

**CURRICULUM VITAE**  
**Giuseppe (Beppe) Soda**  
Department of Management & Technology  
SDA Bocconi School of Management  
Bocconi University

**1. NAME**

Giuseppe "Beppe" Soda  
Gorgonzola (MI) 02/04/1967

**2. EDUCATION**

1991-1996  
Ph.D. in Management, Bocconi University, Milan.

1997-1998  
*Visiting Post-doc Fellow*, Heinz School, Carnegie Mellon University, Pittsburgh, PA.

**3. PREVIOUS EMPLOYMENT**

n.d.

**4. PUBLICATIONS** (only referred, presented in chronological order with Bocconi's classification in parentheses)

**Overall citations and impact**

Google Scholar Citations = 10157, H index = 37, i10 index = 69

**2026, (A+)** *Formal and Informal Networks in Organizations*, Oxford University Press (ISBN: 9780197808351). [Access to OUP page](#)

**Note:** 2026 is the year of publication. The blind review process for the manuscript was completed in April 2025, and the final version was submitted for editorial production in October 2025.

**2026, (A+)**. "Pay-for-prominence: The (un)intended consequences of monetary incentives on employees' centrality and attrition", *Strategic Management Journal*, accepted January 2006, forthcoming (with A. Iorio and B. Aven).

**2025, (A+)**. "The Ties That Nurture: Expressive Simmelian Ties, Instrumental Brokerage, and Individual Performance", *Academy of Management Journal*, 69(2), published online Nov 2025 <https://doi.org/10.5465/amj.2024.0234> (with M. Tortoriello and M. Gomez-Solorzano).

**2025, (B)**. "In the network of the conclave: Social connections and the making of a pope". *Social Networks*, 2025, 83, 215-232. (with A. Iorio and L. Rizzo)

The reach of this paper was extraordinary. According to Bocconi Media Relations, it achieved the highest reach ever recorded for a Bocconi research story. In the first two weeks alone, Bocconi's LinkedIn post generated 134,070 views, 116,726 interactions, 115,000 clicks, and an 87.06% engagement rate; Bocconi's Facebook page recorded 12,413 views; and the feature on the Bocconi website reached 60,000 views. Sentiment analysis estimated over 46 million potential views globally, with 81% positive sentiment, and 34,427 online conversations explicitly referencing the study together with Bocconi University. This reach is reflected in the quality and breadth of media uptake: major international and Italian outlets, including Scientific American, Daily Mail, Corriere della Sera, La Repubblica, TG1, TG3, TG5, Radio1, and Radio2, as well as many other outlets and social media channels. Owing to its informative value and visibility, NetSci 2026, the flagship conference of the Network Science Society, used the paper in its promotional material, underscoring its relevance within the field.

**2024, (A+).** "Prismatic trust: How structural and behavioral signals in networks explain trust accumulation", *Management Science*, 71(5), 3966-3982, published online 27 Aug 2024 <https://doi.org/10.1287/mnsc.2021.02810> (with B. McEvily, M. Park, and A. Zaheer).

**2024, (A).** "The organization of R&D work and knowledge search in intrafirm networks", *Industrial and Corporate Change*, 2024 33(3), 694-711 (with Marco Furlotti and Manuel Gomez-Solorzano).

**2022, (A).** "Intra-Organizational Network Dynamics: A Review and Research Agenda", *The Academy of Management Annals*, 2022, Vol. 16, No. 2, 853-897 (with Diego Stea and Dennis Jacobsen).

**2024, (A+).** "Networks, Creativity, and Time: Staying Creative through Brokerage and Network Rejuvenation", *Academy of Management Journal*, 2021, 64(4), 1164-1190 (with Pier Vittorio Mannucci and Ronald S. Burt).

**2021, (A).** "Brokerage evolution in innovation contexts: Formal structure, network neighborhoods and knowledge", *Research Policy*, 50(10), 104343 (with Zaheer, A., Sun, X., & Cui, W.).

**2021, (A).** "Network capabilities: Brokerage as a bridge between network theory and the resource-based view of the firm", *Journal of Management*, 2021 47(7), 1698-1719 (with Ron Burt).

**2021, (B).** "Keep or Drop? The Origin and Evolution of Knowledge Relationships in Organizations". *British Journal of Management*, 33(3), 1517-1534 (with Diego Stea and Torben Pedersen).

**2021 (B).** "Network Trust", forthcoming. In Gillespie, N., Fulmer, A., & Lewicki, R.J. (Eds). *Understanding Trust in Organizations: A Multilevel Perspective*. Routledge (with Bill McEvily and Aks Zaheer).

**2019, (A+).** "Instrumental and Affective Ties within the Lab: The Impact of Informal Cliques on Innovative Productivity", *Strategic Management Journal*, 40(10), 1593-1609 (with Manuel Gomez Solorzano and Marco Tortoriello).

- 2019, (A).** “Globally networked: Intraorganizational boundary spanning in the global organization”, *Journal of World Business*, 2019, 54(3), 169-180 (with Torben Pedersen and Diego Stea).
- 2019 (A).** “Network structure, collaborative context, and individual creativity”, 2019, *Journal of Management*, 45(4), 1739-1765 (with Torben Pedersen and Diego Stea).
- 2019 (A).** “In grey markets status matters: The role of network prominence in the valuation process of Shares Post Companies”, 2019, Oxford Handbook on IPOs, Oxford University Press, 696-719 (with S. Adhami and G. Gianfrate).
- 2018 (A+).** “Fit for the task: complementarity, asymmetry, and partner selection in alliances”, *Organization Science*, 2018, 29(5): 837-854 (with Marco Furlotti).
- 2018 (A+).** “*Harvesting value from brokerage: Individual strategic orientation, structural holes, and performance*”. *Academy of Management Journal*, 2018, 61(3): 896-918 (with Alessandro Iorio and Marco Tortoriello).
- 2018 (n.c. in the Bocconi Master List, 2024 Impact Factor: 3.4, 5-year Impact Factor: 4.6)** “Social Origins of Great Strategies”, *Strategy Science*, 2018, 2(4): 226-233 (with Ronald S. Burt).
- 2014 (A).** “Bringing Tasks Back In: An Organizational Theory of Resource Complementarity and Partner Selection”. *Journal of Management* 27, 2014 (with Marco Furlotti).
- 2014 (A).** “More Formally: Rediscovering the Missing Link between Formal Organization and Informal Social Structure”. *The Academy of Management Annals*, 8(1): 299-345, 2014 (with B. McEvily and M. Tortoriello).
- 2014 (n.c. impact score scopus 2.9).** “Perceived Organizational Identification and Prototypicality as Origins of Knowledge Exchange Networks”. *Research in the Sociology of Organizations*, 40: 357-381, 2014 (with A. Monti)
- 2012 (A+).** “A Network Perspective on Organizational Architecture: Performance Effects of the Interplay of Formal and Informal Organization”, *Strategic Management Journal*, 33(6): 751-771, 2012 (with A. Zaheer).
- 2012 (A+).** “Genesis and Dynamics of Organizational Networks”, *Organization Science*, 23:434-448, 2012 (with G. Auhja and A. Zaheer).
- 2012 (A).** “Think different? An investigation of network antecedents and performance consequences of creativity as deviation”, *Strategic Organization*, 10(2), 99-127 (with L. Bizzi).
- 2012 (A).** “Discovering the Topology of the Plausible: Counterfactual Analysis, Network Analysis and the Plausible Fit of Unobserved Organizational Configurations”, *Strategic Organization* 10(3), 285-296 (with S. Furnari)

**2011 (B).** “The Paradox of Authentic Selves and Chameleons: Self-Monitoring, Perceived Job Autonomy and Contextual Performance”, *British Journal of Management* 22:324–339, 2011. (with L. Bizzi).

**2011 (B).** “The management of firms’ alliance network positioning: Implications for innovation”. *European Management Journal*, 29(5): 377-388, 2011.

**2011 (B).** “The contribution of network research to management practice”. *European Management Journal*, 29(5): 321-344, 2011. (with V. Chauvet, B. Chollet).

**2009 (A+).** “Network Evolution: The Origins of Structural Holes”, *Administrative Science Quarterly*, 45(1), 1-31 (with A. Zaheer).

**2004 (A+).** “Network Memory: The Effect of Past and Current Networks on Performance”. *Academy of Management Journal* 47(6): 893-906, (with A. Usai and A. Zaheer).

**2008 (n.c. impact score 3.5)** “Imitative Behavior: Network Antecedents and Performance Consequences”. *Advances in Strategic Management*, 25: 531-560, 2008 (with A. Carlone and A. Zaheer).

**2006 (A).** “Governing with Multiple Principals: An Empirically-Based Analysis of Capital Providers Preferences and Superior Governance Structures”. in *Corporate Governance and Firm Organization*, pp 67-88, Oxford University Press, Oxford, 2006 (with A. Grandori).

**2006 (B).** “A relational approach to organizational design”. *Industry and Innovation*, 13(2): 151-172, 2006 (with A. Grandori).

**1999 (B).** "Rules as Mode of Economic Governance" in Morgan G. and Engwall L. *Regulation and Organizations*, Routledge London, 1999 ((with A. Grandori and A. Usai).

**1999 (B).** “The dark side of dense network: from embeddedness to indebtedness” in *Networks and Industrial Competitiveness*, pp. 276- 302 Routledge, London, (with A. Usai). Also translated in Chinese)

**1995 (A).** "Inter-firm networks: antecedents, mechanisms and forms" *Organization Studies*, 16(2), 183-214 (with A. Grandori).

### **Papers under review:**

“At face value: The effect of facial trait dimensions on social networks and performance evaluations”, *Journal of Applied Psychology* (A+)

“The Effects of Generative AI on Collaboration Among Knowledge Workers”, *Nature Human Behavior* (A+)

“Facing the Complexity of Organizational Goals through Managerial Mobility”, *Strategic Management Journal* (A+)

### **Book Chapters (only those subjected to a blind review process and from 2000)**

**2026 (B).** “Trust and Social Networks”. 2026, in Mc Evily, B., Schilke, O., Soda, G., and Zaheer, A. “The Handbook of Trust and Social Networks”, (Eds) Edward Elgar, London.

**2026 (B).** “Network Trust”. 2021, in Gillespie, N., Fulmer, A., & Lewicki, R.J. (Eds), *Understanding Trust in Organizations: A Multilevel Perspective* (pp. 179-202), Routledge, chapter selected for public distribution (with Bill McEvily and Aks Zaheer) DOI <https://doi.org/10.4324/9780429449185>.

**2019 (A).** “In grey markets status matters: The role of network prominence in the valuation process of Shares Post Companies”. 2019, in D. Cummings and S.A. Johan (EDS), *Oxford Handbook on IPOs* (pp. 697-720), Oxford University Press, (with S. Adhami and G. Gianfrate).

**2006 (A).** “Governing with Multiple Principals: An Empirically-Based Analysis of Capital Providers Preferences and Superior Governance Structures”. in *Corporate Governance and Firm Organization*, pp 67-88, Oxford University Press, Oxford, 2006 (with A. Grandori).

### **National Journals (referred from 2002)**

“La leadership che semina futuro”, *Economia & Management*, 3, 2025.

“Un ecosistema della formazione per alimentare il cambiamento”, *Harvard Business Review* (Italia), forthcoming, Ottobre 2023.

“La forza delle radici per anticipare il futuro”, *Economia & Management*, 5, 2020.

“The present and future of MBA programs”, *Economia & Management*, 1, 2020, with Francesco Daveri).

“Quanto vale investire nella formazione”, *Economia & Management*, 4, 2016.

“Cosa fa la differenza nei risultati aziendali”, *Economia & Management*, 1, 2016.

“Using social networks and network “numbers” to disentangle complexity”, *Economia & Management*, 5, 2015 (with Manuel Gomez-Solorzano).

“Il downsizing nelle imprese europee tra il 2002 e il 2014”, *Economia & Management*, 4, 2015.

“La competitività vista dalle imprese”, *Economia & Management*, 3, 2014.

“La deregulation intacca il potere dei grandi? Gli effetti delle liberalizzazioni sulle strategie e i network tra imprese”, *Economia & Management*, 3, 2014.

“A che servono le fabbriche”, *Economia & Management*, 4, 2013.

“La progettazione dei sistemi di incentivazione del personale: un modello sperimentale”, *Economia & Management*, 5, 2011.

“Se l’impresa intercetta i movimenti sociali il processo vince sul prodotto”, *Economia & Management*, 2, 2011.

“La progettazione dei sistemi di incentivazione del personale: un modello sperimentale”, *Economia & Management*, 3, 2011, awarded as Best Paper *Economia & Management*, 2012 (with Emanuele Borgonovo e Laura Cavalli).

“Posizionarsi nella rete delle alleanze per generare innovazione”, *Economia & Management*, 6, 2008.

“Fannulloni o Disorganizzati: viaggio nella produttività che non c’è”. *Economia e Management*, 3, 2007.

“Se la cattiva finanza affonda il capitale umano”, *Economia e Management*, 6, 2005.

“Talenti o brocchi? La selezione del personale e le performance aziendali”, *Economia e Management*, 2, 2004 (with Gabriella Bagnato and Tiziana Reina).

“Licenziamenti e Valore: una ricerca empirica sulla relazione tra annunci di downsizing e quotazione azionaria”, *Economia e Management*, 6, 2002.

### **Book chapters (by invitation, non-referred, only count)**

# 16 chapters in textbooks or other books

### **Case Studies delivered by international clearing houses.**

“Bad Apples or Sour Pickles? Behavioral Paradigms and Social Structure in the LIBOR Scandal”, 2015 *Case Centre*, no. 716-0006-1.

“Inter-firms Network Formation and Evolution in High Quality Cuisine: The Case of the Friuli Venezia Giulia, Via dei Sapori Consortium”, 2014, *Case Centre*, no. 414-041-1.

“Fiat Automobiles: The Story Behind a Competitive Renaissance: Strategic Renewal and Organizational Evolution 2000-2008”, *Case Centre*, no. 310-239-1.

## **5. ARTICLES IN NON-REFERRED JOURNALS**

N.A.

## **6. WORKING PAPERS**

### **Working Papers (ready for submission)**

“A glitch in the matrix: How a low tolerance for ambiguity can lead to success in dual-reporting jobs via social networks” (target: *Organization Science*)

“What Ego Wants Next: A Portfolio View of Advice-Seeking Preferences” (target: *Academy of Management Journal*)

“When Adding Heads Gets Expensive: Coordination Capacity, Network Closure, and Cost Deviations” (target: *Management Science*)

### **Working Papers (presented at main conferences from 2010)**

“Formal and Informal Networks in Organizations”, *Academy of Management*, Copenhagen, August 2025.

“The Influence of Formal Dimensions of Organizations on Informal Networks ”, Keynote speech at the *Social Network Society Conference*, ESSEC Paris, June 2025.

“Facing the Complexity of Organizational Goals through Managerial Mobility”, *Strategic Management Society*, Palermo, May 2025.

“What Ego Wants Next: A Portfolio View of Advice-Seeking Preferences”, *Academy of Management*, Chicago, August 2024.

“A glitch in the matrix: How a low tolerance for ambiguity can lead to success in dual-reporting jobs via social networks”, *EGOS*, Athens 2025.

“Facing the Complexity of Organizational Goals through Managerial Mobility”, *Social Network Society Conference*, UCL, London, June 2024.

“Need for Closure, (In)Formal Structures, and Individual Performance”, *Academy of Management*, Boston, August 2023.

“Network strategies within organizations: How does knowledge similarity breed connection?”, *EGOS*, Cagliari, 2023.

“The Ties That Nurture: Expressive Simmelian Ties, Instrumental Brokerage, and Individual Performance”, *ION Conference (Intraorganizational Network)*, University of Kentucky, 2023.

“Whistleblower as Broker: Social Networks of the 2017 Hollywood Whistleblowers”, *Academy of Management*, Online Conference, 2022.

“Prismatic trust: How structural and behavioral signals in networks explain trust accumulation”, *NEC (Network Evolution Conference)*, INSEAD, Fontainebleau, 2021.

“Break the silence: The role of social networks in encouraging whistleblowing in the #MeToo”, *Academy of Management*, Chicago, August 2018.

“Networks, Creativity, and Time: Staying Creative through Brokerage and Network Rejuvenation”, *NEC (Network Evolution Conference)*, INSEAD, Fontainebleau, 2018.

“Boosting Social Networks: The Effects of Extrinsic Networking Incentives on Task-Related Tie Formation”, *Network Evolution Conference*, INSEAD 2016.

“What goes at the Lab: the effect of autonomy and human capital fit on intra-organizational knowledge interactions”, *Academy of Management*, Anaheim 2016.

“Leader - Follower relationship quality in a global environment: Network attributes of leaders”, *Academy of Management*, Anaheim 2016.

“Micro-changes of Networks: Formation and Termination of Individual Ties in the Workplace”, Academy of Management, Anaheim 2016.

“Harvesting value from brokerage: Individual strategic orientations, structural holes and performance”, ION Conference (Intra-organizational Networks), University of Kentucky, April 2016.

“It’s how you broker: individual strategic orientation, structural holes and performance”, Academy of Management, Vancouver, 2015.

“Disintermediation or Closure? The End of Network Brokerage in Knowledge Contexts”, HEC, Paris, March 2014.

“Brokers’ strategic orientations and performance”, *Academy of Management*, Philadelphia, 2014.

“Integrating Social Capital and Social Identity Perspective: implication for Knowledge Exchange”, Academy of Management, Orlando (FL), August 2013.

“Cross-boundary integration in organizations: the role of affective and instrumental multiplexity” EGOS, Montréal, July 2013

“Network Heterogeneity, Learning and the Transferability of Inter-Organizational Coordination Capabilities: Not all Experiences are Equal”, EGOS, Montréal, July 2013

“When negative ties overlap formal and informal relationships within organizations: implication for knowledge exchange processes”, EGOS, Montréal, July 2013

“Choosing the best and winning: task resource complementarity and asymmetry as predictors of alliance success”, invited talk at Cass Business School, London, February 2012

“Social Network Dynamics and Language Alignment in a Virtual Team”, The Organization Science Winter Conference XVIII, February 9 - 12, 2012

“Network Dynamics and Language Alignment in a Virtual Team”, ASQ-OMT Conference. HEC Paris, June 2011.

“The Interplay of Formal and Informal Organizational Architecture: Implications for Performance”, presented at

— IESE, May 2011

— Harvard Business School, Conference for the Special Issue of Strategic Management Journal, Strategy and Organizational Design, October 2010

— Academy of Management, Montréal 2010, OMT Division.

— ION (Intra-organizational Networks) Conference, University of Kentucky, April 2010.

— London Business School, SIM Seminars, February 23, 2010

“Just fill it: tasks, asymmetry and redundancy in the theory of resource complementarity”, Strategic Management Society, Rome, 2010.

“Unpacking product knowledge architectures: an evolutionary and network analysis”, INSEAD Network Conference, October 2010.

“What’s behind product innovation? Disentangling product knowledge architecture”, XXVI EGOS Conference, Lisbon, 2010.

## 7. EDITORIAL ACTIVITIES

### **Publicistica:**

Corriere della Sera, 23 maggio 2025  
Corriere della Sera, 16 gennaio 2023  
Corriere della Sera, 28 novembre 2022  
Global Focus, July 1<sup>st</sup>, 2021  
Academy of Management Insight, 2021  
Sole24 Ore, 27 luglio 2020  
Sole24 Ore, 14 aprile 2020  
Sole24 Ore, 1 aprile 2020  
Sole24 Ore, 3 settembre 2014  
Sole24 Ore, 1 agosto 2012  
Sole24 Ore, 11 giugno 2010

## 8. BOOKS

*Formal and Informal Networks in Organizations*. 2026, Oxford University Press (ISBN: 9780197808351). [Access to OUP page](#)

*The Handbook of Trust and Social Network*. 2026 (Eds.) Edward Elgar, London.

*L'economista con il sorriso*. 2022, (Eds), Egea, Milano.

*Enel: From National Monopolist to Successful Multinational*. 2012, McMillan-Palgrave, London.

*Organizzazione: teoria, progettazione e cambiamento*". 2007, (Ed.) Italian edition of Gareth Jones, "Organization: Theory, Design and Change, Egea Milano, 2007.

*Artwork and Network: Reti organizzative per lo sviluppo dell'industria culturale*. 2001, (Eds.), with S. Salvemini), Egea Milano.

*Reti tra Imprese: Modelli e Prospettive per una teoria del Coordinamento*. 1998, Carocci Editore, Roma.

*Simulazioni di Negoziazione delle Relazioni di Lavoro*. 2000 (with M. Neri and C. Ondoli), Edizioni ISFOL, Roma, 2000.

*Progettazione e Strutture Organizzative*. 1996 (Ed.), Este, Milano.

*L'organizzazione Snella: Processi di Cambiamento per Innovare l'Impresa*. 1995 (with L. Manzolini and L. Solari), ETAS Libri, Milano.

## 9. MAJOR RESEARCH GRANTS

Projects awarded and value, 2016-2026 (Claudio Dematté Research Division, SDA Bocconi):

a. Research Labs:

- **1.250.000 Euro** (2021-2025), **Mobius Lab** (Smart Mobility Lab), funded by Atlantia-Mundys;
- **750.000 Euro** (2024-2026) + 2 additional years (500.000, 2026-2028) **NiLab** (Network Innovation Research Lab), funded by ST Microelectronics.

b. Research Projects: **400.000 Euro**, funded by TIM (Organizational Climate and Leadership Models), Prysmian (Organizational Commitment), Luxottica (Social Network Analysis, four waves of data collection), Ferrero (Social Network Analysis, three waves of data collection), Chiesi Group (Social Network Analysis).

## 10. INVITED LECTURES

ESSEC (Keynote speech at Social Network Society Conference), Tilburg University; HEC Lausanne; University of Kentucky, Lexington, KY; Cass Business School, London; INSEAD; HEC Paris; IESE, Barcellona; Harvard Business School, Cambridge MA; London Business School, London; Imperial College, London; CBS, Copenhagen; University of Savoie Mont Blanc, Annecy FR; New York University, Stern School, New York; Queen Mary College University of London; University of Michigan, Ross School of Management, Hann Arbor MI; University of Minnesota, Carlson School of Management, Minneapolis MN; IE Business School, Madrid; University of Toronto, Rotman School of Management, Toronto; Carnegie Mellon University, Heinz School of Public Policy, PA; Università di Bologna; Università di Venezia Ca' Foscari; Università degli Studi di Milano.

## 11. SCIENTIFIC COMMITTEE MEMBERSHIP

- Social Network Society
- *Research Committee*, Division Organization and Management Theory (OMT), Academy of Management (2008-2012)
- AOM, Academy of Management
- EGOS, European Group of Organization Studies
- Organization Design Community.
- SMS, Strategic Management Society
- ASSIOA (Associazione Italiana Docenti Organizzazione Aziendale)

## 12. EDITORIAL MEMBERSHIP

Editorial Board of International Journals:

2019 – present *Academy of Management Review*

2016- present *Journal of Organization Design*

2008-2013 *Organization Science* (served also as Senior Editor)

2010 - 2019 *Strategic Organization*

Italian:

— *Sviluppo & Organizzazione* (Comitato Scientifico)

— *Economia & Management* (Vice-director)

2011-2025 Editor in chief of the *Leading Management book collection*, Egea – Bocconi University Press, 83 books published since 2011.

Editor in chief of *Management*, book collection with *Corriere della Sera* and *EGEA* (21 books)

## 13. MAIN BOCCONI TEACHING ACTIVITIES (LAST THREE YEARS)

**Courses:**

— Organization Theory, BAM Ph.D, Ph.D. School

— Organization Design, Executive MBA (ranked program), SDA Bocconi

— Strategic Leadership in Management Networks. MBA (ranked program), SDA Bocconi

## 14. COMMENTS ON TEACHING ACTIVITY

During the period September 2023 – September 2024, I was on a one-year research sabbatical (London Business School with no teaching commitments). Section 17 of the CV includes the sabbatical report for reference.

Starting in September 2024, my teaching load has been focused on the PhD school and on the ranked programs at SDA Bocconi School of Management.

**Visiting professorship**

— 2023 – 2024 Visiting Professor at London Business School

— 2010 - Visiting professor (with teaching appointment at Ph.D. program) IE Business School, Madrid.

## 15. INSTITUTIONAL ROLES AND SERVICES IN BOCCONI (AND INTERNATIONAL INSTITUTIONS)

2024 – present

Director of Network Innovation Research Lab, SDA Bocconi School of Management

2016 - 2022

Dean of SDA Bocconi School of Management and Chairman of SDA Bocconi Asia Center

2012 - 2016

Head of the Department of Management and Technology, Bocconi University

2006 – 2012

Head of *Claudio Dematté* Research Division, SDA Bocconi School of Management

2006-2012

Member of Bocconi University Research Committee

2002 - 2006

Head of Area Organization and Human Resource Management, SDA Bocconi School of Management

### **Service to international institutions**

2023 – present.

Director at EQUIS – European Foundation for Management Development

The EFMD -EQUIS (Quality Improvement System) is an international school accreditation system for higher education institutions of management and business administration. It is run by the EFMD (European Foundation for Management Development) that is an international not-for-profit association based in Brussels. Europe's largest network association in the field of management development, it has over 1000 member organizations.

2020 – 2025.

Elected member of the Board of Directors of GMAC (Graduate Management Admission Council, Washington, USA).

The Graduate Management Admission Council (GMAC) is an international non-profit organization of business schools that provides products and services to academic institutions. GMAC owns and manages the Graduate Management Admission Test (**GMAT**)

2018 – 2023. Elected member of EQUIS Accreditation Board (*European Foundation of Management Development*, Bruxelles).

2019 – 2023. Member of the Steering Committee of the EFMD Deans and General Director Conference.

2008-2015. Member of the *Research Committee*, Division Organization and Management Theory (OMT), Academy of Management.

2013. *Evaluator* for the Research Quality Assessment of Italian Universities (VQR).

2009. *Evaluator* for the Swiss National Science Foundation, Division Social Sciences.

2009. Organizer and Chairman of *Organization Science* special issue conference on Network Dynamics, Milan, Italy, 2009.

2007. *Evaluator* for the French National Research Agency (ANR).

## 16. OTHER NON-ACADEMIC ACTIVITIES

2019 – 2024 Member of the Scientific Committee of Angelini Industries Academy

2020 – present: Scientific Advisor and Member of the Strategic Advisory Board of Mansour Group (one of the largest African industrial conglomerates)

## 17. OTHER USEFUL INFO TO EVALUATE THE CANDIDATE PROFESSIONAL CAREER

### Honors and Awards (selection)

- Bocconi University: Research Excellence Award (2025, 2023, 2021, 2020, 2019, 2018, 2017, 2012, 2011, 2009, 2008 and 2001)
- Research Impact Award, Bocconi University, 2016.
- SDA Bocconi School of Management: Innovation Award for executive programs (2016)
- SDA Bocconi School of Management (*Economia & Management*, most influential Italian practitioner-oriented journal): Best Paper Award, 2012
- Conference of Italian Scholars of Organization Theory: Best Paper Award (2010)
- Bocconi University: Teaching Award (2006, 2007)
- SDA Bocconi School of Management, Best Academic Paper Award, 2006
- SDA Bocconi School of Management: MBA Teacher of the Year (2005)
- Bocconi University: MSc Teacher of the Year (2004)
- Conference of Italian Scholars of Organization Theory: Best Paper Award (2002)
- SDA Bocconi School of Management: Case Study of the Year: “Barilla: the story behind an organizational transformation” (2001)

### Relazione sabbatico 23-24

Il lavoro di ricerca svolto durante il sabbatico si è articolato in due macro-attività: 1) le pubblicazioni; 2) le attività di ricerca in senso stretto riconducibili alla raccolta dati, alla costruzione dei dataset e alle analisi.

### PUBBLICAZIONI

1. **Monografia scientifica per Oxford University Press:** Una parte rilevante dell’anno sabbatico è stata dedicata alla scrittura della monografia scientifica intitolata “*Networks and Organizations: A Network Perspective on Formal and Informal Structures*” accettata, a seguito di processo di review e di presentazione in workshop scientifico dedicato, da **Oxford University Press** (A+ nella classificazione publisher Bocconi). Si tratta di una monografia ‘scientifica single author’ costruita, sia attraverso dati di ricerca raccolti in passato, sia su dati raccolti appositamente per il progetto. Nella sezione sui progetti di ricerca del documento sono riportati anche quelli che hanno permesso la raccolta di dati utilizzati nel

libro. Il libro è attualmente in fase di revisione editoriale presso OUP, la sua pubblicazione a stampa è programmata per i primi mesi del 2025.

2. **Handbook “a cura di” per EE (Edward Elgar Publishing):** Il lavoro di ricerca condotto insieme ai colleghi Ask Zaheer (University of Minnesota) Bill McEvily (University of Toronto), Oliver Shilke (Arizona State University) ha portato a un progetto di libro *Handbook of Trust and Social Networks* ISBN – 9781035322176”. L’attività editoriale è in corso e svolge attraverso la gestione dei contributi di 24 autori che contribuiranno all’Handbook.
3. **Paper** (si riportano solo i paper oggetto di lavoro di ricerca e scrittura nel periodo sabbatico, omettendo quelli formalmente pubblicati nel 23-24 ma riconducibili a progetti avviati negli anni precedenti. Per ragioni di sintesi si omette anche il dettaglio delle presentazioni dei paper menzionati a conferenze o in inviti ad hoc presso istituzioni nazionali e internazionali):
  - a. **At Face Value: How Social Attributions from Faces Shape Social Networks and Individual Performance** (con Alessandro Iorio, Bocconi, e EKATERINA Netchaeva (HEC Paris) – under revision (first round) *Academy of Management Journal* (A+);
  - b. **The Ties That Nurture: Expressive Simmelian Ties, Instrumental Brokerage, and Individual Performance** (con Marco Tortorielli, Bocconi, e Manuel Gomez-Solorzano, Tilburg University), under revision (second round) *Academy of Management Journal* (A+);
  - c. **Pay-for-Prominence: THE (Un)intendent Consequences of Monetary Incentives on Employees’ Networks and Attrition** (con Alessandro Iorio, Bocconi, e Brandy Aven, Carnegie Mellon University), under revision (second round) *Strategic Management Journal* (A+);
  - d. **Break the silence: The role of social networks in encouraging whistleblowing in the #MeToo** (con Azusa Nakamura, Neoma Business School, e Tanya Mennon, Ohio State University), pronto per la submission su *Nature Human Behavior*;
  - e. **Performance Consequences of Multiple Networks Overlap: An Investigation on Managerial Mobility Multiplexity among NHS Public Hospitals** (con Federica Angeli, School of Business and Society, York University), pronto per la submission *Strategic Management Journal* (A+);
  - f. **A Glitch in the Matrix: How a Low Tolerance for Ambiguity Can Lead to Success in Dual-Reporting Jobs Via Social Networks** (con Alessandrio Iorio, Bocconi, e Manuel Gomez-Solorzano, Tilburg University), presentato a varie conferenze, work in progress (target *Management Science*);

- g. Network Strategies Within Organization: How Does Similarity Breed Connection (con Alessandro Iorio, Bocconi, e Manuel Gomez-Solorzano, Tilburg University), presentato a varie conferenze, work in progress (target *Organization Science*).

**PROGETTI E ATTIVITA' DI RICERCA:**

1. LIBRO Oxford University Press – 3 progetti di raccolta dati in aziende medio-grandi (survey, dati secondari, interviste), finanziato con fondi di ricerca individuali Bocconi;
2. Attività di ricerca a supporto dei papers, 9 esperimenti progettati e lanciati su piattaforma Prolific, finanziate con fondi di ricerca individuali Bocconi;
3. Network Trust: nuova raccolta dati in collaborazione con eToro, la più grande piattaforma di social trading online (la precedente raccolta dati è stata utilizzata come base per paper “Prismatic Trust pubblicato su *Management Science* nel 2024);
4. Managerial Mobility Multiplexity among NHS Public Hospitals: raccolta dati secondari e interviste, finanziato con fondi di ricerca individuali Bocconi;
5. Progetto ST – Networks of Innovation: raccolta dati secondari e interviste, finanziato da Dipartimento di Management & Technology Bocconi