

GIADA DI STEFANO

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ACADEMIC APPOINTMENTS

HEC Paris, Associate Professor of Strategy and Business Policy (2017 – present)
HEC Paris, Assistant Professor of Strategy and Business Policy (2012 – 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

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 – present
Emerging Scholar Award, Academy of Management TIM Division – runner-up, 2015
HEC Foundation Research Grant (€ 20,000)
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, 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.

- [2] 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 early 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.
- [3] 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.
- [4] 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.
- [5] 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 winners. See: <http://www.emeraldgroupublishing.com/authors/literati/citations/awards.htm>
- [6] 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.
- [7] 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. Papers Under Review

- [8] Elena Dalpiaz and Giada Di Stefano, “E pluribus unum: Constructing captivating narratives of continuous and radical strategic change.” Resubmitted after third round R&R.
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.
- [9] Giada Di Stefano, Francesca Gino, Gary Pisano, and Bradley Staats. “Making experience count: The role of reflection in individual learning.” Reject & Resubmit.
A brief summary of this research has 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.

C. Other Published Papers

- [10] Giada Di Stefano (2012), “Knowledge, innovation, and social norms in creative industries.” **Economia & Management**, Issue 3: pp. 36–40.

D. Reports and Other Material

- [11] 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.
- [12] 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. Research in Progress

- [13] Communalism and secrecy in science (with Maria Rita Micheli).
- [14] The benefits of sharing without reciprocity (with Francesca Gino, Gary Pisano, Bradley Staats).
- [15] Michelin is coming to town: Reacting to reviews and ratings (with Saverio D. Favaron).
- [16] To micro or too micro? On the use of experiments in strategy research (with Cedric Gutierrez).

F. Citation Indexes

- Google Scholar: Citations 791, h-index: 7 (last updated: 29/05/2017)
- Web of Science: Citations 195, h-index: 5 (last updated: 29/05/2017)
- Social Science Research Network: Total downloads: 17,740 (last updated: 29/05/2017)

INVITED AND CONFERENCE PRESENTATIONS

A. Keynote Speeches

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

- Cass Business School, Keynote Speech, Junior Faculty Workshop, 2015

Social norms and intellectual property

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

B. Invited Presentations

The organizational drivetrain: A road to integration of dynamic capabilities research.

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

Making experience count: The role of reflection in individual learning. (and related)

- London Business School, 2016
- University of Vienna and WU Vienna, 2016
- Imperial College, 2015
- Warwick Business School, 2015
- INSEAD, 2013

Kitchen confidential? Norms for the use of transferred knowledge in gourmet cuisine. (and related)

- 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

To micro or too micro? On the use of experiments in strategy research

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

E pluribus unum: Unpacking the dynamics of narrative construction of strategic change (and related)

- Strategic Management Society Annual Conference 2016, Berlin, Germany

Making experience count: The role of reflection in individual learning (and related)

- 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

Sanctioning in the wild: Rational calculus and retributive instincts in gourmet cuisine (and related)

- 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.

Kitchen confidential? Norms for the use of transferred knowledge in gourmet cuisine (and related)

- 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: Bringing two diverging conversations together (and related)

- 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: Current findings and future research directions (and related)

- 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. A bibliographic investigation into the origins, development, and future directions of the research domain (and related)

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

D. Symposia Organized

- Strategic Management Society Annual Conference 2009, Washington, DC, USA: “Regulating the Market for Ideas: The Role of Communities, Norms and Networks,” co-organized with A.A. King and G. Verona. Chair: A.A. King. Panelists: G. Di Stefano, A. Gambardella, K. Lakhani, G. Verona, D. Waguespack.

- Academy of Management Annual Meeting 2009, Chicago (IL), USA: “Regulating the Market for Ideas: The role of Communities, Norms and Networks”, co-organized with A.A. King and G. Verona. Chair: A.A. King. Presenters: G. Di Stefano, S. Shah, S. Stern, D. Waguespack. Discussant: B.S. Silverman.

E. Invited Participation

- Consortium for Cooperation and Competition (CCC) Annual Conference, 2016
- Strategy Research Forum Annual Conference (2015 – present)
- Strategic Management Society Doctoral Consortium, 2009
- Academy of Management BPS Managing Your Dissertation Workshop, 2008

PROFESSIONAL ACTIVITIES

A. Professional Affiliations and Memberships

- Academy of Management, BPS and TIM divisions (2007 – present)
- Strategic Management Society (2008 – present)
- SnO Research Center, HEC Paris (2012 – present)
- Strategy Research Forum (2015 – present)

B. Elected and Nominated Positions

- Representative-at-Large, 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

- Editorial boards:
 - o Strategic Management Journal (2016 – present)
 - o Strategic Organization (2016 – present)
- Selected ad hoc reviewing activity:
 - o Academy of Management Journal (2013 – present)
 - o California Management Review (2015 – present)
 - o Industrial and Corporate Change (2009 – present)
 - o Journal of Management (2014 – present)
 - o Journal of Management Studies (2010 – present)
 - o Management Science (2016 – present)
 - o Organization Science (2012 – present)
 - o Research Policy (2012 – present)
- Conference reviewing:
 - o Academy of Management Annual Meeting, BPS and TIM divisions (2008 – present)
 - o Strategic Management Annual Conference, Competitive Strategy, Knowledge & Innovation, and Strategy Practice interest groups (2009 – present)

D. HEC Activities

- Member of the department Recruiting Committee, 2014, 2017
- Member of the department Seminar Committee, 2011, 2013

- Member of the department Doctoral Recruiting Committee, 2013, 2014, 2015, 2016, 2017
- Member of the department Doctoral Exams Committee, 2012, 2013, 2014, 2015, 2016, 2017
- Ph.D. advisor of Saverio Dave Favaron (from 2015)
- Committee member for: Wendy Bradley; Aleksey Korniychuk; and Eui Ju Jeon
- Organizer of the Research Day for SnO Research Center (2015 – present)
- Advisor on M.Sc. Student Dissertations, 2014, 2015, 2016

TEACHING

A. Course Development

HEC Paris, Jouy-en-Josas, France

- Organizing for Innovation (2017 - Present): development of an online course for the HEC Paris Online Master's in Innovation & Entrepreneurship on Coursera, together with professor T. Obloj
- Strategic Challenges in Creative Industries (2015 – Present): development of a new elective
- Innovation & Entrepreneurship (2016 – Present): development of a new elective

Bocconi, Milan, Italy

- Entrepreneurship and Innovation in Biotechnology (2008–2010): development of a new elective, together with professors A. Compagni and A. Gambardella

B. Courses Taught

HEC Paris, Jouy-en-Josas, France

- Innovation & Entrepreneurship (M.Sc. – Grande École)
- Strategic Challenges in Creative Industries (M.Sc. – Grande École)
- Advanced Readings in Strategy (Ph.D.)
- Globstrat (M.Sc.)
- Globstrat (EMBA)

Bocconi, Milan, Italy

- 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)