



Bocconi Strategic Human Capital Workshop

Day 1: 16 December (Room AS01 (-1 Roentgen))

08:50 – 09:00 | Opening Remarks (Department Chair Perretti and Miguel Espinosa)

09:00 – 10:30 | Session 1 – “Networks, Social Capital, and Performance Dynamics”

The Differential Impacts of Technological and Collaboration Centralities on Knowledge Employee Promotions. Presenter: Bruno Cirillo (*SKEMA*). Discussant: Russ Coff (*Wisconsin*).

Gig Worker Referrals and Their Retention and Performance on the Platform. Presenter: Victoria Sevcenko (*INSEAD*). Discussant: Mathew Bidwell (*Wharton*).

10:30 – 11:00 | Morning Break (30 min)

11:00 – 12:30 | Session 2 – “Ownership, Acquisitions, and Human Capital Reconfiguration”

Skill Disruption and Post-Acquisition Employee Exit. Presenter: Pooyan Kashabi (*ESSEC*). Discussant: Florian Englmaier (*LMU*).

Corporate Ownership and Pay Inequality. Presenter: Julia Bodner (*CBS*). Discussant: Anthony Nyberg (*South Carolina U*).

12:30 – 2:00 | Lunch (90 min)

2:00 – 2:45 | **Exploration Session**: *Middle Managers and Strategic Human Capital: In Search of a Unifying Framework*. Participants: Victoria Sevcenko (*INSEAD*), Miguel Espinosa (*Bocconi*), Mathew Bidwell (*Wharton*), Rocio Bonet (*IE*).

2:45 – 3:30 | **Exploration Session**: *SHC and the Theory-Based View of the Firm*. Arnaldo Camuffo (*Bocconi*)

3:30 – 4:00 | Afternoon Break (30 min)

4:00 – 4:45 | **Panel: SHC and AI**. Panelists: Peter Cappelli (*Wharton*), Marta Elvira (*IESE*), Anthony Nyberg (*South Carolina U*). Chair: Tracy Anderson (*Bocconi*)

4:45 – 5:30 | Safety Landing? The Impact of Internal Mobility on Workplace Accidents. Presenter: Federica De Stefano (*Saïd-Oxford*). Discussant: David Krycynski (*Rutgers*).

5:30 – 6:15 | **Conversation: Academia meets Practice**. Panelists: Pierluigi Dialuce (*San Paolo Intesa*). Moderator: Silvia Bagdadli (*Bocconi*).

8:00 Dinner (By invitation only)



Day 2: 17 December (Room AS01 (-1 Roentgen))

09:00 – 10:30 | **Session 3 – “Strategic Selection and the Shaping of Managerial Talent”**

Can Organizations Benefit by Including Employees in Manager Selection? Presenter: Thomaz Teodorovicz (*CBS*). Discussant: Marta Elvira (*IESE*).

Gender Mix of the Labor Queues and Hiring Outcomes: Evidence from Corporate Sustainability Professionals. Presenter: Halil Sabanci (*FrankfurtSFM*). Discussant: Clint Chadwick (*KU*)

10:30 – 11:00 | Morning Break (30 min)

11:00 – 12:30 | **Session 4 – “From Space to Support: Enabling Collective Capability”**

Human Capital Capabilities: Effects of Spatial Interconnectedness on Unit-Level Performance. Presenter: Bukky Oyedeji (*LBS*). Discussant: Gina Dokko (*UCDavis*).

Making Help Visible: Recognition and Support at Work. Presenter: Maren Mickeler (*ESSEC*). Discussant: Rocio Bonet (*IE*).

12:30 – 1:15 | **Panel: Interdisciplinary Work in Strategic Human Capital.** Panelists: Peter Cappelli (*Wharton*), Gina Dokko (*UCDavis*), Florian Englmaier (*LMU*), Evan Starr (Maryland). Chair: Cedric Gutierrez (*Bocconi*)

1:15 – 1:30 | **Closing Discussion.** Miguel Espinosa (Bocconi)

1:30 – 2:30 | Lunch + Poster Session