

## **GIANPIERO PETRIGLIERI**

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### **Employment**

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- 2017- present Associate Professor of Organisational Behaviour (with tenure), INSEAD
- 2012-2017 Associate Professor of Organisational Behaviour, INSEAD
- 2011-2012 Visiting Associate Professor of Organizational Behavior, Harvard Business School
- 2006-2011 Affiliate Professor of Organisational Behaviour, INSEAD
- 2003-2008 Visiting Professor, Copenhagen Business School, Denmark
- 2001-2006 External contributor (classroom instructor, group consultant and individual coach), IMD

### **Education**

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- 2002 Tavistock Institute of Human Relations, London, UK  
Advanced Organizational Consultation Programme
- 2001 University of Catania Medical School, Italy  
Specialization in psychiatry with license in psychotherapy
- 1997 University of Catania Medical School, Italy  
Medical Doctorate

### **Keywords**

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Leadership; Identity; Systems Psychodynamics; Learning; Adult development

## Awards & Honours

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### Research & Academic service

- 2022 Best symposium award. MED division Academy of Management
- 2021 Finalist, best published paper. OMT division Academy of Management
- 2020 Finalist, Responsible Leadership in Management Award
- 2016 Runner-up, best paper award, MOC division Academy of Management
- 2016 & 2013 Editorial board service award for outstanding service to the *Academy of Management Learning & Education*
- 2015 & 2011 Nominee, Carolyn Dexter Award, Academy of Management
- 2013 Finalist, *GRADIVA Award* for the best works that advance psychoanalysis, National Association for the Advancement of Psychoanalysis, US.
- 2012 Best Paper Award in the *Academy of Management Learning & Education*
- 2011 Best paper in graduate management education. MED division, Academy of Management.
- 2010 Academy of Management Learning and Education Editorial Board Reviewer Award
- 1997 University of Catania, Italy. Nominee for C. Pero Award (Best M.D. thesis in psychiatry)

### Teaching, Course Design and Direction, Case Writing

- 2021 & 2018 INSEAD Award for Outstanding Overall Contribution to Executive Development Programmes
- 2020 *Ideas Worth Teaching Award*, Aspen institute Business & Society program.
- 2019 *Chief Learning Officer Magazine, Learning in Practice Gold Award*. A yearly award for the best executive programmes worldwide.
- 2019 *Brandon Hall Excellence in Leadership Development Gold Award*, Best Unique or Innovative Leadership Development Program category. A yearly award for the best leadership development programmes worldwide.
- 2019 *Brandon Hall Excellence in Learning Silver Awards*, Best Advance in Competencies and Skill Development, and Best Use of Blended Learning categories. A yearly award for the best corporate learning partnerships.

- 2019 *EFMD Excellence in Practice Silver Award*, Executive Development category. A yearly award for the most innovative executive education programmes.
- 2021, 2019, 2018 Nominee, INSEAD MBA, Outstanding Teacher, Core Course
- 2018 EFMD Case Writing Award. Winner, “Responsible Leadership” category
- 2018 Best Case in HR & Organizational Behaviour, *The Case Centre*
- 2016 Finalist, *EFMD Excellence in Practice Award*, Talent Development category. A yearly award for the most innovative executive education programmes.
- 2014 Finalist, *EFMD Excellence in Practice Award*, Executive Development category. A yearly award for the most innovative executive education programmes.
- 2014-2019 (each year) INSEAD Dean’s Commendations for Excellence in Executive Education Teaching and for Excellence in Executive Education Programme Direction.
- 2016-22 & 2010-11 INSEAD Dean’s Commendation for Excellence in MBA Teaching
- 2013 Nominee, Best Business School Professor of the Year, *The Economist*
- 2011 Winner, INSEAD MBA, Outstanding Teacher, Core Courses
- 2008 Professor of the Semester Award. Copenhagen Business School EMBA
- 2007 Professor of the Year Award. Copenhagen Business School Full Time MBA

### **Public engagement**

- 2021, 2019 2017 Listed among the 50 most influential management thinkers in the world in the biannual ranking compiled by *Thinker50*.
- 2016, 2014, 2013 & 2012 Listed in end-of-year *Harvard Business Review* collection of “Ideas that Shaped Management,” including 20-30 pieces out of everything published in HBR in print and on line over the calendar year.
- 2017-18 2013-15 Invited to attend the Davos Annual Meeting of the *World Economic Forum*
- 2013-17 Shortlisted for ‘Talent’ Award (2017), ‘Leadership’ Award (2015), and ‘Future Thinker’ (2013) award by *Thinker50*.
- 2013 Selected as Leadership Expert by the *Wall Street Journal*.
- 2012-14 Chair (2012-13) & vice-chair (2013-14), Global Agenda Council on New Models of Leadership, *World Economic Forum*

## Publications

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### Academic Journal Articles

Petriglieri, G. & Petriglieri, J.L. 2022. The work is alive! Systems psychodynamics and the pursuit of pluralism without polarization in human relations. *Human Relations*, 75 (8): 1431-1460. [[link](#)] (Joint first authorship)

Petriglieri, G. & Peshkam, A. 2022. Stranger leaders: A theory of marginal leaders' conception of learning in organizations. *Academy of Management Journal*, 65: 1240-1273. [[link](#)]

Nominee for *Carolyn Dexter Award*, Academy of Management 2015. Different drafts selected for 2015 and 2019 *Academy of Management Best Paper Proceedings*.

Leroy, H. L., Anisman-Razin, M., Avolio, B. J., Bresman, H., Stuart Bunderson, J., Burris, E. R., Claeys, J., Detert, J. R., Dragoni, L., Giessner, S. R., Kniffin, K. M., Kolditz, T., Petriglieri, G., Pettit, N. C., Sitkin, S. B., Van Quaquebeke, N., & Vongswasdi, P. 2022. Walking our evidence-based talk: The case of leadership development in business schools. *Journal of Leadership & Organizational Studies*, 29(1): 5-32. [[link](#)]

Petriglieri, G. & Petriglieri, J.L. 2020. The return of the oppressed: A systems psychodynamic approach to organization studies. *Academy of Management Annals*, 14: (1), 411-449. [[link](#)] (Joint first authorship)

Petriglieri, G. 2020. F\*\*k Science!? An invitation to humanize organization theory. *Organization Theory*, 1 (1): 1-18. [[link](#)]

Finalist, *Best Paper Published in 2020* across top OT and Sociology journals, OMT division, Academy of Management 2021

Petriglieri, G. Ashford, S.J. & Wrzesniewski, A. 2019. Agony and ecstasy in the gig economy: Cultivating holding environments for precarious and personalized work identities. *Administrative Science Quarterly*, 64 (1), 124-170. [[link](#)]

Finalist, 2020 *Responsible Research in Management Award*. Runner up, *Best Paper Award*, MOC Division, Academy of Management 2016. Selected for 2016 *Academy of Management Best Paper Proceedings*.

Petriglieri, G. Petriglieri, J.L. & Wood, J.D. 2018. Fast tracks and inner journeys: Crafting portable selves for contemporary careers. *Administrative Science Quarterly*, 63 (3), 479-525. [[link](#)]

Petriglieri, G. & Petriglieri, J.L. 2015. Can business schools humanize leadership? *Academy of Management Learning & Education*, 14 (4), 625-647. [[link](#)] (Joint first authorship)

Petriglieri, G. & Stein, M. 2012. The unwanted self: Projective identification in leaders' identity work. *Organization Studies*, 33 (9), 1217-1236. [[link](#)]

Nominee for 2013 *GRADIVA Award* for the best published, produced, or publicly exhibited works that advance psychoanalysis, National Association for the Advancement of Psychoanalysis, US.

Petriglieri, G. Wood, J.D. & Petriglieri J.L. 2011. Up close and personal: Building foundations for leaders' development through the personalization of management learning. *Academy of Management Learning and Education*, 10 (3), 430-450 [[link](#)]

Winner of *AMLE Best Paper Award* for 2011. Earlier version selected for *2011 Academy of Management Best Paper Proceedings*; winner of *GMAC best paper in graduate management education award*, MED Division; nominee for *Carolyn Dexter Award*, Academy of Management.

Reprinted in: R. Hall, D. Grant & J. Raelin (Eds.) 2014. Leadership development and practice. Vol. I London: Sage

Petriglieri, G. & Petriglieri, J.L. 2010. Identity Workspaces: The case of business schools. *Academy of Management Learning & Education*, 9 (1), 44-60 [[link](#)]

### **Articles under review and working papers**

Petriglieri, G. & Ashford, S.J. Theorizing gets personal: Management academia in the mirror of independent work. Conditionally accepted, *Organization Theory*.

Fitzsimons, D.J., Petriglieri, J.L., & Petriglieri G. The fury behind the morphing: A systems psychodynamic theory of the emotional structuring of new organizational forms. Under second review, *Administrative Science Quarterly*

Petriglieri, G. How to manage friendship at work. Second draft in preparation for *Harvard Business Review* (magazine).

### **Articles in progress**

Petriglieri, G. Movers and leaders: How nomadic professional become responsible leaders.

Petriglieri, G. & Ely, R. A systems psychodynamic approach to field data analysis.

### **Book chapters**

Petriglieri, G. In Press. A psychodynamic perspective on identity as fabrication. In A. Brown (Ed.) The Oxford handbook of identities in organizations, 169-184. Oxford: Oxford University Press. [[link](#)]

Ibarra, H., Wittman S., Petriglieri, G., & Day, D.V. 2014. Leadership and identity. In D. Day (Ed.) The Oxford handbook of leadership and organization, 285-301. Oxford: Oxford University Press. [[link](#)]

Petriglieri, G. 2011. Identity workspaces for leadership development. In: S. Snook, N. Nohria & R. Khurana (Eds.) The handbook for teaching leadership, 295-312. London: SAGE. [[link](#)]

Petriglieri, G. & Wood J.D. 2005. Learning for Leadership: The “Engineering” and “Clinical” Approaches. In: P. Strebler, P. and T. Keys (Eds.) Mastering Executive Education: How to Combine Content with Context and Emotion, 140-154. London: Financial Times-Prentice Hall.

Reprinted in:

Bertagni, B. La Rosa, M. & Salvetti, F. (Eds.) (2009) Learn how to learn! Knowledge society, education and training. Milano: Franco Angeli.

Wood, J.D. & Petriglieri, G. 2005. Fundamentals for a World-Class Leadership Programme. In: P. Strebler, P. and T. Keys (Eds.) Mastering Executive Education: How to Combine Content with Context and Emotion, 364-380. London: Financial Times-Prentice Hall.

Petriglieri, G. & Wood, J.D. 2005. Beyond “fun and games”: Outdoor Activities for Meaningful Leadership Development. In: P. Strebler, P. and T. Keys (Eds.) Mastering Executive Education: How to Combine Content with Context and Emotion, 252-266. London: Financial Times-Prentice Hall.

Wood, J.D. & Petriglieri, G. 2005. On Coaches, Counsellors, Facilitators and Behavioural Consultants. In: P. Strebler, P. and T. Keys (Eds.) Mastering Executive Education: How to Combine Content with Context and Emotion, 155-169. London: Financial Times-Prentice Hall.

Wood, J.D. & Petriglieri, G. 2004. The Merchandising of Leadership. In S. Chowdhury (Ed.) Next Generation Business Handbook. New Strategies from Tomorrow's Thought Leaders, 200-219. Toronto: John Wiley & Sons.

### **Book Reviews, Commentaries, and Curated Collections**

Petriglieri G. 2020. Book review essay: Nostalgia and defiance on the frontlines of the war on work. *Administrative Science Quarterly*, 65 (4): NP33–NP39. [[link](#)]

Petriglieri G. 2020. This is why we can't have nice things: We are stuck with leaders... or managers. Commentary on Kniffin, Detert, & Leroy (2020). *Academy of Management Discoveries*, in press. [[link](#)]

Petriglieri G. 2019. Book review essay: The real winners in the arms race for global talent. *Administrative Science Quarterly*, 64 (3): NP24-NP29. [[link](#)]

Petriglieri G. 2015. Book review of Disrupt or be disrupted: a blueprint for change in management education. *Academy of Management Learning & Education*, 14: 133-139. [[link](#)]

Petriglieri G. & DeRue, D.S. 2013. (Curators). Virtual Collection on ‘How can business schools develop leaders?’ *Academy of Management Learning & Education*. [[link](#)]

Petriglieri, G. 2010. Book review of 'Explorations in transactional analysis: The Meech Lake papers.' *Transactional Analysis Journal*, 40 (1), 76-77

### Articles in practitioners and clinical publications (print)

Petriglieri, G. 2020. A brush with death can strip us of our humanity, or help us discover it. *Work Magazine*. Summer 2020, 11 [\[link\]](#)

Petriglieri, G. 2020. Your people need care, not a battle cry. *Sloan Management Review*, 62 (2), 86-87 [\[link\]](#)

Petriglieri, G. 2019. Learning for a living. *Sloan Management Review*, 61 (4); 44-51 [\[link\]](#)

Petriglieri, G. & Maitlis, S. 2019. When a colleague is grieving. *Harvard Business Review*, 97 (4), 116-123 [\[link\]](#)

Petriglieri, G. Ashford, S.J. & Wrzesniewski, A. 2018. Thriving in the gig economy. *Harvard Business Review*, 96 (2), 140-143 [\[link\]](#)

Reprinted in:

[HBR's 10 Must Reads 2019](#)

[HBR Special Issue on Managing the Future Workforce, Aug 2019](#)

Petriglieri, G. 2018. The art of great leadership. *HR Magazine*, July, 40-42

Petriglieri, J.L. & Petriglieri, G. 2017. The talent curse: Why high potentials struggle and what to do about it. *Harvard Business Review*, 95 (3), 88-94 [\[link\]](#)

Petriglieri, G. 2007. Stuck in a moment: A developmental perspective on impasses. *Transactional Analysis Journal*, 37 (3), 185-194 [\[link\]](#)

Wood, J.D. & Petriglieri, G. 2005. Getting the most out of your leadership program. *President and CEO Magazine*, January/February issue. [\[link\]](#)

Petriglieri, G. 2005. In praise of loving 'betrayal': Reflections on the Steiner-Novellino letters and the life of behavioral science organizations. *Transactional Analysis Journal*, 35 (3), 285-290 [\[link\]](#)

Wood, J.D. & Petriglieri, G. 2005. Transcending polarization: beyond binary thinking. *Transactional Analysis Journal*, 35 (1), 31-39 [\[link\]](#)

Wood, J.D. & Petriglieri, G. 2004. Leadership: Strategy is not enough. *Critical Eye Strategy Review*, December issue [\[link\]](#)

Reprinted in:

Various Authors (2006) [Global Talent: An Anthology of Human Capital Strategies for Today's Borderless Enterprise](#), 324 - 333. Washington, DC: Human Capital Institute.

Petriglieri, G. & Wood, J.D. 2003. The invisible revealed: Collusion as an entry to the group unconscious. *Transactional Analysis Journal*, 33 (4), 332-343 [[link](#)]  
 Reprinted in French : L'invisible dévoilé : la collusion comme porte d'entrée dans l'inconscient du groupe. *Les Actualités en Analyse Transactionnelle*, July 2004, N.111, 25-49

### Articles in practitioners' publications (digital)

- 2020 [Make space for grief after a year of loss.](#) *Harvard Business Review*, December 21  
[Should management be political? That is the wrong question.](#) *Quartz*, November 20  
[It's time to talk about how Joe Biden defeated a dominant model of leadership.](#) *Fast Company*, November 16  
[In praise of the office.](#) *Harvard Business Review*, July 15  
[Are our management theories outdated?](#) *Harvard Business Review*, June 18  
[To fight systemic racism, protest 'leadership'—not just leaders.](#) *Fast Company*, June 5  
[Every manager is having a midlife crisis.](#) *Financial Times*, June 1 (also in print)  
[We are all zombies now, but it has to stop.](#) *Financial Times*, May 14  
[Why leadership isn't a miracle cure for the COVID-19 crisis.](#) *Fast Company*, May 5  
[The psychology behind effective crisis leadership.](#) *Harvard Business Review*, April 24  
[Keep your people learning when you go virtual.](#) *Harvard Business Review*, April 10, with Annie Peshkam  
[Why are you panic-working? Try this instead.](#) *Bloomberg Opinion*, March 24
- 2019 [Going back to work after pregnancy loss.](#) *Harvard Business Review*, November 15, with Sally Maitlis
- 2018 [How to leave a job you love.](#) *Harvard Business Review*, November 15  
[Business does not need the humanities—but humans do.](#) *Harvard Business Review*, November 2  
[Are you sacrificing for your work, or just suffering for it?](#) *Harvard Business Review*, Aug 28  
[To overcome your insecurity, recognize where it really comes from.](#) *Harvard Business Review*, Jun 27, with Svenja Weber  
[Andrés Iniesta's farewell, and how to make endings count at work.](#) *Harvard Business Review*, May 30, with Tim Leberecht  
[To take charge of your career, start by building your tribe.](#) *Harvard Business Review*, April 5
- 2017 [When every leader promises to change the world, how can we tell who will leave us better off?](#) *Harvard Business Review*, Dec 4  
[Bruce Springsteen, artful leaders, and what rock star bosses do.](#) *Harvard Business Review*, Sept 27  
[The portable leader is the new "Organization Man."](#) *Harvard Business Review*, Aug 10  
[Psychoanalyzing the world's problems won't help us solve them.](#) *Harvard Business Review*, Jan 24
- 2016 \* [In defense of cosmopolitanism.](#) *Harvard Business Review*, Dec 15  
[What 'The Art of The Deal' reveals about leadership fairy tales.](#) *Harvard Business Review*, Aug 26  
[Clinton, Trump, and the danger of comparing leadership styles.](#) *Harvard Business Review*, Aug 3  
[Brexit and the leadership equivalent of empty calories.](#) (interview) *Harvard Business Review*, June 30  
[Are leaders getting too emotional?](#) (interview) *Harvard Business Review*, March 17



Reprinted in:

[Authentic Leadership \(HBR Emotional Intelligence Series\)](#)

\* [Why we pick leaders with deceptively simple answers.](#) *Harvard Business Review*, May 9  
[How to really customize leadership development.](#) *Harvard Business Review*, Feb 18

- 2015 [After Paris, we need more fellowship, not more leadership.](#) *Harvard Business Review*, Nov 14  
[What if management ideas actually mattered?](#) *Harvard Business Review*, Nov 5  
[Technology is not threatening our humanity—we are.](#) *Harvard Business Review*, Oct 30  
[Is overwork killing you?](#) *Harvard Business Review*, Aug 31  
[Making sense of Zappo's war on managers.](#) *Harvard Business Review*, May 19  
[Stop trying to find your true self at work.](#) *Harvard Business Review*, Apr 3  
[How leaders earn legitimacy and trust.](#) (video) *Harvard Business Review*, Mar 3
- 2014 [There is no shortage of leaders.](#) *Harvard Business Review*, Dec 15  
[Learning is the most celebrated neglected activity in the workplace.](#) *Harvard Business Rev.*, Nov 6  
[Emotions are data, too.](#) *Harvard Business Review*, May 9  
[Give HR departments more authority.](#) *Wall Street Journal*, May 1  
[The limits of emotional intelligence.](#) *Wall Street Journal*, April 28  
 \* [Why work is lonely.](#) *Harvard Business Review*, March 5  
[The unspeakable Davos.](#) *Harvard Business Review*, January 24  
[Nomadic leaders need roots.](#) (audio) *Harvard Business Review*, January 2, 2014
- 2013 [Four key questions for CEOs.](#) *Wall Street Journal*, Nov 25  
 Reprinted in: Thinkers50 (2017) [Dear CEO: 50 Personal Letters from the World's Leading Business Thinkers: 165-168.](#) London: Bloomsbury.
- [Microsoft's next leader needs to build trust.](#) *Wall Street Journal*, Oct 21  
[Why I'm skeptical about MOOCs.](#) *Wall Street Journal*, Oct 11  
[Why it's hard to make professors more productive.](#) *Wall Street Journal*, Oct 10  
[Education isn't just about churning out 'skilled' employees.](#) *Wall Street Journal*, Oct 9  
 \* [Let them eat MOOCs.](#) *Harvard Business Review*, Oct 9  
[Let's turn off all technology in the office once a day.](#) *Wall Street Journal*, Sep 17  
[Innovation is a nice, but too often misunderstood, buzzword.](#) *Wall Street Journal*, Sep 16  
[Boston's heartbreak and the search for meaning.](#) *Harvard Business Review*, Apr 17  
[Getting stuck can help you grow.](#) *Harvard Business Review*, Feb 6  
[Obama's inauguration and why we still need rituals.](#) *Harvard Business Review*, Jan 21
- 2012 [Finding the job of your life.](#) *Harvard Business Review*, Dec 12  
[Are business schools clueless or evil?](#) *Harvard Business Review*, Nov 14  
 \* [Moving around without losing your roots.](#) *Harvard Business Review*, Oct 3  
[The art of career development.](#) (video) *Harvard Business Review*, Sep 25  
[Who can teach leadership?](#) *Harvard Business Review*, Aug 28  
[Marissa Mayer is not the exception—she is the norm.](#) *Forbes*, Jul 20  
[Mark Zuckerberg's magic touch.](#) *Harvard Business Review*, May 18  
[The best path to success is your own.](#) *Harvard Business Review*, May 11  
[Turn your career into a work of art.](#) *Harvard Business Review*, Apr 24  
[Privilege: A user's guide.](#) *Harvard Business Review*, Jan 25
- 2011 [How Steve Jobs reinvented leadership.](#) *Forbes*, Oct 10  
[Steve Jobs wasn't \(just\) a leader.](#) *Harvard Business Review*, Oct 7  
[A lesson in engaged artistry.](#) *Harvard Business Review*, Mar 23

[Fueling an appetite for leadership.](#) *Harvard Business Review*, Jun 3  
[The perils of being groomed for leadership.](#) *Forbes*, Jan 11

\* Listed in *Harvard Business Review's* "ideas that mattered most," a selection of the 20-30 most influential articles published in print and on line in the same year.

## Teaching Cases & Exercises

*Rio Tinto and Jukaan Gorge. (A) & (B) with teaching note.* (Lockhart, J. & Petriglieri G. – INSEAD, 2022) [[link](#)]

*Marinella Soldi at Discovery, Inc. with teaching note and video interview* (Petriglieri, J.L. & Petriglieri, G.– INSEAD, 2021) [[link](#)]

*Benjamin Millepied at the Paris Opera Ballet, with teaching note* (Solal, I., Snellman, K., Petriglieri G. – INSEAD, 2019) [[link](#)]

*Google and Project Maven: Big tech, government, and the AI arms race. (A) & (B) with Teaching Note.* (Petriglieri G. – INSEAD, 2018) Best case on Responsible Leadership, EFMD 2018 [[link](#)]

*The Executive Challenge group exercise. With Teaching Note* (Petriglieri, J.L. Petriglieri, G. & Wood, J.D.– INSEAD, 2017) [[link](#)]

*Tony Hsieh at Zappos: Structure, culture, and change. With Teaching Note* (Askin, N. & Petriglieri, G. – INSEAD, 2015) [[link](#)] Best-selling case, 2017-2021; Best case, 2018, HRM & OB; [The Case Centre](#)

*Fiona & Frederic Bonner. With Teaching note* (Petriglieri, J.L. & Petriglieri, G. – INSEAD, 2014) [[link](#)]

*Ten years later. Memoirs of life and work a decade after an MBA. With Teaching note* (Petriglieri, J.L. & Petriglieri, G. – INSEAD, 2013) [[link](#)]

*The elephant in the (class)room (A) & (B)* (Petriglieri, G. – INSEAD, internal use)

*The Hype: The next album decision* (Maddux, W.W. & Petriglieri, G. – INSEAD, 2008) [[link](#)]

*The Hype – Group exercise* (Maddux, W.W. & Petriglieri, G. – INSEAD, 2008) [[link](#)]

*The Hype: Epilogue* (Maddux, W.W. & Petriglieri, G. – INSEAD, 2008) [[link](#)]

*Katelyn Neilson, MBA with Teaching Note* (Petriglieri, J.L. & Petriglieri, G. – INSEAD, 2007) [[link](#)]

## Presentations

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### Invited seminars

Harvard Business School, March 2021

Rotterdam School of Management, Erasmus University, November 2019

Darden School of Business & McIntire School of Commerce, University of Virginia, Colloquium for Organizational Research Excellence (CORE), March 2019  
 IESE, March 2019  
 Said School of Business, Oxford University, January 2019  
 Boston College, Work, Identity & Meaning research group, October 2016  
 Yale School of Management, October 2016  
 University of Michigan, Interdisciplinary Committee on Organizational Studies (ICOS), October 2016  
 London Business School, June 2016  
 Imperial College Business School, October 2014  
 Said School of Business, Oxford University, May 2014  
 Bocconi University, Management & Technology seminar series, March 2013  
 Smeal College of Business, Pennsylvania State University, May 2012  
 Kenan-Flagler Business School, University of North Carolina, April 2012  
 MIT Sloan School of Management, Organization Studies Group, April 2012  
 Johnson School of Management, Cornell University, M&O Workshop, April 2012  
 Harvard School of Public Health, April 2012  
 University of Michigan, Interdisciplinary Committee on Organizational Studies (ICOS), February 2012  
 Northeastern University, November 2011  
 IMD, May 2011  
 Harvard Business School, June 2010  
 Lund University, April 2010

### **Refereed Academic Conference Presentations (\* if presented by co-author)**

#### ***Academy of Management Meeting, Seattle, August 2022***

Evidence-based leadership development: Do we 'walk the talk' and how can we get better at doing that? (Panelist, MED Showcase Symposium, winner, best MED symposium)

#### ***Academy of Management Meeting, Virtual gathering, August 2021***

Thriving in dual academic careers (Keynote, with Jennifer Petriglieri, at OB Doctoral Consortium)

Bounded bosses or dysfunctional directors? The role of managers in less hierarchical organizations (Panelist, OMT STR Symposium)

Navigating grief in organizations (Panelist, OB, MOC, HR PDW)

New research directions exploring grief in organizations (Discussant, OB, MOC, HR Symposium)

#### ***Academy of Management Meeting, Boston, August 2019***

Becoming leaders, doing learning: a theory of leaders' conception of learning in organizations. (with Annie Peshkam)

Rooting mobility: How nomadic professionals craft sensible leader identities. (Presented at MOC, OB, ODC Showcase Symposium)

Building, maintaining, and breaking attachments in today's organizations. (Symposium discussant)

***European Group of Organizational Scholars (EGOS), Tallin, July 2018***

Becoming leaders, doing learning: precarious professionalism, identity work, and the construction of learning in organizations. (with Annie Peshkam)

***Academy of Management Meeting, Atlanta, August 2017***

Emotions in Fieldwork: The role of the researcher. (PDW, co-organizer, with Elizabeth Hansen & Tiona Zuzul)

Tackling methodological challenges in studying emotions and institutions. (PDW, presenter)

The return of the suppressed: Systems psychodynamic approaches to organization studies. (MOC, OB, OMT co-organizer with Jennifer Petriglieri)

Entrepreneurial identity: why, how, and so what? (with Sue J. Ashford & Amy Wrzesniewski, MOC symposium presenter)

***Academy of Management Meeting, Anaheim, August 2016***

Agony and ecstasy in the 'Gig Economy': Cultivating holding environments for precarious and personalized work identities. (with Sue J. Ashford & Amy Wrzesniewski, MOC Division)

Leadership as homecoming: how nomadic professionals become responsible leaders. (with Isabelle Solal, presented at OB, MOC, HR symposium)

***Academy of Management Meeting, Vancouver, August 2015***

Doing learning: precarious professionalism and the construction of learning in organizations. (with Annie Peshkam, MED division)

Emotions in Fieldwork (PDW, presenter)

Collective identity from the bottom up: Considering how individuals impact organizational identity (with Jennifer Petriglieri, presented at OB & MOC symposium)

***Academy of Management Meeting, Philadelphia, August 2014***

The return of the repressed: promises and perils of bringing "the unconscious" into identity work. (Showcase Symposium, organizer with Sue J. Ashford)

Out of the Ivory Tower and into the world: A thought leader panel on boundaryless conversations (All-Academy PDW, presenter)

***Academy of Management Meeting, San Antonio, August 2011***

Unlikely candidate or born to lead? A systems psychodynamics perspective on the development of leaders' self-identities (with M. Stein, presented at OB, MOC & CAR symposium)

Up close and personal: Building foundations for leaders' development through the personalization of management learning (with J.D. Wood & J.L. Petriglieri, MED Division)

***International Studying Leadership Conference, Lund, Sweden, December 2010***

Up close and personal: Building foundations for leaders' development through the personalization of management learning (with J.D. Wood & J.L. Petriglieri)

***Academy of Management Meeting, Montreal, August 2010***

Fast tracks and inner journeys: Adaptive and exploratory pathways to portable identities for contemporary careers (With J.L. Petriglieri & J.D. Wood, OB division)

The unwanted self: Projective identification in leaders' identity work (with M. Stein, OB Division)

***Academy of Management Meeting, MED Division, Chicago, August 2009***

The MBA within: in-depth personal development in an international MBA (with J.D. Wood & J.L. Petriglieri\*, MED division)

Identity workspaces: The case of business schools (With J.L. Petriglieri\*)

***European Group of Organizational Scholars (EGOS), Barcelona, July 2009***

The unwanted self: Projective identification in leaders' identity work (with M. Stein\*)

***European Group of Organizational Scholars (EGOS), Amsterdam, July 2008***

Adaptive and exploratory pathways to portable identities for contemporary careers (With J.L. Petriglieri & J.D. Wood)

***Academy of Management Meeting, MED division, Philadelphia, August 2007***

Management development as a transformational space (With J.L. Petriglieri\*)

**Invited Academic Conferences and Other Research Presentations**

Pandemic leadership: cure or disease? LUISS University, July 2020

MOC Thinking About... Coping and Resilience During the Pandemic: A Virtual Panel (with Sue Ashford, Jane Dutton, Sally Maitlis, Laura Morgan Roberts, Dean Sheperd, Kathleen Sutcliffe), May 2020

A debate of identity and the changing nature of work. (with Caroline Bartel, Curtis Chan, Ileana Stigliani) New Directions in Identity Research conference, Wharton, March 2019

A debate on leadership research as a cross-disciplinary endeavour. (with Andrew Carton, Joep Cornelissen, Mark Van Vught). New Directions in Leadership Research conference, Erasmus University, June 2018

London Business School symposium. Professional Services meet the Gig Economy. London, June 2017

Harvard Business School Gender and Work Colloquium. On Authenticity. Cambridge, MA, April 2017

A debate on the nature and study of leadership. (with Deborah Ancona & Spencer Harrison). New Directions in Leadership Research conference, Wharton School of Business, June 2016

How can nomadic professionals become trustworthy leaders? Keynote address. Annual meeting of the International Society for the Psychoanalytic Study of Organisations. Oxford, UK, July 2013

Developing leaders and leadership development in the age of perpetual mobility. Centre for the Study of Groups and Social Systems, Boston, April 2012

Identity workspaces for leadership development. Harvard Business School conference on "Teaching values." Cambridge, MA, June 2011

Respected marginality: time to make the most of it. Keynote address. World Transactional Analysis Conference, Montreal, August 2010

Rites of passage and leaders' development in the era of 'global talent.' The worldly leadership summit. The Leadership Trust, Birmingham, UK, September 2009

Adaptive and exploratory identity work in an international MBA (With J.L. Petriglieri & J.D. Wood). New Directions in Leadership Research conference, Erasmus University, Rotterdam, May 2010; INSEAD/LBS Organizational Behavior conference, October 2008; INSEAD/Wharton Leadership Research Conference, June 2008;

Identity workspaces: The case of business schools (With J.L. Petriglieri\*) INSEAD/Wharton Leadership Research Conference, June 2008

Stuck in a moment: a developmental perspective on impasses. Keynote address. World Transactional Analysis Conference, Istanbul, July 2006

What are we doing, really? An exploration of theories of learning in group relations (panel with E.Holvino and S.J. Brazaitis). The A.K. Rice Institute Forum, Chicago, April 2006

The experience of becoming: Professional development as a transformational space (With J.L. Petriglieri). Organisation for Promoting an Understanding of Society Conference, London, November 2005; NTL Institute Members' Meeting, Bethel, ME, August 2005; World Transactional Analysis Conference, Edinburgh, July 2005

Transactional analysis and neuroscience: Beyond a hierarchy of knowledge. Keynote address. International Transactional Analysis Conference, Halifax, Canada, August 2000

Implicit memory of intra-operative events: the role of emotional content. Keynote address. National conference "The labyrinths of memory", Turin, April 1998

**Presentations at Management Gatherings** (*select, does not include corporate speeches*)

- 2021 FT Women at the top conference. What makes dual-career couples work – or not? (panelist)
- 2020 Global Peter Drucker Forum. Leading in the age of fake news and employee activism. (panelist)  
The House of Beautiful Business. How can we cure management? (panelist)  
Global Peter Drucker Forum. The office of the future. Virtual round table.  
Zukunft Personal. European top HR gathering. Keynote. A reminder for leaders in the age of digital disruption: Be human.  
Corporate Research Forum. Leading with Care. Virtual Masterclass.
- 2019 Global Peter Drucker Forum. Tapping the human potential in ecosystems. Vienna
- 2018 Global Peter Drucker Forum. Technocrats or humanists: finding the leadership balance. Vienna  
The House of Beautiful Business. Keynote. What makes us human? Lisbon  
IBEC HR Leadership Summit. Leading in the age of nomadic professionalism. Dublin  
HBR Italia & The Ruling Companies. Lead panellist. Independent Talent. Milano  
World Economic Forum Annual meeting, Davos. The power of the platform workforce. (Panelist, with Philip Jennings, Stephane Kasriel, Gillian Tans)  
World Economic Forum Annual meeting, Davos. The mysteries of the mind. (II) (Discussant, with Daniel Dennett, Beth Darnall, and Matthieu Ricard)  
World Economic Forum Annual meeting, Davos. The mysteries of the mind. (I) (Discussant, with Steven Pinker, Alia Crum, and Matthieu Ricard)  
World Economic Forum Annual meeting, Davos. Into the unknown. (Moderator, an evening with explorers, groundbreaking scientists, and entrepreneurs)  
World Economic Forum Annual meeting, Davos. The neuroscience of prosocial behaviour. (Discussant, with Ronald Dahl, Jodi Halpern, and Dacher Keltner)
- 2017 Thinkers50 Global Event. Panel on management thinkers as public intellectuals. (with Whitney Johnson and Dan Pink). London  
The House of Beautiful Business. Keynote. All alone now: Working life in the age of nomadic professionalism. Lisbon  
The Great Place to Work Institute Annual Event. Keynote. The ties that free: how to make work more meaningful and leaders more trustworthy. Dublin  
Harvard Business Review Poland & ICAN Institute. Masterclass. Competence is not enough: leading and learning in the age of nomadic professionalism. Warsaw  
Greek People Management Association, HR Forum. Keynote. The role of HR in developing trustworthy leaders and meaningful workplaces. Athens
- 2016 Chartered Institute for Professional Development. Keynote. Competence is not enough: leading and learning in the age of nomadic professionalism. Manchester  
Irish Health Service. Keynote address. What makes (you) a leader? Dublin
- 2015 Global Peter Drucker Forum. Humanizing leadership in the age of big data. Vienna  
Corporate Research Forum. Keynote address. The meaning “in” leadership. Vienna  
Irish Management Institute. Masterclass. Leading and learning in the age of nomadic professionalism. Dublin  
World Economic Forum Annual meeting, Davos. The neuroscience of compassion. (Discussant, with Robert Shiller, Tania Singer and Matthieu Ricard)
- 2014 World Economic Forum Annual meeting, Davos. Higher education, investment or waste? (Panelist)

- 2013 Online EDUCA conference. Keynote address. Can technology humanize leadership? Berlin
- Ashridge relational coaching conference. Keynote. Coaching nomadic professionals.
- World Economic Forum Annual meeting, Davos. Design, data & decisions. (Discussant, with John Maeda)
- World Economic Forum Annual meeting, Davos. The aesthetic of leadership. (Discussant, with John Maeda, Roger Martin & Beth Comstock)
- World Economic Forum Annual meeting, Davos. Leadership and technology: what do they have in common? Introduction of ITC Industry Private Programme

### **Teaching [p=present]**

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*\* Responsible for program design & direction, including experiential leadership workshop*

#### **INSEAD MBA**

Business & Society: Value-based Leadership for Cosmopolitans (2018-p, core course)

Living Differences @ INSEAD (2020, intro week session for all FBL students)

Practical Wisdom in Business (2015-2017, core course)

Perspectives on Responsibility in Business (2013-2014)

Organizational Behaviour I (2006-2011, core course)

#### **INSEAD Executive Education, Open Enrolment Programmes**

Management Acceleration Programme\* (2010-p); Advanced Management Programme (2010; 2013); Executive Masters in Consulting and Coaching for Change (2006-2019); International Masters Program in Practicing Management (2007, 2008); International Project Management (2008); Leadership Transition (2007-2014)

#### **INSEAD Executive Education, Company Specific Programmes**

Adecco\* (2010-2013); Arkema (2008, 2011); Astellas Pharma\* (2008-2015); BlaBlaCar (2018\*); Daimler (2010); Google (2022); KBC Bank (2014); Lafarge (2008, 2009, 2010-p\*); Lloyds TSB (2008); Maxxium\* (2007, 2008); Merrill Lynch\* (2008); Redcats\* (2011); Scandinavian Executive Institute (2009-2011; 2014-2017); Schneider Electric\* (2017-p); Siegwark (2007); Vesuvius (2008); Young Presidents' Organization\* (2015); World Economic Forum Fellows (2010, 2011-2022\*); World Economic Forum Directors (2010, 2011)

#### **Harvard Business School MBA**

LEAD (Organizational Behavior core course, 2011)

#### **Copenhagen Business School MBA**

Leadership Fundamentals (2004/05, 2005/06, 2006/07 & 2007/08, required)\*

Leadership Mentoring Scheme (2003/04, required)

#### **Copenhagen Business School, Executive Certificate in Business Administration**

Leadership and Team Dynamics (2005/06, 2006/07 & 2007/08, required)\*

#### **Copenhagen Business School, MBA in Shipping and Logistics**

Leadership and Team Dynamics (2003/05, required)



**IMD - MBA**

Introduction to Advanced Group Dynamics (2003, 2004, 2005 Elective, co-designed and taught with J.D. Wood. In 2003 offered to Executive MBAs as well)

Personal Development Elective (2002, 2003, 2004, 2005 Elective) – Psychotherapist for over 30 students

Leadership stream (2002, 2003, 2004, 2005, required) – Study group consultant and individual coach

**IMD - Executive Education, Open Enrolment Programmes**

(CI = classroom instructor; SGC = study group consultant; IC = individual coach)

Building on Talent (2001-2006, CI, SGC & IC); Mobilizing People (2002, CI, SGC & IC); Program for Executive Development (2003-2005, CI, SGC & IC); Orchestrating Winning Performance (2003, CI)

**IMD - Executive Education, Company Specific Programmes**

Allianz (2004, SGC, IC); ABB (2000-2006, SGC, IC); Coca Cola (2001-2002, SGC, IC); Hilti (2001, SGC, IC); KPN, 2001 (SGC, IC); Sara Lee (1999-2005, CI, SGC & IC); Schindler (2000-2005, CI, SGC, IC)

**Corporate speaking**

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Speaker to international organizations on issues of leadership; talent development; mental health in the workplace. Select clients include: 3M; Altran; Assurex; BCG; Breca Group; Capgemini; Danisco; EY; European Commission; Ferrari; Freudenberg; Generali; Hays; Hermès; Lloyds; McKinsey & Co; Novartis; Novo Nordisk; Novozymes; Old Mutual; Olympus; Pirelli; Prudential; Raiffeisen Bank; Radiometer; Refinitiv; Roche; Santander; Schneider Electric; Sky; Telecom Italia; Twitter; United Nations; UNHCR; Vestiaire Collective, Vitra; WeWork

**Professional service**

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**Editorial Boards.** Academy of Management Journal (2021-p); Human Relations (2020-p); Academy of Management Learning & Education (2009-p) including Best Paper Award Committee (2013 & 2014); Transactional Analysis Journal (2002-05)

**Editorial Duties.** Guest Editor, Special Issue on “Self-narratives in, between, and beyond organizations,” Organizational Behavior & Human Decision Processes

**Ad-hoc reviewing.** Academy of Management Review, Administrative Science Quarterly, Organization Science, Organizational Behavior & Human Decision Processes, International Journal of Management Reviews, Organization Studies, Organization Theory, Journal of Business Ethics, Stanford University Press

**Academy of Management.** Award committee: Lifetime Achievement Award, OB division (2020); Outstanding Practitioner-Oriented Publication in OB (2015 & 2016); Best Symposium Award, MED Division (2015). Reviewer: Carolyn Dexter Award (2015); MOC, OB, MED divisions (2010-p)

**World Economic Forum.** Member of the Global Leadership Fellows Programme (GLFP) advisory board. GLF graduation commencement speaker in 2015, 2018, 2020, 2021.

**Group Relations.** Staff member and director in group relations conferences in the US and Europe on themes of Leadership, Authority and Organization (2002-p)

**International Transactional Analysis Association.** President (2006-2009); Vice-President of Research & Innovation (2003-2006); Research committee and Internet committee (2001-2002).

**NTL Institute for Applied behavioural Sciences.** CEO Search Committee (2002)

### **Institutional service, INSEAD**

2012-present Academic director. INSEAD *Initiative for Teaching Excellence & Learning Innovation*.

2009-present Design and direction of *Leading Management Education* programme for INSEAD faculty.

2020 Member, Stakeholder Management & Reputation Team

2013-2019 Academic advisory board, *INSEAD Global Leadership Centre*

2010-2017 Academic advisory board. Executive Master's in *Consulting and Coaching for Change*. (Chair, 2013-17)

2019 Co-organizer, HR summit (for CHROs of major executive education clients)

2018 Co-organizer, IW50 summit (50<sup>th</sup> anniversary of first woman MBA student)

2018 Member, Derek Deasy review Ad Hoc committee

2013 Chair, Task Force to Review the Master's Degree in *Consulting and Coaching for Change*.

2013-present Alumni reunions sessions: 2013, twice yearly 2014-19, 2020, 2022

2012-present Sessions at alumni events: Boston, New York (Forum '11), Madrid, Paris (Class of 1963 '18), Fontainebleau (Visionaries '15; Class of 1990 '17; Visionaries '21), London (Forum '16), Milano

2006-present MBA and eMBA masterclasses and Open Day sessions: Fontainebleau (3), Boston, Copenhagen, London, New York City, Zurich

2013, 2017 Lead organizer, conference on *New Directions in Leadership Research*.

2013 Member, PhD recruitment committee (OB).

2009-2011 Executive Development Programmes committee

2009-10 Academic director, INSEAD Leadership Initiative

2009 Lead organizer, conference on *Developing leaders: challenges to concepts, practice and research*.

2008 Convener, Organisational Behaviour teaching group

2007-09 MBA Admission Committee

### **Professional affiliations**

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Academy of Management; European Group for Organizational Studies; A.K. Rice Institute for the Study of Social Systems; International Transactional Analysis Association; Italian Psychiatric Society; Italian Medical Board

## **Media mentions, commentary, and interviews**

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BBC, Bloomberg, Business Week, Chronicle of Higher Education, Fast Company, Financial Times, Forbes, Guardian, Huffington Post, INC, New York Times, Quartz, Time, The Atlantic, The Economist, The Observer, Vox, Wall Street Journal, Washington Post

Australian Financial Review, Business Spectator (Australia), Trend (Austria), Le Vif (Belgium), Globe & Mail (Canada), Borsen, Jyllands-Posten, Mandag Morgen (Denmark), Kauppalehti (Finland), Capital, France24, Le Figaro, Les Decideurs, Les Echos (France), Der Spiegel, Die Welt (Germany), Economic Times, The Swaddle, Vogue (India), Irish Times, Irish Examiner, Sunday Business Times, Irish Marketing Journal (Ireland), Heretz (Israel), Donna Moderna, Elle, Esquire, Repubblica, Rivista Studio, SkyNews TG24, Vita e Salute (Italy), Carere (Rumania), El Pais, Executive Excellence, Marca (Spain), Singapore Business Times (Singapore), Lianhe Zaobao (South Korea), Les Temps, Io New Management, Pictet Report (Switzerland), The National (UAE), Developing Leaders, Prospect, The Telegraph, Work magazine (UK), El Pais (Uruguay), Boston Globe, Chicago Tribune, Chief Learning Officer, Cornell Sun, Deloitte Insights, Goop, MSF, Minneapolis Star Tribune, New York Post, San Francisco Chronicle, The Smithsonian, Think:Act magazine (US).

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