

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

HEC Foundation Research Grant – 2018
Labex ECODEC Research Grant – 2018
HEC Prize for New Initiatives in Teaching – 2017, finalist
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 – 2015, runner-up
HEC Foundation Research Grant – 2015
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 (2018), “A universe of stories: Mobilizing narrative practices during transformative change.” *Strategic Management Journal*, Volume 39, Issue 3: pp. 664–696.

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. Working Papers

- [9] 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.
- [10] Giada Di Stefano and Cedric Gutierrez. “To micro or too micro? On the use of experiments in strategy research.” Under review at *Strategic Organization*.

C. Research in Progress

- [11] Organizational responses to status gains: Strategic conformity and the role of customer evaluations (with Saverio D. Favaron and Rodolphe Durand). *Status: Data Analysis*
- [12] Learning from customer reviews: Source credibility and emotional interference (with Saverio D. Favaron). *Status: Data Collection*
- [13] Examining the effect of status loss on strategic decisions (with Saverio D. Favaron and Andrew A. King). *Status: Data Collection*
- [14] Communalism and secrecy in science (with Maria Rita Micheli). *Status: Data Collection*
- [15] Experiments on co-location and knowledge sharing (with Martin Hetu and Elena Novelli). *Status: Data Collection*
- [16] The benefits of sharing without reciprocity (with Francesca Gino, Gary Pisano, Bradley Staats). *Status: Data Collection*
- [17] Market for ignorance (with Tomasz Obloj). *Status: Theory building*

D. Other Published Papers

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

E. Reports and Other Material

- [19] 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.
- [20] 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.

F. Citation Indexes

- Google Scholar: Citations 1,076; h-index: 7 (last updated: 03/04/2018)
 - Web of Science: Citations 295; h-index: 5 (last updated: 03/04/2018)
 - Social Science Research Network: Total downloads: 20,294 (last updated: 03/04/2018)
- I am currently in the top 10% of Authors on SSRN by all-time downloads and by total new downloads within the last 12 months*

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 responses to status gains: Strategic conformity and the role of customer evaluations

- HEC SnO Research Day 2018, Jouy-en-Josas, France
- Submitted to: Academy of Management Annual Meeting 2018, Chicago (IL), USA. The paper has been submitted as part of a symposium on “Power to the Crowd: Understanding the Role of Individual Contributors in Innovation Initiatives”, organized by Saverio D. Favaron.
- Submitted to: Strategic Management Society Annual Conference 2018, Paris, France

Examining the effect of status loss on strategic decisions

- Submitted to: Academy of Management Annual Meeting 2018, Chicago (IL), USA. The paper has been submitted as part of a symposium on “Evaluation Processes, Status Rankings, and Responses to Status Changes”, organized by Saverio D. Favaron.

Communalism and secrecy in science

- Submitted to: Strategic Management Society Annual Conference 2018, Paris, France

Learning from customer reviews: Source credibility and emotional interference

- 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

A universe of stories: Mobilizing narrative practices during transformative 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 D. Favaron (from 2015)
- Ph.D. committee member for: Wendy Bradley; Celine Flippe; Aleksey Korniychuk; 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, 2018

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, Behavioral Strategy Interest Group, Strategic Management Society, 2017-2019 (elected)
- Member of Executive Committee, 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
 - o Management Science
 - o Organization Science
 - o Research Policy
 - o SMS Reading Circle
- Conference reviewing:
 - o Academy of Management Annual Meeting: BPS and TIM divisions (2008 – present)
 - o 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 PhD program, with T. Obloj
- Organizing for Innovation (2017): development of a MOOC for HEC Paris Online Master's in Innovation & Entrepreneurship on Coursera (<https://www.coursera.org/degrees/masters-innovation-entrepreneurship>), with T. Obloj
- Innovation & Entrepreneurship (2016): development of an elective for M.Sc. program
- Strategic Challenges in Creative Industries (2015): development of an elective for M.Sc. program
- Advanced Readings in Strategy (2013): development of a core course for PhD program, with T. Obloj
- Foundations of Entrepreneurship (2012): development of a core course for 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):
- GlobStrat Business Game (M.Sc.):
- GlobStrat Business Game (Executive Education custom program – HEC Qatar):
- GlobStrat Business Game (EMBA):
- Foundations of Strategy (Ph.D.):
- Behavioral Strategy (Ph.D.):
- Advanced Readings in Strategy (Ph.D.):
- 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

Married, two children

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