

## FABRIZIO FERRARO

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<http://blog.iese.edu/ferraro/>

**Date:** June 18, 2024

### ACADEMIC POSITIONS

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Nov. 2021 - Present	Academic Director, IESE Institute for Sustainability Leadership (ISL)
Sep. 2014 – Present	Professor, IESE Business School
Jan. 2020 – July 2024	Chair, IESE Strategic Management Department
Sep. 2003 – Mar. 2009	Assistant Professor, IESE Business School

### EDUCATION

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2003	<b>Stanford University, Department of Management Science &amp; Engineering,</b> Ph.D., Field of Specialization: Organization, Technology and Entrepreneurship. Dissertation: “Raising Capital: Relational Practices and Social Capital in Silicon Valley Entrepreneurship” Committee: Stephen Barley (Chair), Robert I. Sutton, Mark Granovetter	Stanford (USA)
2002	<b>Stanford University, Department of Sociology</b> Masters of Arts in Sociology	Stanford (USA)
1994	<b>Università di Napoli – Federico II</b> Laurea (BA, summa cum laude) in Economics and Management	Napoli (ITALY)

### GRANTS, HONORS AND DISTINCTIONS

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Organizational Culture and Political Ideology in the Sustainability Transition, Award 2020-2021 Social Trends Institute, from 01/01/2020 to 31/10/2022. Total granted: 30.000€. Principal Investigator.

2019 FIR-PRI Finance & Sustainability Awards – Best Research Article 2019- for the article “Creating Common Ground: A Communicative Action Model of Dialogue in Shareholder Engagement”

2017 Roland Calori Prize – Best Paper in Organization Studies 2015-2016 - for the article “Tackling Grand Challenges Pragmatically: Robust Action Revisited”

European Investment Bank - EIBURS Research Grant (2016-2018): Measuring Impact beyond Financial Return (€300.000). Principal Investigator.

Sustainalytics Academic Research Prize (2014): Why Talk? A process model of dialogue in shareholder.

European Research Council - Starting Grant (2011-2015): The role of Technology, Models, and Metrics in the Socially Responsible Investing Field - ERC-2010-StG-263604-SRITECH (€1.217.076). Principal Investigator.

Spanish Ministry of Research Grant (2013-2016): Determinantes relacionales de la colaboración y difusión del conocimiento en organizaciones - ECO2012-33544 (€22.815). Principal Investigator.

Spanish Ministry of Research Grant (2010-2012): Emergence of New Organizational Forms, Industries and Practices (€47.000). Principal Investigator.

Spanish Ministry of Research Grant (2007-2009): Dynamics of Firms and Organizations (€144.000).

Best Paper Award (2006) Academy of Management Review.

IESE Prize for Excellence in Research (2005).

Fellow in the Program for the Corporation as a Social Institution (2002-2003), Social Science Research Council.

## **PUBLICATIONS**

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### **In refereed journals:**

Beccarini, I., Beunza, D., Ferraro, F., Hoepner, A. 2023. "The Contingent Role of Conflict: Deliberative Interaction and Disagreement in Shareholder Engagement". *Business Ethics Quarterly*, 1 (33), 26-66. <https://doi.org/10.1017/beq.2021.46>

Casanovas, G., Ferraro, F. 2021. "Speciation in nascent markets. Collective learning through cultural and material scaffolding", *Organization Studies*, 43(6), 829–860. <https://doi:10.1177/01708406211031733>

Yan, S., Ferraro, F., Almandoz, J. 2021. "The Impact of logic (in)compatibility. GreenInvesting, state policy, and corporate environmental performance", *Administrative Science Quarterly*, 1-42. <https://doi:10.1177/00018392211005756>

Yan, S., Ferraro, F., Almandoz, J. 2019. "The Rise of Socially Responsible Investment Funds: The Paradoxical Role of the Financial Logic", *Administrative Science Quarterly*, 64 (2), 446-501.. <https://doi.org/10.1177/0001839218773324>

Beunza, D., Ferraro, F. 2019. "Performative Work: Bridging Performativity and Institutional Theory in the Responsible Investment Field", *Organization Studies*, 40, (4), 515 –543. <https://doi.org/10.1177/0170840617747917>

Ferraro, F. 2019. "Going political? Towards deliberative corporate governance", 2019. *Journal of Management and Governance*, 23, (1): 3–20. <https://doi.org/10.1007/s10997-018-9433-9>

Ferraro, F., Beunza, D. 2018 "Creating Common Ground: A Communicative Action Model of Dialogue in Shareholder Engagement". *Organization Science*, 29, (6): 989-1236. <https://doi.org/10.1287/orsc.2018.1226>

Prato, M., Ferraro, F.. 2018. "Starstruck: How Hiring High-Status Employees Affects Incumbents' Performance". *Organization Science*, 29 (5): 755-987. <https://doi.org/10.1287/orsc.2018.1204>

- Etzion, D., Gehman, J., Ferraro, F., Avidan, M. 2017. "Unleashing Sustainability Transformations through Robust Action" *Journal of Cleaner Production*, 40 (1): 167 – 178  
<https://doi.org/10.1016/j.jclepro.2015.06.064>
- Torrens, J., Ferraro, F. 2015. "Structural Cohesion: Visualization and Heuristics for Fast Computation" *Journal of Social Structure*, 16, (8): 1132–1205.
- Ferraro, F., Etzion, D., Gehman, J. 2015. "Tackling Grand Challenges Pragmatically: Robust Action Revisited." *Organization Studies*, 36 (3): 363-390.  
<https://doi.org/10.1177%2F0170840614563742>
- Etzion, D., Ferraro, F.. 2010. "The Role of Analogy in the Institutionalization of Sustainability Reporting." *Organization Science*, 21 (5): 1092-1107.  
<https://doi.org/10.1287/orsc.1090.0494.21>
- Ferraro, F., Gurses, K. 2009. "Building Architectural Advantage in the US Motion Picture Industry: Lew Wasserman and the Music Corporation of America." *European Management Review*, 6: 233-249.  
<https://doi.org/10.1057/emr.2009.24>
- Ferraro, F., Pfeffer, J., Sutton, R.I. 2009. "How and Why Theories Become Self-fulfilling." *Organization Science*, 20 (3): 669-675.  
<https://doi.org/10.2307/20159091>
- O'Mahony, S., Ferraro, F. 2007. "The Emergence of Governance in an Open Source Community". *Academy of Management Journal*, 50(5): 1079–1106.  
<https://doi.org/10.5465/amj.2007.27169153>
- Ferraro, F., Pfeffer, J., Sutton, R.I. 2005. "Economics Language and Assumptions: How Theories Can Become Self-fulfilling." *Academy of Management Review*, 30 (1): 8-24.  
<https://doi.org/10.5465/amr.2005.15281412>
- Ferraro, F., Pfeffer, J., Sutton, R.I. 2005. "Prescriptions are not enough." *Academy of Management Review*, 30: 32-35.  
<https://doi.org/10.5465/amr.2005.15281419>

### **In non-refereed journals:**

- Ferraro, F., Casasnovas, G. 2018. "Financial Markets in Organization Theory and Economic Sociology". Oxford Bibliographies.  
<https://doi.org/10.1093/OBO/9780199846740-0152>
- Ferraro, F., Argüelles, J.M.; Maoret, M.. 2018. "A Road Map for Successful Strategy Execution: Strategic Leadership", *IESE Insight*, No. 36, First Quarter 2018, pp 44 – 51
- Ferraro, F., Cassiman, B. 2014. "Three Trends That Will Change How You Manage." *IESE Insight*, N. 23, Fourth Quarter 2014.
- Ferraro, F. 2013. "Responsible Investing Takes Roots." *IESE Insight*, N. 16, First Quarter 2013.
- Ferraro, F. (2010). Shaping an Industry in Your Favor. Lessons of a Hollywood Mogul. *IESE Insight* (4), pp. 30 - 37.
- Baldo, A., De Agostini, L., Ferraro, F. 2007. "Diesel Spa." *Executive Digest*, N. 11, February 2007, 96-100.
- Ferraro, F. 2005. "Careful with Assumptions." *IESE Alumni Magazine*, October-December 2005.
- Ferraro, F. 2004. "Business Angels en el Silicon Valley." *Iniciativa Emprendedora*, 42.

## **Books and Book Chapters:**

- Vandebroek, T.P., Ferraro, F., Mascena, A., Liechtenstein, H. 2019. "Impact quantification and integration in impact investment" in the Routledge Companion to Organizational Anthropology, Edited by Raza Mir and Anne-Laure Fayard
- Yan, S., Ferraro, F. 2016. "State Mediation in Market Emergence: Socially Responsible Investing in China." in Joel Gehman, Michael Lounsbury, Royston Greenwood (ed.) "How Institutions Matter!" (Research in the Sociology of Organizations, Volume 48B) Emerald Group Publishing Limited, pp.173 - 206
- Ferraro, F., Torrents, J. 2013. "Open Source." In The Palgrave Encyclopedia of Strategic Management, edited by Mie Augier and David Teece. Palgrave.
- Ferraro, F., O'Mahony, S. 2012. "Managing the Boundaries of an 'Open' Project." In The Emergence of Organizations and Markets, edited by John F. Padgett and Walter W. Powell. Princeton & Oxford: Princeton University Press.
- Ferraro, F., Schnyder, G., Heemskerk, E.M., Corrao, R., Del Vecchio, N. 2012. "Structural Breaks and Governance Networks in Western Europe." In The Small Worlds of Corporate Governance", edited by Bruce Kogut. Cambridge, Massachusetts: MIT Press.
- Salvaj, E., Ferraro, F., Tàpies, J. 2008. "Family Firms and the Contingent Value of Board Interlocks: The Spanish Case." In Family Values and Value Creation: How do Family Owned Businesses Foster Enduring Values, edited by Josep Tapies and John Ward. Palgrave.
- Salvaj, E., Ferraro, F. 2005. "Las Redes de Propiedad y de Consejos de Administración del IBEX 35." In Los Accionistas y el Gobierno de la Empresa: Análisis de la Situación Española, edited by Joan Enric Ricart i Costa, Júlia Gifra, and J. L. Alvarez. Ediciones Deusto.
- Ferraro, F. 2001. "Regole Formali tra Efficienza e Flessibilità." ("Formal Rules between Efficiency and Flexibility"). In Flessibilità e Performance (Flexibility and Performance), edited by Giovanni Costa. Torino, UTET.
- Ferraro, F. 2000. "L'Analisi Organizzativa a Livello Individuale." ("Organizational Analysis: Individual Behavior"). In Manuale di Organizzazione Aziendale (Handbook of Organizational Behavior), edited by Riccardo Mercurio and Francesco Testa, Torino, Giappichelli.
- Ferraro, F. 1999. "L'Alsace Development Agency." In Le Agenzie di Sviluppo nei Processi di Attrazione di Nuovi Investimenti: Approcci Strategici e Modelli Organizzativi a Confronto (Development Agencies and Foreign Direct Investments: Strategic Approaches and Organizational Models), edited by Stefano Consiglio. Napoli, CUEN.
- Ferraro, F. 1999. "L'Industrial Development Agency." In Le Agenzie di Sviluppo nei Processi di Attrazione di Nuovi Investimenti: Approcci Strategici e Modelli Organizzativi a Confronto (Development Agencies and Foreign Direct Investments: Strategic Approaches and Organizational Models), edited by Stefano Consiglio. Napoli, CUEN.
- Ferraro, F. 1999. "La Datar." In Le Agenzie di Sviluppo nei Processi di Attrazione di Nuovi Investimenti: Approcci Strategici e Modelli Organizzativi a Confronto (Development Agencies and Foreign Direct Investments: Strategic Approaches and Organizational Models), edited by Stefano Consiglio. Napoli, CUEN.

- Ferraro, F. 1999. "La Shannon Development Agency." In *Le Agenzie di Sviluppo nei Processi di Attrazione di Nuovi Investimenti: Approcci Strategici e Modelli Organizzativi a Confronto (Development Agencies and Foreign Direct Investments: Strategic Approaches and Organizational Models)*, edited by Stefano Consiglio. Napoli, CUEN.
- Ferraro, F. 1998. "Il caso Mezzacorona (a)." In *Gestione Strategica nelle Pmi. Una Raccolta di Casi (Small and Medium Firms Management: Case Studies)*, edited by Umberto Lago, and Mario Minoja. Milano, EGEA.

## **PRESENTATIONS / SPEECHES /**

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### **Invited Talks**

- "Shareholders & Corporate Sustainability from Engagement to Impact: My Personal Journey"*  
2nd UCD College of Business (Dublin), April 11, 2023
- "Productive Conflict: Deliberative Interaction and Disagreement in Shareholder Engagement"*  
London Business School Seminar, June 2020.
- "Stigma as a Driver of Support: The Success of Polarizing Crowdfunding Campaigns"*  
Università della Svizzera Italiana (Lugano), May 17, 2023
- "Stigma as a Driver of Support: The Success of Polarizing Crowdfunding Campaigns"*  
Cambridge Judge Business School (Cambridge University), April 28, 2023
- "Under Pressure: Culture and Structure as Antecedents of Organizational Misconduct"*  
London Business School, Sumantra Ghoshal Conference, May 27-28, 2021
- "Under Pressure: Culture and Structure as Antecedents of Organizational Misconduct"*  
The Wharton School of the University of Pennsylvania, Research Seminar, March 1, 2021
- "The Contingent Role of Conflict: Deliberative Interaction and Disagreement in Shareholder Engagement"*  
London Business School Seminar, June 21-24, 2020
- "Productive Conflict: Deliberative Interaction and Disagreement in Shareholder Engagement"*  
City University of Hong Kong, Hong Kong, China, May 22, 2019
- "Agreeable Disagreements: Attunement and Cognitive Alignment in Shareholder Engagement"*  
Ivey Speaker Series 2016-2017, Ivey Business School, London, Toronto, Canada, November 4, 2016
- "Shareholder Engagement in Responsible Investment"*  
3rd International Symposium on Sustainability: Sustainability and Corporate Value, Nikkei Office Building, Tokyo, Japan, October 17, 2016
- "Agreeable Disagreements: Attunement and Cognitive Alignment in Shareholder Engagement"*  
2nd edition of the SnO Research Day, HEC Paris, June 14-15, 2016
- "Agreeable Disagreements: Attunement and Cognitive Alignment in Shareholder Engagement"*

Chicago Booth Organizations and Markets Seminar, University of Chicago Booth School of Business, Chicago, United States, April 13, 2016

*“Impact beyond financial return: from measurement to integration”*

4th Annual Meeting of the Knowledge Programme organized by the European Investment Bank Institute, Luxembourg, March 8, 2016

*“Hybrid Technology and Institutional Change in the Responsible Investing Field”*

Work, Technology, and Organizations Reunion, Stanford University, San Francisco, United States. July, 2014.

*“The Voice of the Market: Conformity and Deviance among Securities Analysts”*

Organisational Behaviour Seminar Series, INSEAD, Fontainebleau, Paris, April, 2013

Dipartimento di Impresa e Management della LUISS Guido Carli, Roma, November, 2012

*“The Coming of Age of Responsible Investing: Value, Values, and Engagement”*

XIII Workshop dei Docenti e dei Ricercatori di Organizzazione Aziendale (WOA2012), University of Verona, Italy. May, 2012; EURAM Conference 2012, Rotterdam, School of Management, Erasmus University, The Netherlands. June, 2012.

*“The Responsible Voice of Investors: A Theory of Shareholder Engagement”*

ESSEC Business School, Paris, France. May, 2012.

*“Responsible Investment: Risk Management and/or Maximum Impact?”*

OIKOS-PRI Young Finance Scholar Academy, Gais, Switzerland. February, 2012.

*“The Voice of the Market: Conformity and Deviance among Securities Analysts”*

Cass Business School – City University London, UK. May, 2012; Imperial College, London, UK. March, 2012; London School of Economics, London, UK. January, 2012.

*“Betting Safe and Betting Alone: Conformity and Deviance Among Securities Analysts”*

HEC Lausanne, Switzerland. March, 2011

*“Tools, Institutions and Routines in the Integration of Social Values and Financial Value”*

16th Annual Organization Science Winter Conference, Colorado, United States. February, 2010.

*“Betting Alone: conformity and differentiation in security analysts’ forecasts”*,

ESSEC Business School, Paris, France. June, 2009.

*“The Emergence of Organizations and Markets”*

Santa Fe Institute, Schenna, Italy. April, 2009

*“Building Architectural Advantage in the US Motion Picture Industry: Lew Wasserman and the Music Corporation of America”*

Sumantra Ghoshal Conference on Managerially Relevant Research, London Business School, London, UK. May, 2008.

*“The Role of Analogy in the Institutionalization of Sustainability Reporting”*

MIT, 2007; Columbia University, 2007; London Business School, London, UK, 2007; Universitat Pompeu Fabra, Barcelona, Spain, 2006; Davis Qualitative Conference, UC Davis, United States. May, 2006.

*“The Emergence of Governance in an Open Source Community”*

Strategy Research Forum, Brewster, Massachusetts, United States, 2007; Università di Napoli - Federico II, Naples, Italy, 2007; Universidad Carlos III, Madrid, Spain, 2006.

*“Hacking Alone? The Effects of Online and Offline Participation on Open Source Community Leadership”*

Saïd Business School - Oxford University, Oxford, UK, 2005.

*“Economics language and assumptions: How theories can become self-fulfilling”:*

Universität Witten/Herdecke, Witten, Germany. November, 2006; Bocconi University, Milan, Italy. October, 2005; Universitat Pompeu Fabra, Barcelona, Spain. December, 2003.

*“Managing the Boundary of an Open Project,”*

Universitat Pompeu Fabra, Interdisciplinary Workshop on Networks, Barcelona, Spain. May, 2004; XXIV International Sunbelt Social Network, Portoro, Slovenia. May, 2004; University of Navarra, IESE Business School, Barcelona, Spain. April, 2004; Santa Fe Institute (SFI), Workshop on The Network Construction of Markets, organized by John Padgett and Woody Powell, Santa Fe, New Mexico. May, 2003.

## **Academic Conferences**

*“Crossroads for Organizations: Time, Space, and People” (Sub-theme co-convenor)*

40<sup>th</sup> EGOS Colloquium, University of Milano-Bioca, Milano. July 4-6, 2024

*“Who Pays for the Climate Transition? The Role of Business in Driving Solutions”*

BS4CL Forum 2nd Edition: INSEAD, Fontainebleau, Paris. June 1<sup>st</sup>, 2024

AACSB International Societal Impact Conference, Copenhagen, September 26-27 2023

UNPRME, New York, June 16 2023

*Academic Network Conference Panel: “Shareholder engagement: what do we really know about it and what should we study”*

PRI Academic Network Conference, Barcelona, December 2022.

*Conference on the Past and Future of Work, Technology and Organization in honor of Stephen R. Barley*

University of California, Santa Barbara, August 27.

*“Under Pressure: Culture and Structure as Antecedents of Organizational Misconduct”*

EGOS Colloquium, Amsterdam, The Netherlands. July, 2021.

*“Productive Conflict: Deliberative Interaction and Disagreement in Shareholder Engagement”*

American Sociological Association 2020 Annual Meeting, August, 2020

*Co-organizer*

PRI Academic Network Conference, San Francisco, September 2018

*“Re-imagining and Shaping the Future of Responsible Investing: a Pragmatic Utopia?”*

EGOS Colloquium, Copenhagen, Denmark. July, 2017.

- “Preventing and mitigating adverse impacts: Appropriate responses from investors”*  
The OECD 3<sup>rd</sup> Global Forum on Responsible Business Conduct, Paris, June 2015
- “Understanding Finance from an Organization Theory Perspective”*  
Conference, IESE Business School, New York, May 2015
- “Corporate Social Responsibility Multi-Stake holders Forum”*  
ERC Forum, DG GROW, Brussels, February 2015
- “Why talk? A process model of dialogue in shareholder engagement”*  
PRI academic Network Conference 2014, Montreal, Canada, September 2014
- “Coping with Goal-Duality: Classification and Tools in Impact Investing Responsible Investing”*  
Academy of Management Annual Meeting, Philadelphia, United States. August, 2014.
- “The hidden-shop Effect: Technology and Institutional Change in the Responsible Investing Field”*  
Academy of Management Annual Meeting, Philadelphia, United States. August, 2014.
- “Understanding Voice: Mechanisms of Influence in Shareholder Engagement”*  
Sustainability and the Corporation: Big Ideas, Harvard Business School, Boston, United States, November, 2013  
The Inaugural Paul R. Lawrence Conference: Connecting Rigor and Relevance in Institutional Analysis, Harvard Business School, Boston, United States, June, 2013
- “Responsible Investing and Sustainable Financial Markets as Systemic Problems”*  
Academy of Management Annual Meeting, Boston, United States. August, 2012.
- “From Confrontation to Influence: How social movements drive the corporate sustainability agenda”*  
Academy of Management Annual Meeting, Boston, United States. August, 2012.
- “Calculative Tools and Institutional Change in the Responsible Investment Field”*  
PRI Mistra Conference, Sigtuna, Sweden. September, 2011.
- “Performing Responsible Investing: A Research Program”*  
Academy of Management Annual Meeting, San Antonio (Texas), August 2011.
- “Big Tent, New Tools: Institutional Change in the Responsible Investment Field”*  
7th CMS (International Critical Management Studies), Naples, Italy. July, 2011; EGOS Colloquium, Goteborg, Sweden. July, 2011; SASE Annual Conference, Madrid, Spain. June, 2011.
- “Retooling the Sustainable Investment Field”*  
American Sociological Association Annual Conference, Atlanta, United States. August, 2010; Academy of Management Annual Meeting, Montreal, Canada. August, 2010.
- “The network structure of collaborative communities: Between small worlds and structural cohesion”*  
EGOS Colloquium, Lisbon, Portugal. July, 2010.
- “Betty Safe and Betty Alone: Conformity and Differentiation in Security Analysts’ Forecasts”*



- American Sociological Association Annual Conference, San Francisco, United States. August, 2009; Academy of Management Annual Meeting, Chicago, United States. August, 2009.
- "Managing the Boundary of an 'Open' Project"*  
SASE Annual Conference, Paris, France. July, 2009.
- "The Price of Values: Institutions, Tools, and Models in the Valuation of Social Responsibility"*  
Workshop on Politics of Markets: Controversies, Tools and Policies. Berkeley, United States. August, 2009; SASE Annual Conference, Paris, France. July, 2009.
- "Standard Setting or Stage Setting? The Global Reporting Initiative and the Standardization of Sustainability Reporting"*  
EGOS Colloquium, Barcelona, Spain. July, 2009.
- "Standing out from the crowd: exclusivity and community effects in security analysts' recommendations"*  
Academy of Management Annual Meeting, Anaheim California, United States. August, 2008; 28th Strategic Management Society Annual Conference, Colonia, Germany. October, 2008.
- "Capturing the Right Audience: Exclusivity and Community Effect in Security Analysts"*  
28th Strategic Management Society Annual Conference, Colonia, Germany. October, 2008.
- "Building Architectural Advantage in the US Motion Picture Industry: Lew Wasserman and the Music Corporation of America"*  
Academy of Management Annual Meeting, Anaheim California, United States. August, 2008; Strategic Management Society Annual Conference, Colonia, Germany. October, 2008.
- "Untangling the micro-foundations of organizational capabilities Development."*  
EGOS Conference, Vienna, Austria, 2007
- "Voluntary Standard Setting as a Form of Institutional Entrepreneurship,"*  
Academy of Management Meeting, Atlanta, 2006; Business as an Agent of World Benefit Global Forum, Cleveland, 2006; EGOS Colloquium, Bergen, Norway, 2006.
- "Engineering Sociability: Local Action in Silicon Valley Entrepreneurship"*  
Strategic Management Conference, Vienna, Austria. November, 2006.
- "CEOs constraint and the Dark Side of Social Capital".*  
Strategic Management Conference, Vienna. November, 2006; Academy of Management, Atlanta, United States. August, 2006; European Academy Of Management (EURAM) Annual Conference, Oslo, Norway. May, 2006.
- "CEOs` Social Position, Power Relations and Corporate Governance Practices".*  
Politics and Interlocking Directorates Conference, University of Barcelona, Spain. September, 2006.
- "Hacking Alone? The Effects of Online and Offline Participation on Open Source Community Leadership,"*  
Academy of Management, Honolulu. August, 2005.

*"Social capital of corporate elites and diversification strategy"*

Iberoamerican Academy of Management, Lisbon, Portugal. December, 2005.

*"Why do companies diversify? Theoretical and Comparative Perspectives on the Antecedents of Diversification"*.

Iberoamerican Academy of Management, Lisbon, Portugal. December, 2005.

European Academy of Management, Munich, Germany. May, 2005.

*"Managing the Boundary of an Open Project,"*

Academy of Management Conference, New Orleans, United States. August, 2004.

## **POPULAR PRESS / INTERVIEWS**

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Articles and commentaries on my research have been published (or aired) in: Bloomberg Business Week, El País, La Vanguardia, Expansión, Cinco Días, Actualidad Económica, La Gaceta de los Negocios, TV3, Radio InterEconomía, lavoce.info, lagoccia.info, Ara, Financial Times, ABC.

Profiles have been published (or aired) in La Vanguardia, Repubblica, Catalunya Radio, SAT 2000 TV.

## **TEACHING**

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### **MBA**

Getting Things Done

Competitive Strategy

ESG Investing

Impact Investing

Power and Influence in Organizations

Strategic Management in the Fashion and Luxury Goods Industry

### **Executive MBA**

Getting Things Done: From Strategy to Execution

Strategic Leadership: Getting Things Done in General Management

Sustainable Leadership

### **Global Executive MBA**

From Strategy to Execution

Getting Things Done: Power and Network

Global CEO program

### **Executive Education (Short Focused Program)**

- Getting Things Done (Academic Director, 2005-present)
- Making it Work (Academic Director, 2012-2017)
- Luxury Goods Industry Meeting (Academic Director, 2012-2017)
- New Technology Playground, Short Focused Program
- Mujer y Liderazgo, Short Focused Program

### **Executive Education (Custom Programs)**

- Tetrapak
- Shiseido
- Enterprise Ireland
- Swire
- ENEL
- Abertis
- JTI
- Lavazza
- Puig Beauty & Fashion
- Goodyear-Dunlop
- Oracle
- Nestlé
- Banco Santander
- Rabobank
- Faurecia
- Emirates NBD
- AKDN
- SWIFT
- ETISALAT
- Caixa Bank
- Deutsche Bank
- Abertis
- Boehringer Ingelheim
- Danone

## **PhD**

- Organization Theory
- Social Network Analysis
- Strategic CSR and Sustainability
- Member of PhD Defense Committee
  - Jordi Comas
  - Dror Etzion
  - Niccolò Pisani
  - Tomislav Rimalc
  - Lisa Hehenberger
  - Uchenna Uzo
  - Funda Sezgi
  - Adrian Pardo
  - Federica Massa
  - Horacio Rousseau
  - Stephen Smulowitz
  - Daniela Iubatti
  - Anastasia Sergeeva
- Member of PhD Specialty Exam and Proposal Defense
  - Matteo Prato
  - Dror Etzion
  - Erica Salvaj
  - Tomislav Rimalc

- Niccolò Pisani
  - Lisa Hehenberger
  - Kerem Gurses
  - Roberto Garcia
  - Irene Beccarini
  - Funda Sezgi
  - Tom Vandebroek
  - Shipeng Yan
  - Federica Massa
  - Horacio Rousseau
  - Gage Tang
  - Andrea Cavicchini
  - Alice Mascena
  - Borel Abonon
  - Terwase Viashima
  - Dandan Xia
  - Ludovica Castiglia
  - Junhyung Byun
  - Ann-Sophie Kowalewski
  - Lorenzo Lesana
- PhD Thesis (Advisor)
    - Erica Salvaj, “Essays on Interlocking Directorates and Corporate Behavior”, 2007
    - Kerem Gurses, “Essays on Industry Change in Cultural Industries”, December 2008
    - Matteo Prato, “Opinion Formation and Attention Allocation in Financial Markets”, July 2011
    - Tom Vandebroek, “Organizational Challenges of Impact Investing: An Ethnographic Study and a Theoretical Exploration”, October 2015
    - Irene Beccarini, “Shareholder Engagement: From Activism to Corporate Change”, November 2015
    - Shipeng Yan, “The Rise of Socially Responsible Investing: A Multi- Method Institutional Analysis”, May 2016.
    - External Member of Thesis Committee (Sebastien Mena, 30 June 2011, UNIL Lausanne)
    - Jennifer Goodman, ESADE, June 15<sup>th</sup> 2015
    - Guillermo Casanovas, Saïd Business School, Oxford University, January 10<sup>th</sup> 2017.
    - Alice Mascena, “Organizing for social impact: boundaries, ambiguity and venture creation”, September 2021
    - Andrea Cavicchini, “Three Essays on Organizational Culture”, June 2022
    - Giacomo Marchesini, “The Time it Takes”: Knowledge Search and Innovation Breakthroughs”, June 2023

### **Course Material (Case studies and Technical Notes)**

- Navigating the Impact Investing Landscape (Technical Note)
- GANNI's new skin: Towards responsible fashion (A) (SM-1752-E)
- GANNI's new skin: Towards responsible fashion (B) (SM-1760-E)

- Arcano Partners: Scaling Impact With a Fund of Funds (A) (SM-1713-E)
- Arcano Partners: Scaling Impact With a Fund of Funds (B) (SM-1714-E)
- The Responsible Investing Landscape: From SRI Through ESG to IMPACT (Technical Note, SMN-704-E)
- Oltre Venture: The Impact Revolution (A) (SM-1669-E)
- Oltre Venture: The Impact Revolution (B) (SM-1670-E)
- Oltre Venture: The Impact Revolution (A and B) (Teaching Note SMT-122-E)
- Pennies From Heaven? Strategic Turnaround at J.C. Penney (SM-1665-E)
- Digital competition in Fashion & Luxury Goods: YNAP versus Farfetch (SM-1656-E)
- Digital competition in Fashion & Luxury Goods: YNAP versus Farfetch (Teaching Note, SMT-120-E)
- Superdry: un japonés de Cheltenham (SM-1653)
- Superdry: un japonés de Cheltenham (Teaching Note, SMT-118)
- Strategic Leadership: A Roadmap for the General Manager's Journey (Teaching Note, SMN-701-E)
- Style Knows No Season: Moncler's Leap From Piste to Street (SM-1621-E)
- Style Knows No Season: Moncler's Leap From Piste to Street (Teaching Note, SMT-108-E)
- It's in the Bag. Or Is it? Michael Kors' Quest to Stay at the Top (SM-1619-E)
- Marco Arcelli at ENEL (A & B) (SM-1568-E, SM-1569\_E)
- Marco Arcelli at ENEL (A & B) (Teaching Note, SMT-102-E)
- Who wants to Be a Millionaire? Bill Ackman's Big Short of Herbalife (SM-1611-E)
- Who wants to Be a Millionaire? Bill Ackman's Big Short of Herbalife (Teaching Note, SMT-98-E)
- A Brief History of Luxury and Fashion (Technical Note, SMN-689-E)
- Visualizing Your Social Network (Technical Note, SMN-687-E)
- Diesel SpA: Sustainable Growth in the Fashion Industry (A) (DG-1496-E)
- Lew Wasserman and the Motion Picture Industry (DG-1494-E)
- Xing AG: Securing Leadership in the European Online Social Networking Market (SI-173-E)
- Driving Sustainability at Bloomberg L.P. (HBS 9-411-025)
- Vueling, The New Generation Airline (A) (SM-1561-E)
- Marco Arcelli at ENEL (A) (SM-1568-E)
- Creating and Nurturing your Social Network (SMN-676-E)

### **Other Teaching Activities**

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|-----------|--|
| 2016-2017 | <b>Venice International University Summer School</b>   |
| 2014-2022 | <b>ISEM Fashion Business School, PADEM</b>   |
| 2014      | <b>6th Medici Summer School</b><br>Invited to present his research on the sociology of financial markets " <i>Deviance and Conformity in Financial Markets</i> " |
| 2009      | <b>Carlos III, Department of Management</b><br>Phd course - Economic Sociology.  |
| 2002-2003 | <b>Stanford University, Department of Management Science &amp; Engineering</b><br>Spring 2003 Instructor. Organizational Behavior and Management                 |

- Fall 2002 Co-Instructor. Issues in Technology and Work in a Post-Industrial Economy.
- 1995-1998 **Università di Napoli Federico II – Department of Management, Naples, Italy**  
Instructor. Organizational Behavior, Human Resource Management, Management of Information Systems.
- 1998 **Stoá Business School, Ercolano, Italy**  
Instructor in the Telecom Italia Executive Education Program.
- 1997 **Università di Milano, School of Engineering (Politecnico), Milano, Italy**  
Instructor in graduate programs.
- 1995 **Società per l'Imprenditorialità Giovanile, Rome, Italy**  
Instructor entrepreneurship courses.

#### **EDITORIAL ACTIVITY**

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**Editorial board of the Administrative Science Quarterly**, December 2021-Present  
**Editorial Advisory Board, Research in the Sociology of Organizations**, January 2020-Present  
**Co-editor, Journal of Management & Governance**, January 2016-Present  
**Board of Editors, Business and Society**, Nov 2019-Present  
**Editorial Review Board Member, Academy of Management Discoveries**, October 2013-Present  
**Board of Editors, Academy of Management Review**, August 2014- August 2017  
**Member of Extended Editorial Board of Economia & Management - 2014- 2019**  
**Editorial Board, IESE Insight**, 2017-2024  
**Associate Editor, European Management Review**, May 2009- 2013

#### **Ad-hoc reviewer for:**

Administrative Science Quarterly  
 Academy of Management Review  
 Academy of Management Journal  
 Organization Science  
 Organization Studies  
 Management Science  
 American Journal of Sociology  
 Research Policy  
 Journal of Management  
 Structure and Dynamics  
 Journal of Business Ethics  
 Business and Politics  
 Journal of European Economic Association  
 Journal of Computational Social Science

#### **Professional Associations**

1997-present Academy of Management  
 OMT Division, Member  
 BPS Division, Member

2009-2011 Academy of Management  
BPS Division, Member of the Executive Committee

1999-2013 American Sociological Association, member

2005-present EGOS, member

2007-2010 European Institute for Advanced Studies in Management (EIASM)  
Academic Council  
Member of the Program Development Group

### **UNIVERSITY SERVICE**

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Academic Director, GAR (Global Alumni Reunion), IESE Business School, Madrid, November 11-13, 2021

Academic Committee, IESE Business School, University of Navarra, 2021-Present

Head of the Strategic Management Department, IESE Business School, University of Navarra, 2020- Present

Associate Director PhD, IESE Business School, University of Navarra, 2012- 2020

PhD Committee, IESE Business School, University of Navarra, 2003 - Present

Recruiting Committee, Strategic Management Department, IESE Business School, University of Navarra, 2007- 2018

EMBA, Team Mentor, 2020-2021

MBA, Team Mentor, 2007-2009

GEMBA Team Mentor, 2012- Present

Member of Academic Council of EIASM, 2012- 2014

Member of EFMD EU Presidency Steering Committee, 2010- 2013