

Garrett L. Brady
Bocconi University

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Academic Position

Bocconi University

Assistant Professor, Department of Management and Technology

2022 - Present

Education

PhD in Organizational Behavior

London Business School, London UK

2022

Bachelor of Science in Psychology (Minor in Biology)

Florida State University, Tallahassee, FL

2014

Bachelor of Arts in Religion (Minor in Philosophy)

Florida State University, Tallahassee, FL

2012

Research Interest

My program of research is related to the domain of organizational behavior, generally, and to leadership, social hierarchy, and interpersonal influence, specifically. Leaders are necessary and can profoundly benefit those they work for and lead. Still, many leaders choose to influence in ways that produce negative consequences for individuals, teams, and organizations. I am interested in when and why leaders negatively impact the organizations they direct and the subordinates they manage. To address these questions, I invoke an evolutionary lens of social influence. I focus on identifying how leaders' influencing strategies impact those below them in the hierarchy. My research also considers the interdependent nature of social status and power, with particular focus on how possessing power or status manifests in different negotiation techniques and outcomes.

Publications *Co-First Authors

Brady, G. L.**, Kakkar, H.** , & Sivanathan, N. (2024). Perilous and unaccountable: The positive relationship between dominance and moral hazard behaviors. *Journal of Personality and Social Psychology*.

Brady, G. L., & Sivanathan, N. (2023). More than meets the eye: the unintended consequence of leader dominance orientation on subordinate ethicality. *Organization Science*.

Cohen, S., **Brady, G. L.**, Massaro, S., & van Kleef, G. A. (2022). Meh, whatever: The effects of indifference expressions on cooperation in social conflict. *Journal of Personality and Social Psychology*, 123(6), 1336–1361.

Brady, G. L., Inesi, M. E., & Mussweiler, T. (2021). The power of lost alternatives in negotiations. *Organizational Behavior and Human Decision Processes*, 162, 59-80.

Monroe, A. E., **Brady, G. L.**, & Malle, B. F. (2017). This isn't the free will worth looking for: General free will beliefs do not influence moral judgments, agent-specific choice ascriptions do. *Social Psychological and Personality Science*, 8(2), 191-199.

Selected Research in Progress

Heller, D., **Brady, G. L.**, Inesi, M. E., & Mussweiler, T. (*in prep – four studies*). Social Comparison and CEO Pay Acceptance.

Brady, G.L., Ku, G., (*in prep- seven studies*). Not All Perspective are Worth Taking: The Impact of Perspective-Taking of Anti-Egalitarian views on Support for Diversity Initiatives.

Brady, G. L., Parke, M., Sivanathan, N. (*in prep—four studies*). Are You Challenging My Authority? Leader Dominance and Voice Endorsement.

Lavie, D., **Brady, G. L.**, Gutierrez, C., Stettner, U., & Ilies, R. (*in prep – Field Experiment*). The Cooperative Economy.

Kakkar, H.**, **Brady, G. L.**** & Sivanathan, N. (*data collection/writing—three studies*). Leader Dominance as a Product of a High Social Class Upbringing.

Brady, G.L., Kakkar, H. (*data collection/writing - three studies*). Stigma by Association: The Impact of Leader Hierarchal Orientation on Subordinate Career Progress.

Panico, C., Barbi, G., **Brady, G. L** & Di Stefano, G. (*Data Collection*). Value Creation, value appropriation, and the cooperation dilemma in teams.

Conference Presentation and Posters

- Brady, G. L., Parke, M., Sivanathan, N. (2022). Are You Challenging My Authority? The Role Of Leader Dominance-Orientation In Predicting Voice Endorsement. Academy of Management Conference, Seattle Washington United States.
- Brady, G.L., Ku, G., (2022). Not All Perspective are Worth Taking: The Impact of Perspective-Taking of Anti-Egalitarian views on Support for Diversity Initiatives. Academy of Management Conference, Seattle Washington United States.
- Brady, G. L., Parke, M., Sivanathan, N. (2020). A Dominance and Prestige Account of Voice Endorsement. Academy of Management Conference, Online (Accepted- but Symposium was removed when platform changed to online).
- Brady, G., Kakkar, H., & Sivanathan, N. (2020). How Leader’s Status Strategies Influence Accountability and Moral Hazard. International Association of Conflict Management, Online.
- Brady, G. L., Inesi, M. E., & Mussweiler, T. (2020). The Power of Lost Alternatives in Negotiations. International Association of Conflict Management, Online.
- Brady, G. L., Sivanathan, N. (2020). The Power of Lost Alternatives in Negotiations. Trans-Atlantic Doctoral Conference, London, UK. (Conference was concluded due to the COVID epidemic)
- Brady, G. L., Inesi, M. E., & Mussweiler, T. (2019). The Power of Lost Alternatives in Negotiations. Academy of Management Conference, Boston
- Brady, G. L., Inesi, M. E., & Mussweiler, T. (2019). The Power of Lost Alternatives in Negotiations. International Association of Conflict Management, Dublin. *Poster Presentation*
- Brady, G., Kakkar, H., & Sivanathan, N. (2019). How Leader’s Status Strategies Influence Accountability and Moral Hazard. Academy of Management Conference, Boston
- Brady, G. L., Sivanathan, N. (2019). Hierarchical Motivation and Ethicality: The Divergent Impact of Dominance and Prestige Leaders on Subordinate Ethical Behavior. Trans-Atlantic Doctoral Conference, London, UK.
- Brady, G. L., Sivanathan, N. (2019). Hierarchical Motivation and Ethicality: The Divergent Impact of Dominance and Prestige Leaders on Subordinate Ethical Behavior. Society for Personality and Social Psychology, Portland, OR. *Poster Presentation*

- Brady, G. L., Sivanathan, N. (2018). Hierarchical Motivation and Ethicality: The Divergent Impact of Dominance and Prestige Leaders on Subordinate Ethical Behavior. Academy of Management Conference, Chicago, IL.

Service

Lead Organizer for the Trans-Atlantic Doctoral Conference London Business School 2018

Professional Affiliation

Member, Academy of Management (AOM)

Member, Society for Personality and Social Psychology (SPSP)

Member, International Association for Conflict Management (IACM)

Grants & Awards

Negotiations and Teams Resources Institute, (July 2020) - \$8,800

The Leadership Institute, London Business School, Research Grant with Garrett Brady and Niro Sivanathan (May 2018) - £14,000

Management and Technology Department, Bocconi University, Research Grant with Claudio Panico and Giada Di Stefano (June 2023) - €27,400.

Bocconi Research Excellence Award: 2023 & 2024