

GUOLI CHEN

INSEAD

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Research Tracking: [INSEAD Faculty Webpage](#) | [Google Scholar](#) | [SSRN](#)

Academic Positions

2020 – current	Professor of Strategy, INSEAD Mubadala Chaired in Corporate Governance and Strategy
2015 - 2020	Associate Professor of Strategy (with tenure), INSEAD
2008 – 2015	Assistant Professor of Strategy, INSEAD

Education

2008	Ph.D. (Business Administration) Smeal College of Business Pennsylvania State University, State College, PA, USA <i>Dissertation Committee:</i> Don Hambrick (Chair), Tim Pollock, Wenpin Tsai, Michelle Lowry (Finance)
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Research Interests

- Strategic leadership, CEO and top management teams (e.g., leadership effects, executive succession, compensation, managerial discretion);
- Corporate governance and board of directors (e.g., director selection, CEO-board dynamics, ownership structure, shareholder activists);
- Organizational growth (e.g., Mergers and acquisitions, Globalization, Innovation, IPOs), Organizational transformation, renewal and sustainability (e.g., turnaround situation, corporate social responsibility).

Teaching Interests

Strategy, Innovation, Incentive Design & Governance, Strategy for Emerging Markets
- MBA, EMBA, Executive Education, and Ph.D. Programs

Book

Chen, G. and Li. J. 2022 “Seeing the Unseen: Behind Chinese Tech Giant’s Global Venturing” Wiley

中文版：2024”外卷：中国互联网巨头的全球征途”（电子工业出版社）

Editorial Activities

Senior Editor:

Organization Science, Management and Organization Review

Contributing Editor:

Strategy Science

Academic Publications

- [1] Chen, G., Huang, R., Mei, S. & Tan, K.* 2025 “CEO Initial Contract Duration and Corporate Acquisition” **Organization Science** 36(1) 65-87
- [2] Mack, D., Chen, G., Hsu, P., Lee, Y. George, G. 2025 “Interfaces, social information processing, and diversity cascades: How board diversity influences invention output” **Research Policy**. 54(1) 105148
- [3] Chen, G. Hsu., P. Lee, Y., & Mack, D.* 2025 “How Deep-Level and Surface-Level Board Diversity, Formal and Informal Social Structures Affect Innovation” **Journal of Management Studies**. 62(1) 65-101
- [4] Ou, A., Lu, Q., Li, X., Chung, C., Chen, G. † 2024 “CEO humility and corporate social irresponsibility: evidence based on a new unobtrusive measure” **Organization Science** 35(6) 2016-2039
- [5] Li, X., Chen, G., Shen, R., † 2024 “Steering the Intangible Wheel: Chief Executive Officer Effect on Corporate Cultural Change” **Organization Science** 35(5) 1770-1794
- [6] Chen, G., Dong, J. Hu, J. Zhang, F.* 2024 “Regulatory Institutional Misalignment and Cross-Border Acquisitions: Evidence from an Emerging-Market Country” **Journal of International Business and Studies** 55 (2), 172-193
- [7] Zhang, J., Chen, G. & Zhou, Zi. 2024 “Double-edged sword: Power differential and firm performance in Chinese firms” **Economics and Management (经济管理)**
- [8] King Hans, L., Chittoor, R., Vissa, B., Chen, G.. 2024 “Family-controlled business groups: An in-depth review and a micro-foundations based research agenda” **Journal of Management**, 50 (1), 307-346
- [9] Shi, W., Chen, G., Li, B. 2023 “Problem Solving or Responsibility Avoidance? The Role of CEO Internal Attribution Tendency in Shaping Corporate Downsizing in Response to Performance Shortfalls”. **Journal of Management Studies** 60(5), 1273-1301

- [10] Lee, J., Park, J. & Chen, G. 2023 “A cognitive perspective on real options investment: CEO overconfidence”. *Strategic Management Journal* 44 (4) 1084-1110
- [11] Chen, G., Luo, S., Tang, Y. Tong, J.* 2023 “Back to school: How CEO pre-career exposure to religiosity affects firm innovation” *Journal of Management* 49 (3) 881-912
- [12] Stern, I., Deng, X., Chen, G., & Gao, H.* 2021 “The ‘Butterfly Effect’ in Strategic Human Capital: Mitigating the Endogeneity Concern About the Relationship Between Turnover and Performance” *Strategic Management Journal*. 42 (13) 2493-2510
- [13] Chen, G., Meyer-Doyle, P. and Shi, W* 2021 “Hedge fund activists and human capital loss” *Strategic Management Journal*. 42 (12) 2328-2354
- [14] Chen, G., Chittoor, R., and Vissa, B.* 2021 “Does nepotism run in the family? CEO pay and pay-performance sensitivity in Indian family firms” *Strategic Management Journal*. 42(7) 1326-1343
- [15] Chen, G., S. Huang, P. Meyer-Doyle & D. Mindruta.* 2021 “Generalist vs. Specialist CEOs and Acquisition” *Strategic Management Journal*. 42(6) 1184-1214
- [16] Fu, M. Tang, Y. & Chen, G † 2020 “Chief Sustainability Officers and Corporate Social (Ir)responsibility” *Strategic Management Journal* 41(4) 656-680
- [17] Chen, G., Crossland, C., & Huang, S.* 2020 “That Could Have Been Me: Director Deaths, CEO Mortality Salience, and Corporate Prosocial Behavior” *Management Science* 66(7)
- [18] Liu, D., Fisher, G, & Chen, G. 2018 “CEO Attributes and firm performance: A sequential mediation process model”. *Academy of Management Annals*. Vol 12 No. 2
- [19] Tang, Y., Mack, D. & Chen, G.*† 2018 “The differential effects of CEO narcissism and hubris on corporate social responsibility” *Strategic Management Journal*, 39 (5), 1370-1387
- [20] Wang, H., Zhao, S., & Chen, G. 2017 “Firm-specific knowledge assets and employment arrangements: Evidence from CEO compensation design and CEO dismissal” *Strategic Management Journal*, 38 (9) 1875-1894
- [21] Chen, G., Crossland, C., & Huang, S.* † 2016 “Female board representation and corporate M&A intensity” *Strategic Management Journal*, 37(2) 303-313

- [22] Chen, G., 2015 “Initial compensation of new CEOs hired in turnaround situation”. ***Strategic Management Journal***, 36(12) 1895-1917
- [23] Zhu, D., & Chen, G.* 2015 “CEO narcissism and the impact of prior board experience on corporate strategy”. ***Administrative Science Quarterly***, 60(1): 31-65
- [24] Chen, G, Crossland, C. & Luo, S. * 2015 “Making the same mistake all over again: CEO overconfidence and corporate resistance to corrective feedback”. ***Strategic Management Journal***, 36(10) 1513-1535
- [25] Chen, G. Luo, S. Tang, Y. & Tong, J.* 2015 “Passing probation: Earnings management by interim CEOs and its effect on their promotion prospects”. ***Academy of Management Journal*** 58(5): 1389-1418
- [26] Zhu, D., & Chen, G. 2015 “Narcissism, director selection, and risk-taking spending”. ***Strategic Management Journal***, 36(13) 2075-2098
- [27] Chen, G., Chittoor, R. & Vissa, B.* 2015 “Modernizing without westernizing: Social structure and economic action in the Indian financial sector”. ***Academy of Management Journal*** 58(2):511-537
- [28] Tang, Y., Qian, C., Chen, G., & Shen, R.* 2015 “CEO hubris and corporate social (ir)responsibility” ***Strategic Management Journal***, 36(9) 1338-1357
- [29] Shen, R., Tang, Y., & Chen, G.* 2014. “When the role fits: How firm status differentials affect corporate takeovers.” ***Strategic Management Journal***, 35(13): 2012-2030.
- [30] Chen, G., & Crossland, C. 2014. “Can you believe it: Managerial discretion and financial analysts’ responses to management earnings forecasts.” ***Advances in Strategic Management*** 31: 103-9143.
- [31] Crossland, C., & Chen, G. 2013. “Executive accountability around the world: Sources of cross-national variation in firm performance-CEO dismissal sensitivity”. ***Strategic Organization***, 11(1): 78-109.
- [32] Chen, G., & Hambrick, D. C. 2012. “CEO replacement in turnaround situations: Executive (mis)fit and implications.” ***Organization Science***, 23(1): 225-243.
- [33] Pollock, T. G., Chen, G., Jackson, E. M., & Hambrick, D. C. 2010. “How much prestige is enough? Assessing the value of multiple types of high-status affiliates for young firms.” (Lead Article) ***Journal of Business Venturing***, 25(1): 6-23.

- [34] Chen, G., Trevino, L. K., & Hambrick, D. C. 2009. "CEO elitist association: Toward a new understanding of an executive behavioral pattern." ***Leadership Quarterly***, 20(3): 316-328.
- [35] Wang, S., Tong, T., Chen, G., & Kim, H. 2009. "Expatriate utilization and foreign direct investment performance: The mediating role of knowledge transfer." ***Journal of Management***, 35(5): 1181-1206.
- [36] Chen, G., Hambrick, D. C., & Pollock, T. G. 2008. "Puttin' on the Ritz: Pre-IPO enlistment of prestigious affiliates as deadline-induced remediation." ***Academy of Management Journal***, 51(5): 954-975.
 - Reprinted in "*Strategies for New Venture Development*", edited by Ari Ginsberg, Stern School of Business, New York University, U.S.

(* denoting equal contribution; † working with Ph.D. students)

Book Chapter

- [37] Wei, S. and Chen, G. 2022 "CEO-CFO relative optimism and firm mergers and acquisitions" Chapter 4 of "***Managerial Practice Issues in Strategy and Organization***" pp.105-143. Information Age Publishing
- [38] Chen, G., P. Meyer-Doyle, and W. Shi. 2018 "How CEO and CFO Regulatory Focus Interact to Shape the Firm's Corporate Strategy" ***Behavioral Strategy and Competitive Advantage***

Conference Best Paper Proceedings

- [39] Li, X*, Chen, G., and Rui. S. 2022 "Steering the intangible wheel: The effect of CEOs on corporate cultural change" ***Academy of Management Best Paper Proceedings***.
- [40] Chen, G., Huang, R. Mei, S. and Tan, K.. 2019 "Pressured to perform: Evidence from quasi-experiment in initial CEO contract length" ***Asian Finance Association Annual Meeting***.
- [41] Chen, G., S. Huang and P. Meyer-Doyle. 2017 "Generalist vs. Specialist CEOs: How CEO Human Capital Shapes the Firm's Acquisition Behavior and Performance" ***Academy of Management Best Paper Proceedings***.
- [42] Chen, G., Gao, H., Hsu, P., Li, K. 2016 "Ownership transition, managerial short-termism, and exploratory versus exploitative innovation strategy" ***Academy of Management Best Paper Proceedings***.

- [43] Zhu, D., & Chen, G. 2011. "Who will appreciate my narcissism? Theory and evidence on social inference processes in new director selection." ***Academy of Management Best Paper Proceedings***.
- [44] Chen, G. 2009. "Do you get what you pay for? Compensation of new CEOs hired in turnaround situations." ***Academy of Management Best Paper Proceedings***.
- [45] Chen, G. 2008. "Performance consequences of CEO replacement in turnaround situations." ***Academy of Management Best Paper Proceedings***.

Publications for Managerial Audience

- [1] "How to get the most out of a diverse board" **INSEAD Knowledge**, Nov 2024. <https://knowledge.insead.edu/strategy/how-get-most-out-diverse-board>
- [2] "Why some CEOs are more likely to downsize" **INSEAD Knowledge**, Jan 2024. <https://knowledge.insead.edu/strategy/why-some-ceos-are-more-likely-engage-corporate-downsizing>
- [3] "How overconfidence affects CEOs' investment decisions" **INSEAD Knowledge**, Dec 2023 <https://knowledge.insead.edu/strategy/how-overconfidence-affects-ceos-investment-decisions>
- [4] "Super Apps in Asia, "Everything App" in the U.S?" **INSEAD Knowledge**, May, 2023 <https://knowledge.insead.edu/strategy/super-apps-asia-everything-app-us>
- [5] "Are super-apps coming to the U.S. Market" (with Prud'homme, D & Tong, T.), **Harvard Business Review** (online) April 2023 <https://hbr.org/2023/04/are-super-apps-coming-to-the-u-s-market>
- [6] "China is back: What its reopening means for the world" **INSEAD Knowledge**. 2023 <https://knowledge.insead.edu/economics-finance/china-back-what-its-reopening-means-world>
- [7] "China's Internet Giants: the Nuts and Bolts of Going Global" **INSEAD Knowledge**. 2023 <https://knowledge.insead.edu/entrepreneurship/chinas-internet-giants-nuts-and-bolts-going-global>
- [8] "Will China Internet giants conquer the world"? **INSEAD Knowledge**. 2022 <https://knowledge.insead.edu/strategy/will-chinas-internet-giants-conquer-world>

- [9] “How the ‘butterfly effect’ can harm firm performance” **INSEAD Knowledge**. 2021 <https://knowledge.insead.edu/strategy/how-butterfly-effect-can-harm-firm-performance>
- [10] “CEO who play to type win the market” **INSEAD Knowledge**. 2021 <https://knowledge.insead.edu/strategy/ceos-who-play-to-type-win-the-market-16991>
- [11] “How to make the most of a Chief Sustainability Officer” **INSEAD Knowledge**. 2020 <https://knowledge.insead.edu/strategy/how-to-make-the-most-of-a-chief-sustainability-officer-14971>
- [12] “Green shoots for businesses in China’s new normal” **INSEAD Knowledge**, 2020 <https://knowledge.insead.edu/blog/insead-blog/green-shoots-for-businesses-in-chinas-new-normal-14471>
- [13] “Super Apps: How to Create a Mass Market of One” **INSEAD Knowledge**, Oct 2019 <https://knowledge.insead.edu/strategy/super-apps-how-to-create-a-mass-market-of-one-12506>
- [14] “The CEO and CFO Pairing that Makes Mergers More Successful” **Harvard Business Review**, Aug 12, 2019. <https://hbr.org/2019/08/the-ceo-and-cfo-pairing-that-makes-mergers-more-successful> and **Harvard Business Review (in Chinese)**
- [15] “The best CEO-CFO team for M&As” **INSEAD Knowledge**, 2019 Appeared in the *Business Times* (Aug 21, 2019), *Forbes* (French), *Mundo Empresarial*’s (Spanish) <https://knowledge.insead.edu/strategy/the-best-ceo-cfo-team-for-mas-12206>
- [16] “When awareness of death improves corporate prosocial behavior” **INSEAD Knowledge**, 2019. <https://knowledge.insead.edu/responsibility/when-awareness-of-death-improves-corporate-prosocial-behaviour-11651>
- [17] “When a colleague dies, CEOs change how they lead”. **Barron’s**, April 8, 2019 <https://www.barrons.com/articles/when-a-colleague-dies-ceos-change-how-they-lead-51554728414>
- [18] “The right incentive structure makes firms smarter” **INSEAD Knowledge**. 2017 Appeared in *Daedalus Trust*, *Corporate Governance UK* <https://knowledge.insead.edu/strategy/the-right-incentive-structure-makes-firms-smarter-5366>
- [19] “Narcissistic leaders can be risky business” **South China Morning Post**, Feb 6, 2016 <http://www.scmp.com/business/article/1909299/narcissistic-leaders-mirrors-boardroom-and-firms-risk-taking-behaviour>

- [20] “The societal costs of CEO overconfidence?” **INSEAD Knowledge**. Appeared in the *Jakarta Post* (Sep 29, 2015) <http://knowledge.insead.edu/leadership-organisations/the-societal-costs-of-ceo-overconfidence-4279>
- [21] “Why do corporate boards need more women?” **INSEAD Knowledge**. Appeared in *The National* (Jan 05, 2015) <http://knowledge.insead.edu/women-in-business/why-do-corporate-boards-need-more-women-3728>
- [22] “Can your firm afford an overconfident CEO” **INSEAD Knowledge**. Appeared in **The Edge** (Malaysia and Singapore’s main business weekly) <http://www.theedgemaalaysia.com/management/301707-can-your-firm-afford-an-overconfident-ceo.html>
- [23] “The fallout of CEO narcissism” **INSEAD Knowledge**. Appeared in *Jakarta Post* (June 07, 2014) *Finance Middle East* (UAE, July 23, 2014) <http://www.thejakartapost.com/news/2014/06/07/the-fallout-ceo-narcissism.html>
- [24] “The virtue of accountability in top company executives” **South China Morning Post**. <http://www.scmp.com/business/companies/article/1629364/virtue-accountability-top-company-executives>

Podcast/Webinar

- [1] Chinese companies going global: Challenges and opportunities. Sep 27, 2024. **Asia Business Pod** <https://www.asiabusinesspod.com/episodes/chinese-companies-going-global-challenges-and-opportunities-with-guoli-chen>
- [2] “Blue Ocean Strategy” **INSEAD Webinar**, 19 Dec, 2023
- [3] “Demystifying China’s Internet Giants” **INSEAD Knowledge Podcast**. 2023 <https://knowledge.insead.edu/strategy/demystifying-chinas-internet-giants>
- [4] “Xiaomi: Where to next?” **INSEAD INTHECASE Webinar**, Nov 2022 https://www.youtube.com/watch?v=WObtnKt7Bmw&ab_channel=INSEAD
- [5] “Do CEO matter” **INSEAD Knowledge Podcast**. 2021 <https://podcasts.apple.com/fr/podcast/do-ceos-matter>

Teaching Cases

- [1] 2025 “Shaping the Future: Digital China’s Journey from Digitalization to an AI-Embedded Organization” (with Wu, K)

- [2] 2025 “Transforming Futuristic Concepts into Actualities: Xiaomi’s Strategic Leap into the New Energy Vehicle Industry” (with Tang, Y and Xu, J)
- [3] 2025 “TEMU: A Disruptor in the Cross-border E-commerce” (with Luo, S and Xu, M.)
- [4] 2025 “FWD in Indonesia (A): A New Kid on the Block” (with Paddy Padmanabhan and Jean Wee)
- [5] 2025 “FWD in Indonesia and BRI Life” (B): Partnering for Rapid Growth (B) (with Paddy Padmanabhan and Jean Wee)
- [6] 2025 “FWD in Indonesia and BRI Life” (C): The Next Bound (with Paddy Padmanabhan and Jean Wee)
- [7] 2024 “NEC India: The Opportunity in the Indian’s Growth Story (A) (B) (C)” (with Paddy Padmanabhan and Jean Wee)
- [8] 2024 “The Evolution of the Hotel Industry (A) (B)” (with Li, N. and Tong, Y)
- [9] 2024 “OpenAI: Competitive strategy and governance” (with Luo, S. and Li, X)
- [10] 2022 “NirogStreet: A digital platform for Ayurveda healthcare” (with Ma, J., Peng, Y and Pathak, A) <https://publishing.insead.edu/case/nirogstreet-a-digital-platform-ayurveda-healthcare>
- [11] 2022 “Leading change: Building a simpler, faster and more connected AIA” (internal use only)
- [12] 2022 “SheIn vs. Zara: Digital transformation in the fast-fashion industry” (with Luo, S) <https://store.hbr.org/product/shein-vs-zara-digital-transformation-in-the-fast-fashion-industry/HK1327>
- [13] 2022 “Jifei (XAG) Technology: Automation and digitalization in agriculture (with Zhang, F., Chen., M) <https://publishing.insead.edu/case/jifei-xag-technology-automation-and-digitalization-agriculture>
- [14] 2021 “TikTok and Kuaishou: A Tale of Two Short-Video Sharing Apps from China to the Globe (with Liu, Z., Li, J. and Zhuang, X)

<https://publishing.insead.edu/case/tiktok-and-kuaishou-a-tale-two-short-video-sharing-apps-china-globe>

- [15] 2021 “Transsion Mobile: Deep Blue Ocean in Africa (with Zhuang, X) <https://publishing.insead.edu/case/transsion-mobile-deep-blue-ocean-africa>
- [16] 2020 “Ant Financial vs. Tencent: A Tale of Two FinTech Unicorns in China (with T. Tong and K. Wu) <https://publishing.insead.edu/case/ant-financial-and-tencent-a-tale-two-fintech-unicorns-china>
- [17] 2020 “Surviving in the 5G era: Generational technological change and firm strategy in mobile telecommunications” (with D. Li, T. Tong, and Y Xiao) <https://store.hbr.org/product/racing-into-the-5g-era-generational-technological-change-and-firm-strategy-in-mobile-telecommunications/IN1642>
- [18] 2019 “Wanda’s Entertainment Empire: Can Wanda Rock Hollywood?” (with T. Tong, and K Wu) (internal use only)
- [19] 2018. China’ “Furious Five” Smartphones: Strategies and Origins (with T. Tong, H. Xiao and N. Han) <https://cases.insead.edu/publishing/case?code=37188>
- [20] 2018. Driving the Future: How Autonomous Vehicles will Change Industries and Strategy (with C. Kim, R. Mauborgne, and M. Olenick) <https://cases.insead.edu/publishing/case?code=37600>
- [21] 2017. A Dark Horse in the Global Smartphone Market: Huawei’s Smartphone Strategy (with H. Xiao, T. Tong and K. Wu) <https://hbr.org/product/a-dark-horse-in-the-global-smartphone-market-huawei-s-smartphone-strategy/IN1324-PDF-ENG>
- [22] 2016. Uber vs. Didi: The Race for China’s Ride-hailing Market (with K. Wu, T. Tong and X. Su) <https://hbr.org/product/uber-vs-didi-the-race-for-china-s-ride-hailing-market/IN1306-PDF-ENG>
- [23] 2015. Sunac’s Acquisition of Greentown in the Chinese Real Estate Market (A) (B) and (C) (with S. Zhu and S. Poddar) (<https://hbr.org/product/sunac-s-acquisition-of-greentown-in-the-chinese-real-estate-market-a/IN1274-PDF-ENG>)

Editorial review board

- *Strategy Management Journal*
- *Organization Science*
- *Academy of Management Journal*
- *Academy of Management Review*

Awards and Honors

- INSEAD Dean's Recommendation for Excellence in MBA Teaching (2024-2025)
- INSEAD Dean's Recommendation for Excellence in MBA Teaching (2023-2024)
- INSEAD Executive Development Program Faculty Teaching Award (2023-2024)
- Tsinghua University – Outstanding Teaching Award in TIEMBA Program (2024)
- Distinguished Strategy Advisor for Enterprises Going Global, Shanghai Lingang Special Area Development Authority (SLADA), 2024
- The Case Center Award – Strategy and General Management “SHEIN vs Zara: Digital Transformation in the Fast-fashion Industry. Feb 2024
- Top 50 Bestselling Case Authors, 2022/2023, the Case Center (Oct, 2023)
- Best Senior Editor Award, Management and Organization Review (2023)
- INSEAD Dean's Recommendation for Excellence in MBA Teaching (2020-2021)
- INSEAD Dean's Recommendation for Excellence in MBA Teaching (2018-2019)
- “Top downloaded article 2017-2018”, recognized as a top 20 most read paper in Strategic Management Journal, 2019
- “Oriental Scholar”, Shanghai Municipal Education Commission, 2018
- Strategic Management Society (SMS) Emerging Scholar Award, 2016
- Singapore's most influential business professors aged 40 and under, 2016
- Best Paper Award, SYSBS International Symposium on Frontier Management Research, 2016
- Nominee for the Best Paper for Practice Implications Award, Strategic Management Society, Prague, 2012

- Finalist for the Robert J. Litschert Best Doctoral Student Paper Award, BPS Division, Academy of Management, Anaheim, 2008
- Smeal Doctoral Dissertation Research Award, Smeal College of Business, Pennsylvania State University, 2007
- Ewing Marion Kauffman Foundation Fellowship, 2006
- Edward and Susan Wilson Graduate Scholarship, Smeal College of Business, Pennsylvania State University, 2006-2007
- Jeanne and Charles Rider Fellowship, Smeal College of Business, Pennsylvania State University, 2005-2006

Professional Activities

2024-2025

PDW: “Building Your Foundational Map: Navigating the Roots of Research Fields for Academic Impact”, AOM Copenhagen, Aug 2025

Paper: “Do Executives Leverage Social Media as an Additional Information Channel, and How?”, AOM Copenhagen, Aug 2025

Paper: “Cost of Speaking Out: The Impact of CEO Activism on CPA Effectiveness?”, AOM Copenhagen, Aug 2025

Presenter: “Upper Echelons’ Research: Historical Evolution and Direction for Future Studies in the AI Era” Shandong University, Zhejiang University, Shanghai Fudan University, July 2025

Guest speaker: “Chinese Management Scholar Community” Teaching Forum, July 2025

CNBC Asian “Chinese companies have an advantage when it comes to applying AI in their businesses” July 2025

Discussant, “Resilience Dilemmas in the Board Room” INSEAD Corporate Governance Center, July 2025

Keynote Speech: Chinese Tech Giants’ Global Venturing. *Hong Kong University of Science and Technology, Guangzhou*, June 2025

Participant: Field Workshop on Emerging Industrial Cluster Development in Guizhou, June 2024

Organizer and Presenter: “SUFU Summer Research Forum on Strategy, Innovation and Entrepreneurship” *Shanghai University of Finance and Economics*, June 2025

Keynote Speech “Upper Echelons’ Research: Historical Evolution and Direction for Future Studies in the AI Era” Chinese University of Hong Kong, Shen Zhen, June 2025

Presenter “Does the Rise of Robots Lead to More Dominant Human Leaders?” *University of Melbourne*, June 2025

Organizer and keynote speaker “AI Leadership Club and Conference” INSEAD, May 29-30

Participant “Consortium for Strategy Research”, Newport Beach, California, May 2025

Presenter “Social Media and Executives” SL&G Conference, Texas Christian University, May 2025

Presenter “Does the Rise of Robots Lead to More Dominant Human Leaders?” *Stanford University*, May 2025

Presenter “Robotics and Human Leaders” Tsinghua University, April 2025

Presenter “Do Executives Leverage Social Media as an Additional Information Channel, and How” City University of Hong Kong, April 2025

Presenter “How to publish in top management journals” Chongqing University, China Mar 2025

Presenter “Robotics and Human Leaders” Chinese University of Hong Kong, Feb 2025

Presenter “How to write pedagogical cases” INSEAD, Dec 2024

Keynote Speaker “Chinese Tech Giants’ Global Venturing” Shanghai Dishuihui Annual Forum, Shanghai Municipal Government, Dec 2024

Keynote Speaker: Upper Echelons’ Research in 40 Years. China-Europe International Business Schools (CEIBS), Dec 2024

Keynote Speaker: Blue Ocean Entrepreneurship, Yungu School, Hangzhou, Dec 2024
Guest Speaker: Organization Science (OrgSci) Paper Development Workshop, Singapore Management University, Nov 2025

SMS Saturday PDW – SL&G Interest Group: Strategic Management Society Annual Conference, Istanbul, Turkey, Oct 2024

Paper “Is more always better? The cost of board committees” Strategic Management Society Annual Conference, Istanbul, Turkey, Oct 2024

Panelist “Blind spots in the Board Room: Causes, Consequences, and Contingencies” Strategic Management Society Annual Conference, Istanbul, Turkey, Oct 2024

External Tenure Letters for three promotions, 2024-2025

2023-2024

Strategic Management Society (SMS), Strategic Leadership and Corporate Governance (SL&G) IG, Chair, 2023-2024

Panelist, Opening remarks in INSEAD Director Forum, April 5, 2024

Tenure letter writers for two associate professor promotion and one full professor promotion, 2024

Panelist, Paper development workshop, OMT, AOM, Dec 8, 2023 @ ESSEC Business School

Panelist, Paper development workshop (PDW), SL&G Division, SMS @ Toronto, Oct 2023

Panelist, STR Plenary “The Impact and Relevance of Strategic Management” AOM Chicago, 2024

Paper presenter: Executive’s Free-Riding and Firm Innovation: Exploring the Microfoundation Mechanism, AOM Chicago, 2024

Paper presenter: Time To Step Down? Strategic Acquisitions and CEO Retirement, AOM Chicago, 2024

Paper presenter: When Overconfident CEOs Deliver Better Performance: Evidence From Acquisition Waves. AOM Chicago, 2024

Paper Presenter: CEO contract length and contract renewal, 13th EIASM Workshop on top management teams and business strategy research, June 2024

Reviewer for SMS Best Paper Prize competition, 2024

Panelist: SUFE Summer Research Workshop on Strategy, Innovation and Entrepreneurship. Shanghai University of Finance and Economics, June, 2024

Panelist: “What drive executive decision making?” Quarterly Journal of Management Annual Conference, Tianjin University, June 2024

Participant: Field Workshop on Emerging Industrial Cluster Development in Ningxia, China, June 2024

2022-2023

Strategic Management Society (SMS), Strategic Leadership and Corporate Governance (SL&G) IG, Program Chair, 2022-2023

Repertoire for two INSEAD colleagues' full professor evaluation, 2023

External letter writers for three tenure associate promotions and three full professor promotions, 2023

INSEAD Behavioral Perspectives of Corporate Governance Conference, Co-organizer, May 2023

Reviewer for SMS Best Paper Prize competition, 2023

STR Junior Faculty Paper Development Workshop, AOM, Aug 2023

Top down and bottom up: Connecting strategic leadership and employees, AOM symposium, Aug 2023

Transformation of business management and production in the era of AI, AoM symposium, Aug, 2023

CEO effects in AI adoption, SUFE summer strategy, innovation and entrepreneurship workshop, June, 2023

Distinguished guest speaker: CEO contract length and impression management, NWPU summer conference on CSR, June 2023

Macro-track coordinator, IACMR 2023 Hong Kong Conference

Panelist – Strategic Management Teaching Workshop, June 2023, IACMR conference

Panelist, Singapore Management University, Annual Summer Research Camp, May 11-12, 2023

Discussant, Research Workshop on the Nexus of Business and Government in the Global Economy, ESSEC Singapore, Mar 2023

Keynote Panel – China Forum, June 2023, IACMR conference

“Love amid Terror: Terrorist attacks and firm-employee relationship”, London, SMS 2022 Conference

Panelist, Junior Scholar Paper Development Workshop, London, SMS 2022 Conference

SMS PDW for the Strategic Leadership and Governance interest group, SMS 2022 Conference

2021-2022

Strategic Management Society (SMS), Strategic Leadership and Corporate Governance (SL&G) IG, Assistant Program Chair, 2021-2022

Shanghai University of Finance and Economics, Summer Strategy, Innovation and Entrepreneurship Workshop, Organizer, 2022 July

Repertoire for an INSEAD colleagues' tenure evaluation, 2022

External letter writers for two full professor promotions, 2022

External Committee member: Sarosh Asad's Dissertation Final Defense (Copenhagen Business School), 2022

External Committee member: Joris Berns' Dissertation Pre-Defense (Tilburg University), 2022

China National Research Forum on MBA Core Strategy Course, Keynote speaker, 2022

Panelist, PDW on the Microfoundations of Mergers and Acquisition, AOM, 2022

“Steering the intangible wheel: The effect of CEOs on corporate cultural change”, AOM, Aug 2022

“Steering the intangible wheel: The effect of CEOs on corporate cultural change”, The fourth annual Berkely Culture Conference, Jan 2022

“Upper Echelons Theory and its Psychological Roots: Increasing our Understanding of Top Executive” Panelist, IG&C Panel Session, SMS Toronto, Sep 2021

“Strategic Leadership & Governance Professional Development Workshop” Panelist,
SMS Toronto, Sep 2021

2020-2021

External committee member, Dr. Li Anran (HKUST) 2021

Letter writer for 3rd year review, INSEAD colleague

STR Best conference paper – committee coordinator 2021

IACMR Best student paper – reviewer, 2021

TIM Best dissertation award – reviewer, 2021

STR Junior Faculty Paper Development Workshop, AOM 2021

Shanghai University of Finance and Economics, Summer Strategy and
Entrepreneurship Workshop, Organizer, 2021

Northwestern Polytechnical University, CSR International Conference, 2021 July

STR Virtual Writing Retreat – 2021 May

INSEAD China Initiative: Organizational innovation in a deglobalized world,
presenter, Mar 2021

IACMR Research Seminar Series Session #9 – 2021 Feb

Executive committee member: AOM STR Division 2010-2021

Symposium Organizer (with Xina Li and Amy Ou): New measures with big data and
machine learning in strategic leadership research, AOM 2021

Panelist, Symposium. The role of corporate leaders in firm responses to
environmental change: Developments and research opportunities, AOM 2021

CRS Conference, 2021 – CEO succession and culture change

Wuhan University, 2021 – Using exogenous events in strategy research

Panelist, Meeting Emerging Scholars Session, SMS SL&CG IG group, SMS 2020

Panelist, New research in corporate strategy, SMS 2020

STR: Meet the scholar – Prof. Anne Tsui, Moderator 2020

Business in China in a post Covid-19 world, INSEAD Lifelong learning (with Hellmut Schutte), 2020

2019-2020

Opponent, Aalto University, Finland, June 2020 (Pardeep Maheshwaree)

Committee chair: Irwin Outstanding Educator Award 2020

Executive committee member: AOM STR Division 2019-2020

Chair, Corporate Strategy Interest Group for Strategic Management Society (SMS), 2019-2020

STR: Meet the scholar – Prof. Anne Tsui, Moderator 2020

Shanghai University of Finance and Economics, Summer Strategy and Entrepreneurship Workshop, Organizer, 2020

Business in China in a post Covid-19 world, INSEAD Lifelong learning (with Hellmut Schutte), 2020

Moderator, INSEAD – China Business Dialogue, 2020

Panelist, Corporate Adjustment. Corporate Strategy IG, SMS London, 2020

Co-Chair, Strategic Leadership & Governance Redefined. Strategic Management Society Special Conference, Hangzhou, China, 2020

Panelist, Strategy Doctoral Consortium, STR, AOM Conference, 2020

2018-2019

Research Committee member: AOM STR Division 2018-2019

Program Chair, Corporate Strategy Interest Group for Strategic Management Society (SMS), 2018-2019

Chinese Management Scholar Community (CMSC) Executive Committee Member, 2019

Reviewer for Responsible Research in Management Award, 2018

Panelist, Psychological Perspective of Strategy (Organized by M.K. Chin, Tim Hubbard and D. Zhu), AOM, 2019

Keynote Speaker: 9th Workshop on Top Management Teams and Business Strategy Research, European Institute for Advanced Studies in Management (EIASM), 2018

Panelist, Guanghua OSS Research Workshop, Peking University, 2018

Speaker, Tsinghua 1st Strategy and Innovation Workshop, Tsinghua University, 2018

Panelist, Frontiers of Psychological Research in Strategic Management (Organized by Tim Hubbard and D. Zhu), AOM, 2018

Organizer, SUFE Strategy Summer Workshop, Shanghai, 2018

Before 2018 (Selective activities)

Associate Program Chair, Corporate Strategy Interest Group for Strategic Management Society (SMS), 2017-2018

Panelist, Strategic Management Society (SMS) Extension Conference on International Corporate Governance, Houston, 2017

William H. Newman Award, Committee Chair, 2017

Corporate governance: International Perspective, Shanghai Conference, Track Chair, 2018

Research Committee member: AOM STR Division 2017-2018

INSEAD Conference on Behavioral Perspective of Corporate Governance, June 2017

Co-organizer (with W Shi), Corporate strategy, leadership and governance, SMS, Houston, 2017

Co-organizer (with Jiangyong Lu), Chinese Management Scholar's Community (CMSC) Teaching Forum, Atlanta, 2017

Chair, Session on "TIM Conversations on Innovation, Strategy, Competition: CEOs and Strategic Decision Making" AoM, Atlanta, 2017

William H. Newman Award, Committee member, 2016

IACMR Best Macro Paper Committee, 2016

Co-organizer (with Mingyuan Zhao), Chinese Management Scholar's Community (CMSC) Teaching Forum, Vancouver, 2015

Chair, Session on “Corporate governance in entrepreneurial firms”, *Academy of Management Annual Conference*, Philadelphia, 2014

Invited Discussant, “Family business academic conference”, CGIO, National University of Singapore, 2014

Organizer, Session on “Strategic leadership and corporate governance complementarities: Why we are an IG”, *Strategic Management Society Annual Conference*, Prague, 2012

Invited Panelist, Session on “Corporate strategy and the role of the manager”. *Strategic Management Society Annual Conference*, Prague, 2012

Symposium Co-Organizer (with Yu Zhang), “Securities Analysts in Management Practice and Research”, *Academy of Management Annual Conference*, San Antonio, 2011

Representative at large: Corporate Strategy and Governance Interest Group for the Strategic Management Society, 2010-2012

Chair, Session on “Perspectives on CEO Succession”, *Strategic Management Society Annual Conference*, Washington, D.C. 2009

Chair, Session on “Corporate Governance: Board Composition”, *Academy of Management Annual Conference*, Chicago, 2009

Co-organizer (with Brian Wu), “Chinese Management Research Scholar Workshop”, Chicago, 2009

Professional Workshop Participants:

- SMS New Faculty Consortium, Strategic Management Society, Singapore conference, 2012
- BPS New Faculty Consortium, Academy of Management, 2009
- BPS Doctoral Consortium, Academy of Management, 2006

Professional Affiliations:

- Member: Academy of Management (AOM)
- Member: Strategic Management Society (SMS)
- Member: International Association for Chinese Management Research (IACMR)

Reviewing for Journals:

- Administrative Science Quarterly
- Academy of Management Journal
- Academy of Management Discovery
- Canadian Journal of Administrative Sciences
- Corporate Governance: An International Review

- European Management Review
- European Journal of Information Systems
- Human Relations
- IEEE Transactions on Engineering Management
- Leadership Quarterly
- Journal of Applied Psychology
- Journal of Business Research
- Journal of Business Venturing
- Journal of Business Ethics
- Journal of International Business Studies
- Journal of Management
- Journal of Management Studies
- Journal of World Business
- Long Range Planning
- Management Science
- Organization Science
- Pacific-Basin Finance Journal
- Strategic Management Journal
- Strategic Entrepreneurship Journal
- Strategic Science

Reviewing for External Institutions:

- Social Sciences and Humanities Research Council of Canada (SSHRC)
- Swiss National Science Foundation