona (2009), “Protecting innovation in low-IPR regimes: The case of fine fashion.” *ECCH Collection of Management Case Studies*, #310-120-1.
This case study won the Best Case Award 2008 – SDA Bocconi School of Management.

E. Citation Indexes

- Google Scholar: Citations 2,393; h-index: 9 (last updated: 06/15/2021)
 - Web of Science: Citations 763; h-index: 7 (last updated: 06/15/2021)
 - Social Science Research Network: Total downloads: 30,181 (last updated: 06/15/2021)
- I am currently in the top 10% of Authors on SSRN by all-time downloads and by total new downloads within the last 12 months*

INVITED AND CONFERENCE PRESENTATIONS

A. Keynote Addresses

Creating and sharing knowledge: A journey among chefs, designers, scholars, and beyond

- Cass Business School, Junior Faculty Workshop, 2015

Social norms and intellectual property

- HEC Paris, TEDx, Avant-garde Thinking, 2014

B. Invited Presentations

2021

- Strategic Management Society Annual Conference:
 - o Research Methods Community Workshop “Best Practices for Reliable Quantitative Research in Strategy” (panelist)

- Research Methods Community Workshop “Methodological Frontiers: Leveraging New Methods and Data Sources” (panelist)
- Academy of Management Annual Meeting:
 - PDW “Information Disclosure in Strategic Management” (panelist)
 - PDW “Culture & Technology: Building Bridges Across Innovation & Entrepreneurship Research Contexts” (panelist)
 - STR Managing Your Dissertation Workshop (panelist)
 - STR Junior Faculty Teaching Consortium (organizer)
- BAIC (Bocconi Assembly for Innovation and Cooperation) webinar series: Panel “Cooperating in an Era of Divide” (moderator)
- Seminars at: Max Planck Institute, EM Lyon

2020

- Strategic Management Society Annual Conference: Competitive Strategy IG Sunday Session “Latest and Greatest in Empirical Methods” (panelist)
- Academy of Management Annual Meeting:
 - PDW “An Honest Conversation about Failure” (panelist)
 - TIM Doctoral Consortium (panelist)
- Consortium for Cooperation and Competition (CCC) Annual Conference (discussant)
- Seminars at: Università della Svizzera Italiana, University of Minnesota

2019

- BAIC (Bocconi Assembly for Innovation and Cooperation) (discussant)
- Strategic Management Society Annual Conference:
 - Plenary Session “Is secrecy always bad? A conversation on the negative consequences of disclosure” (chair and panelist)
 - Strategy as practice IG Sunday Session “Openness vs. Secrecy” (panelist)
 - Competitive Strategy IG Sunday Session “Latest and Greatest in Empirical Methods” (panelist)
 - Strategy as practice and Behavioral Strategy IGs (joint) Sunday Session “Thinking and Doing” (panelist)
- Academy of Management Annual Meeting:
 - PDW “Experiments in Institutional Theory and Strategy Research” (panelist)
 - STR New Faculty Consortium (panelist)
- Consortium for Cooperation and Competition (CCC) Annual Conference (faculty)
- Seminars at: Copenhagen Business School

2009-2018

- Academy of Management Annual Meeting 2017: BPS Doctoral Consortium (panelist)
- Consortium for Cooperation and Competition (CCC) Annual Conference 2016 (faculty)
- Strategic Management Society Doctoral Consortium 2009 (participant)
- Strategic Management Society Annual Conference 2009: Symposium “Regulating the Market for Ideas: The Role of Communities, Norms and Networks” (organizer and panelist)
- Academy of Management Annual Meeting 2009: Symposium “Regulating the Market for Ideas: The role of Communities, Norms and Networks” (organizer and panelist)
- Academy of Management 2008: BPS Managing Your Dissertation Workshop (participant)
- Seminars at: Bocconi (2018), London Business School (2016), University of Vienna and WU Vienna (2016), Imperial College (2015), Warwick Business School (2015), INSEAD (2013),

ESSEC Business School (2011), HEC Paris (2011), IESE Business School (2011), INSEAD (2011), London Business School (2011), Tuck School of Business (2011), Harvard Business School (2011)

C. Conference Presentations

Michelin is coming to town

- Academy of Management Annual Meeting 2019, Boston (MA), USA. The paper was part of a symposium on “Understanding Behavioral Consequences of Status Change”, organized by Liyue Yan.
- Strategic Management Society Annual Conference 2018, Paris, France
- Academy of Management Annual Meeting 2018, Chicago (IL), USA. The paper was part of a symposium on “Evaluation Processes, Status Rankings, and Responses to Status Changes”, organized by Saverio D. Favaron.

To stem the tide

- Special Issue Conference “Experiments in Organization Theory” 2020, Tucson (AZ), USA
- Strategic Management Society Annual Conference 2018, Paris, France

Making experience count

- Strategic Management Society Annual Conference 2016, Berlin, Germany
- Academy of Management Annual Meeting 2016, Anaheim (CA), USA
- Strategy, Entrepreneurship and Innovation (SEI) Workshop 2016, Frankfurt, Germany
- Academy of Management Annual Meeting 2015, Vancouver, Canada
- Strategy Research Forum (SRF) 2015, Oxford, UK
- HEC SnO Research Day 2015, Jouy-en-Josas, France

Too blind to see?

- Academy of Management Annual Meeting 2018, Chicago (IL), USA. The paper was part of a symposium on “Power to the Crowd: Understanding the Role of Individual Contributors in Innovation Initiatives”, organized by Saverio D. Favaron.
- HEC SnO Research Day 2018, Jouy-en-Josas, France
- Strategic Management Society Annual Conference 2017, Houston (TX), USA

Burying the hatchet?

- Strategic Management Society Annual Conference 2020, Virtual
- Academy of Management Annual Meeting 2020, Virtual
- Strategy, Entrepreneurship and Innovation (SEI) Workshop 2020, Bologna, Italy

Under a magnifying glass

- HEC SnO Research Day 2017, Jouy-en-Josas, France

A universe of stories

- Strategic Management Society Annual Conference 2016, Berlin, Germany

Sanctioning in the wild

- Academy of Management Annual Meeting 2014, Philadelphia (PA), USA
- Strategic Management Society Annual Conference 2014, Madrid, Spain
- Strategy, Entrepreneurship and Innovation (SEI) Workshop 2013, Lausanne, Switzerland
- Academy of Management Annual Meeting 2012, Boston (MA), USA
- User and Open Innovation Workshop 2011, WU, Vienna, Austria

The organizational drivetrain

- Academy of Management Annual Meeting 2015, Vancouver, Canada: Showcase session on Dynamic Capabilities organized by the Academy of Management Perspectives

Kitchen confidential?

- NBER Productivity Lunch Seminar 2010, Cambridge (MA), USA
- Strategic Management Society Annual Conference 2010, Rome, Italy
- User and Open Innovation Workshop 2010, MIT, Cambridge (MA), USA
- Academy of Management Annual Meeting 2009, Chicago (IL), USA
- Strategic Management Society Annual Conference 2009, Washington DC, USA

The elephant in the room of dynamic capabilities

- Academy of Management Annual Meeting 2012, Boston (MA), USA
- Strategic Management Society Annual Conference 2011, Miami (FL), USA
- Academy of Management Annual Meeting 2011, San Antonio (TX), USA
- Strategic Management Society Annual Conference 2010, Rome, Italy
- Academy of Management Annual Meeting 2010, Montreal, Canada

Technology push and demand pull perspectives in innovation studies

- Academy of Management Annual Meeting 2009, Chicago (IL), USA
- Strategic Management Society Annual Conference 2008, Cologne, Germany
- Academy of Management Annual Meeting 2008, Anaheim (CA), USA

Dynamic capabilities deconstructed.

- - Academy of Management Annual Meeting 2009, Chicago (IL), USA

PROFESSIONAL ACTIVITIES

A. Bocconi Activities

- Member of the Ethics Committee (2020 – present)
- Member of the department Executive Committee (2020 – present)
- Responsible for Junior Faculty Mentorship program (2020 – present)
- Advisor on M.Sc. Student Dissertations (2020 – present)
- Member of the department Doctoral Recruiting Committee (2020 – present)
- Ph.D. committee member for: Alessio Delpero

B. HEC Activities

- Member of the school Promotion and Tenure Committee (2017 – 2018, elected)
- Member of the department Recruiting Committee (2014, 2017)
- Member of the department Seminar Committee (2011, 2013)
- Member of the department Doctoral Recruiting Committee (2013 – 2017)
- Member of the department Doctoral Exams Committee (2012 – 2017)
- Ph.D. advisor of Saverio D. Favaron
- Ph.D. committee member for: Wendy Bradley; Celine Flipo; Aleksey Korniychuk; Anne Jacqueminet; Eui Ju Jeon; Jiachen Yang; Arnaud Cudennec
- Organizer of the Research Day for SnO Research Center (2015 – 2018)
- Advisor on M.Sc. Student Dissertations (2014 – 2018)

C. Academic Community Activities

- Leadership, Competitive Strategy Interest Group, Strategy Management Society (2020 – 2022, elected)
- Co-chair Teaching Workshop, Strategic Management (STR, formerly BPS) Division, Academy of Management (2020 – 2022, nominated)
- Associate Director SRF Dissertation Grant Program, Strategic Management Society (2019 – present, nominated)
- Conference Theme Track Chair, Strategic Management Society 2019 Annual Meeting
- Co-chair Faculty Paper Development Workshop, Strategic Management (STR, formerly BPS) Division, Academy of Management (2017 – 2019, nominated)
- Representative-at-Large, Behavioral Strategy Interest Group, Strategic Management Society (2017 – 2019, elected)
- Member of Executive Committee, Business Policy and Strategy (BPS) Division, Academy of Management (2015 – 2017, elected)
- Representative-at-Large, Technology and Innovation Management (TIM) Division, Academy of Management (2013 – 2015, elected)
- Member, Research Committee of the Business Policy and Strategy (BPS) Division, Academy of Management (2012 – 2014, nominated)

C. Reviewing Activities

- Associate Editor:
 - o Strategic Management Journal (2021 – present)
- Editorial boards:
 - o Journal of Organization Design (2019 – present)
 - o Strategic Management Journal (2016 – 2020)
 - o Strategic Organization (2016 – present)
- Selected ad hoc reviewing activity:
 - o Academy of Management Journal; Academy of Management Review; California Management Review; Industrial and Corporate Change; Journal of Management; Journal of Management Studies; Management Science; Organization Science; Research Policy; SMS Reading Circle
- Conference reviewing:
 - o Academy of Management Annual Meeting: BPS and TIM divisions (2008 – present)
 - o Strategic Management Annual Conference: Behavioral Strategy; Competitive Strategy; Knowledge & Innovation; and Strategy Practice interest groups (2009 – present)

D. Professional Affiliations and Memberships

- Academy of Management (2007 – present)
- Strategic Management Society (2008 – present)
- SnO Research Center, HEC Paris (2012 – present)
- Strategy Research Forum (2015 – present)
- BELSS, Bocconi Experimental Laboratory for the Social Sciences (2019 – present)
- iCrios, Invernizzi center for Research on innovation, organization, strategy and entrepreneurship (2019 – present)
- Consortium for Research in Strategy (2020 – present)

TEACHING

A. Course Development

Bocconi, Milan, Italy (from 2019)

- Data Analysis for Managerial Decision Making (2019): development of a new elective for M.Sc. program, with C. Gutierrez
- Corporate Strategy (2019): development of a core course for PhD program

HEC Paris, Jouy-en-Josas, France (2012-2018)

- Behavioral Strategy (2018): development of a core course for PhD program, with T. Obloj
- Organizing for Innovation (2017): development of a MOOC for HEC Paris Online Master's in Innovation & Entrepreneurship on Coursera (<https://www.coursera.org/degrees/masters-innovation-entrepreneurship>), with T. Obloj
- Innovation & Entrepreneurship (2016): development of an elective for M.Sc. program
- Strategic Challenges in Creative Industries (2015): development of an elective for M.Sc. program
- Advanced Readings in Strategy (2013): development of a core PhD course, with T. Obloj
- Foundations of Entrepreneurship (2012): development of a core course for M.Sc. program, with T. Astebro

Bocconi, Milan, Italy (2008-2011)

- Entrepreneurship and Innovation in Biotechnology (2008): development of a new elective for M.Sc. program, with A. Compagni and A. Gambardella

B. Courses Taught

Bocconi, Milan, Italy (from 2019)

- Corporate Strategy (M.Sc.)
- Data Analysis for Managerial Decision Making (M.Sc.)
- Strategy (Ph.D.)

HEC Paris, Jouy-en-Josas, France (2012-2018)

- Strategic Challenges in Creative Industries (M.Sc.)
- GlobStrat Business Game (M.Sc.; EMBA; Executive Education custom programs)
- Behavioral Strategy (Ph.D.)
- Innovation & Entrepreneurship (M.Sc.; Grande École)

Bocconi, Milan, Italy (2008-2011)

- Entrepreneurship and Innovation in Biotechnology (M.Sc.)
- Technology and Innovation Strategy (M.Sc.)
- Innovation and Technology Management (M.Sc.)

OTHER PROFESSIONAL EXPERIENCE

L'Oréal Italia (Cosmetics Manufacturer), Italy, 2003–2005

- Senior Product Manager (Marketing Department), Division Mass Market Products, brand L'Oréal Paris Dermo Expertise, Skin Care.

PERSONAL INFORMATION

Married, two children

Languages: Italian (native), English (fluent), French (intermediate)