

For information
CRIOS
tel. +39 025836.3395/3397

CRIOS
Center for Research on
Innovation, Organization
and Strategy

Fourth CRIOS Conference
**Strategy, Organization,
Innovation and
Entrepreneurship**

10 June 2015

BOCCONI



Università Commerciale
Luigi Bocconi

Via Sarfatti 25
20136 Milano

8:30am
Room N01
piazza Sraffa 13

8:30am Registration

9:00am Welcome Addresses

Andrea Sironi Rector, Università Bocconi

Franco Malerba CRIOS Università Bocconi

Labor and Sustainability: Bringing management research back in the study of big problems

Richard Locke Brown University

Innovation

Chair Stefano Breschi CRIOS Università Bocconi

Joint Patent Ownership and Licensing: Evidence from the US and Europe

Andrea Fosfuri CRIOS Università Bocconi

Organizational Resources and Learning from Ambiguous Performance Feedback

Tobias Kretschmer LMU

Entrepreneurial Optimism and Venture Capital Valuations

Gary Dushnitsky London Business School

11:15am Coffee break

11:30am Sustainability

Chair Richard Locke Brown University

Toward an Integrated Theory of Strategy

Maurizio Zollo CRIOS Università Bocconi

How Do the Competitive Characteristics of Industry Affect the Likelihood of Firms' Commitment to Corporate Social Responsibility?

Stefano Pogutz and **Nicola Misani** CRIOS Università Bocconi

Bridging Institutional and Capability Gaps in Emerging Markets: Cross sector partnerships for building shared institutional infrastructure at Natura

Laurence Capron INSEAD

1:00pm Lunch

2:00pm Organization

Chair **Anna Grandori** CRIOS Università Bocconi

The Microdynamics of Networks: Agency, structural embeddedness and relational factors

Torben Pedersen and **Giuseppe Soda** CRIOS
Università Bocconi

A Man's (Precarious) Place: Men's experienced threat and self-assertive reactions to female superiors

Ekaterina Netchaeva CRIOS Università
Bocconi

Shaping Voice: How powerholder's self-interest impacts subordinates' justice-oriented voice over time

Burak Oc CRIOS Università Bocconi

3:30pm Coffee break

3:45pm Strategic Human Capital

Chair **Arnaldo Camuffo** CRIOS Università Bocconi

The Antecedents to High Performance HR Practices in SMEs: The role of top managers' skills and strategic capabilities

James Hayton The University of Warwick

On the Benefits of Geographic Proximity for Knowledge Spillovers

Alfonso Gambardella CRIOS Università Bocconi

Careers As an Industry Structure Problem: Specialization in training and the new ports of entry

Matthew Bidwell Wharton, University of
Pennsylvania

The Influence of Institutions on Trust and Governance

Anne Parmigiani University of Oregon

Closing Remarks

Arnaldo Camuffo CRIOS Università Bocconi

6:00pm Cocktail