

## GIADA DI STEFANO

Department of Strategy and Business Policy, HEC Paris  
1, Rue de la Libération, 78351 Jouy en Josas, France  
Tel: +33-(0)1-3967-9615, Fax: +33-(0)1-3967-7084, E-mail: di-stefano@hec.fr  
<http://www.giadadistefano.com>

### ACADEMIC APPOINTMENTS

---

HEC Paris, Strategy Department: Associate Professor (with tenure) (January 2017 – present)  
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

---

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 – 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] Elena Dalpiaz and Giada Di Stefano (forthcoming), “A universe of stories: Mobilizing narrative practices during transformative change.” *Strategic Management Journal*.  
*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.*

- [2] 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.
- [3] 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.*
- [4] 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.
- [5] 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.
- [6] 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>*
- [7] 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.
- [8] 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. Other Published Papers**

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

## **C. Reports and Other Material**

- [10] 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.
- [11] 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.*

## **D. Research in Progress**

- [12] Giada Di Stefano, Francesca Gino, Gary Pisano, and Bradley Staats. “Making experience count: The role of reflection in individual learning.” Reject & Resubmit at *Strategic Management Journal*.

*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.*

- [13] Organizational responsiveness to consumer feedback (with Saverio D. Favaron).
- [14] The benefits of sharing without reciprocity (with Francesca Gino, Gary Pisano, Bradley Staats).
- [15] To micro or too micro? On the use of experiments in strategy research (with Cedric Gutierrez).
- [16] Communalism and secrecy in science (with Maria Rita Micheli).
- [17] Experiments on co-location and knowledge sharing (with Elena Novelli).
- [18] On the effect of money vs. knowledge (with Tomasz Obloj).

## **E. Citation Indexes**

- Google Scholar: Citations 907, h-index: 7 (last updated: 25/09/2017)
- Web of Science: Citations 251, h-index: 5 (last updated: 25/09/2017)
- Social Science Research Network: Total downloads: 18,772 (last updated: 25/09/2017)

## **INVITED AND CONFERENCE PRESENTATIONS**

---

### **A. Invited 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**

*Making experience count: The role of reflection in individual learning.*

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

*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

*Kitchen confidential? Norms for the use of transferred knowledge in gourmet cuisine.*

- 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**

*Organizational responsiveness to consumer feedback*

- Strategic Management Society Annual Conference 2017, Houston (TX), USA

*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*

- Strategic Management Society Annual Conference 2016, Berlin, Germany

*Making experience count: The role of reflection in individual learning*

- 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*

- 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*

- 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*

- 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*

- 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*

- 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**

- Academy of Management BPS Doctoral Consortium, 2017
- 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. 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, 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)
- Ph.D. committee member for: Wendy Bradley; Celine Flipo; Aleksey Korniyuchuk; Anne Jacqueminet; Eui Ju Jeon; and Jiachen Yang
- Organizer of the Research Day for SnO Research Center (2015 – present)
- Advisor on M.Sc. Student Dissertations, 2014, 2015, 2016, 2017

### **B. Academic Community Activities**

- Co-chair Faculty Paper Development Workshop, Strategic Management (STR, formerly BPS) Division, Academy of Management, 2017-2019 (nominated)
- 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
  - o Academy of Management Review
  - o California Management Review
  - o Industrial and Corporate Change
  - o Journal of Management
  - o Journal of Management Studies

- Management Science
- Organization Science
- Research Policy
- Conference reviewing:
  - Academy of Management Annual Meeting: BPS and TIM divisions (2008 – present)
  - 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)

### **TEACHING**

---

#### **A. Course Development**

*HEC Paris, Jouy-en-Josas, France*

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

*Bocconi, Milan, Italy*

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

#### **B. Courses Taught**

*HEC Paris, Jouy-en-Josas, France*

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

*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**

---

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