

ANTONIO DAVILA

June 2021

Education

Doctor in Business Administration, 1998. Graduate School of Business, Harvard University.
Master in Business Administration, 1991. IESE Business School, University of Navarra, Spain.
Telecommunications Engineer, 1989. Polytechnic University of Catalunya, Barcelona, Spain.

Academic Experience

<i>Spring 2007 to date</i>	Full professor, IESE Business School, University of Navarra
<i>Summer-Fall 2018</i>	Visiting Professor, Harvard Business School
<i>Summer-Fall 2016</i>	Visiting Professor, Harvard Business School
<i>Summer-Fall 2014</i>	Visiting Professor, Harvard Business School
<i>Summer-Fall 2013</i>	MBA Class of 1961 Visiting Professor, Harvard Business School
<i>Spring 2009</i>	Visiting Professor, Saïd Business School, Oxford University
<i>Fall 2006-Spring 2007</i>	Associate Professor IESE, University of Navarra
<i>Fall 2004-Summer 2006</i>	Visiting Associate Professor IESE, University of Navarra
<i>Fall 1999- Summer 2006</i>	Assistant Professor, Graduate School of Business, Stanford University
<i>Fall 1997- Spring 1999</i>	Assistant Professor, IESE, University of Navarra
<i>Spring 1997</i>	Teaching Assistant, Financial Accounting for Non-Profit Organizations, Kennedy School of Government, Harvard University.
<i>Teaching Assistant, Fall 1996</i>	Teaching Assistant, Management Accounting for Non-Profit Organizations, Kennedy School of Government, Harvard University.
<i>1994-1997</i>	Research assistant to Professor Robert Simons Harvard Business School
<i>Instructor, Summer 1995</i>	Instructor, English for the MBA, Harvard Summer School, Harvard University
<i>Summer 1994, 1995, 1996, 1997, Spring 1998</i>	Visiting Professor, Executive Education, IDE, Guayaquil, Ecuador.
<i>Fall 1991-Spring 1993</i>	Instructor, IESE, University of Navarra.

Personal Information

Married with three kids aged 19, 17, and 10

Languages: Fluent in Spanish, English, French, and Catalan

Hobbies: Reading, Biking, Mountain

Publications

Research articles

- Davila, Antonio and Marti Guasch (2021) “Manager’s Body Expansiveness, Investor Perceptions, and Firm Forecast Errors and Valuation” *Journal of Accounting Research (fourth round)*
- Aranda, Carmen, Javier Arellano, and Antonio Davila (2021) “Budgeting in Public Organizations: The Influence of Informational and Political Aspects” *European Accounting Review*
- Davila, Antonio, Giovanni Derchi, and Daniel Oyon (2021) “Incentive Systems for Environmental Goals” *Management Accounting Research (fourth round)*
- Davila, Antonio and Robert Simons (2020) “How Top Managers Use the Entrepreneurial Gap to Drive Strategic Change” *European Accounting Review*
- Davila, Antonio (2019) “Emerging Themes in Management Accounting and Control Research, *Spanish Accounting Review*
- Aranda, Carmen, Javier Arellano, and Antonio Davila (2019) “Subjective Bonuses and Target Setting in Budget-Based Incentive Contracts” *Management Accounting Research*
- Davila, Antonio and Angelo Ditillo (2017) “Management Control Systems for Creative Teams: Managing Stylistic Creativity in Fashion Firms” *Journal of Management Accounting Research*
- Aranda, Carmen, Javier Arellano, and Antonio Davila (2017) “Organizational Learning in Target Setting” *Academy of Management Journal*
- Barroso, Raúl, Michael Burkert, Antonio Davila, Daniel Oyon (2016) “Shareholder Protection: The Role of Multiple Large Shareholders” *Corporate Governance: An International Review*
- Davila, Antonio, George Foster, and Ning Jia (2015) “The Valuation of Management Control Systems in Start-Up Companies: International Field-Based Evidence” *European Accounting Review*.
- Davila, Antonio, George Foster, Xiaobin Ye, and Carlos Shimizu (2015) “The Rise and Fall of Startups: Revenue and Jobs Creation and Destruction in Young Startups” *Australian Journal of Management*.
- Aranda, Carmen, Javier Arellano, and Antonio Davila (2014) “Ratcheting and the Role of Relative Target Setting” *The Accounting Review*
- Burkert, Michael, Antonio Davila, Kandarp Metha, and Daniel Oyon (2013) “Relating Alternative Forms of Contingency Fit to the Appropriate Methods to Test Them” *Management Accounting Research*
- Armstrong, Christopher, Antonio Davila, George Foster, and John Hand (2011) “Market-to-Revenue Multiples in Public and Private Capital Markets” *Australian Journal of Management*

- Davila, Antonio, George Foster, Ning Jia (2010) “Building Sustainable High Growth Startup Companies: Management Systems as Accelerators” *California Management Review*
- Katzy, Bernhard, Florian Strehle and Antonio Davila (2010) “Learning Capabilities and the Growth of Technology-Based New Ventures” *International Journal of Technology Management*
- Davila, Antonio and Daniel Oyon (2009) “Introduction to the Special Section on Innovation, Entrepreneurship and Accounting” *European Accounting Review*
- Davila, Antonio, George Foster and Daniel Oyon (2009) “Accounting and Control, Entrepreneurship and Innovation: Venturing into New Research Opportunities” *European Accounting Review*
- Davila, Antonio, George Foster and Mu Li (2009) “Reasons for Management Control Systems Adoption: Insights from Product Development Systems Choice by Early Stage Entrepreneurial Companies” *Accounting, Organizations and Society*
- Davila, Antonio and Daniel Oyon (2008) “Cross-paradigm Collaboration and the Advancement of Management Accounting Knowledge.” *Critical Perspectives in Accounting*.
- Armstrong, Christopher, Antonio Davila, George Foster and John Hand (2007) “Biases in Multi-Year Management Financial Forecasts: Evidence from Private Venture-Backed U.S. Companies” *Review of Accounting Studies*.
- Davila, Antonio and George Foster (2007) “Startup Firms Growth, Management Control Systems Adoption, and Performance.” *The Accounting Review*.
- Davila, Antonio and Marc Wouters (2007) “An empirical test of inventory, service and cost benefits from a postponement strategy.” *International Journal of Production Research*.
- Davila, Antonio and Fernando Peñalva (2006) “Governance Structure and the Weighting of Performance Measures in CEO Compensation” *Review of Accounting Studies*.
- Armstrong, Christopher, Antonio Davila and George Foster (2005) “Venture-Backed Private Equity Valuation and Financial Statement Information” *Review of Accounting Studies*.
- Davila, Antonio and George Foster (2005) “Management accounting systems adoption decisions: Evidence and performance implications from startup companies” *The Accounting Review*.
- Davila, Antonio and Marc Wouters (2005). “Multiple goals and the explicit design of conditional budgetary slack” *Accounting, Organizations and Society*
- Davila, Antonio (2005). “The emergence of management control systems in the human resource function of growing firms.” *Accounting, Organizations and Society*
- Davila, Antonio and Mohan Venkatachalam (2004). “The relevance of non-financial performance measures for CEO compensation: Evidence from the airline industry,” *Review of Accounting Studies*.
- Davila, Antonio, Marc Epstein and Sharon Matusik (2004) “Innovation strategy and the use of performance measures,” *Advances in Management Accounting*.

- Davila, Antonio and Marc Wouters (2004) “Designing cost-competitive technology products: Improving product development through cost management,” *Accounting Horizons*.
- Davila, Antonio (2003) “Short-term economic incentives in new product development,” *Research Policy*.
- Davila, Antonio, Mahendra Gupta and Richard Palmer (2003) “Moving procurement systems to the Internet: The adoption and use of e-procurement technologies,” *European Management Journal*.
- Davila, Antonio, George Foster, and Mahendra Gupta (2003) “Venture capital financing and the growth of startup firms,” *Journal of Business Venturing*.
- Davila, Antonio (2000) “An empirical study on the drivers of management control systems’ design in new product development,” *Accounting, Organizations and Society*.
- Narayanan, VG and Antonio Davila (1998) “Using delegation and control systems to mitigate the trade-off between the performance-evaluation and belief-revision uses of accounting signals,” *Journal of Accounting and Economics*.
- Simons, Robert and Antonio Davila (1998) “How high is your return on management?” *Harvard Business Review*.

Research reports

- Entrepreneurial Ecosystems Around the Globe and Early-Stage Company Growth Dynamics – the Entrepreneur’s Perspective 2014. World Economic Forum together with George Foster, Carlos Shimizu, Steve Clesinki, Syed Zahoor Hassan, Diane Lee, Ning Jia, and Sandy Plunkett.
- Global Entrepreneurship and the Successful Growth Strategies of Early-Stage Companies, 2011 World Economic Forum, together with George Foster, Martin Haemmig, Xiaobin He, and Ning Jia.

EU research projects

- Goldenworkers (2011-2013). A project on the impact of information and communication technologies on the working environment of ageing workers (Leader)
- Cloud for All (2012-2015). A project to build the information and communication infrastructure for assisted living (Contributor)
- Redive (2013). A project to transfer knowledge on teaching entrepreneurial management
- Innocreative (2012). A project to transfer knowledge on teaching innovation management

Books

- *The Landscape Monitor: Sensing Markets and Society for Strategists, Innovators and Entrepreneurs*(2017) (co-authored with Daniel Oyon, Pilar Parmigiani, and Maël Schnegg)
- *The Innovation Paradox: Why Good Businesses Kill Breakthroughs and How They Can Change*. (2014) Berrett-Koelher (co-authored with Marc Epstein)
- *Making Innovation Work: How to Manage It, Measure It, and Profit from It. Revised Edition* (2012) Financial Times Press (co-authored with Robert Shelton and Marc Epstein)
- *Performance Measurement and Management Control: Global Issues* (2012) Emerald Books (co-edited with Marc Epstein and Jean-François Manzoni)

- *Performance Measurement and Management Control: Innovative Concepts and Practices* (2010) Emerald Books (co-edited with Marc Epstein and Jean-François Manzoni)
- *The Creative Enterprise* (2007) Praeger (co-edited with Robert Shelton and Marc Epstein)
- *Making Innovation Work: How to Manage It, Measure It, and Profit from It* (2006) Wharton Business School Publishing (co-authored with Robert Shelton and Marc Epstein)
- *Performance Measurement and Control Systems for Implementing Strategy: Text and Cases*, (2000) Prentice Hall. (main author: Robert Simons, contributors: Antonio Davila and Robert Kaplan)

Textbooks

- *Malea Fashion District: How Successful Managers Use Financial Information to Grow Organizations* Third Edition (2018) Véase Ediciones (co-authored with Daniel Oyon)
- *Sports Business Management: Decision Making Around the Globe* (2020) (first edition 2016) (co-authored with George Foster and Norm O'Reilly)
- *Malea Fashion District: How Successful Managers Use Financial Information to Grow Organizations* (2016) Véase Ediciones (second edition 2016, first edition 2009) (co-authored with Daniel Oyon)

Contribution to books

- Davila, Antonio, Mahendra Gupta, Richard J. Palmer (2018) "Internal controls, decentralization, and performance in Marc J. Epstein, Frank H. M. Verbeeten, and Sally K. Widener editors, *Performance Measurement and Management Control: The Relevance of Performance Measurement and Management Control Research*
- Davila, Antonio, Felix Cardenas, Daniel Oyon (2016) "Innovation cells: Company beachheads in technology universities" in Arthur B. Markman editor, *Open Innovation: Academic Perspectives on the Journey from Idea to Market*
- Davila, Antonio (2016) "Sensing opportunities and risks: The starting point of innovation" in Jan Middelkamp and Herman Rutgers editors, *Europeactive's Growing The Fitness Sector Through Innovation*
- Davila, Antonio and George Foster (2016) "Technology and Innovation" in Terry Byers editor, *Contemporary Issues in Sport Management: A Critical Introduction*
- Davila, Antonio and Angelo Dittilo (2015) "Management Control Systems and Creativity" *Oxford Handbook of Strategy Implementation and the Management of Resources*
- Davila, Antonio (2012) "Operational Management of a National Football Association" in UEFA editor, *Handbook of Football Association Management*
- Davila, Antonio (2010) "Thoughts on the structure of management systems to encourage creativity and innovation" in Antonio Davila, Marc J. Epstein and Jean François Manzoni editors, *Performance Measurement and Management Control: Innovation Concepts and Practices*
- Burkert, Michael, Antonio Davila and Daniel Oyon (2010) "Performance consequences of Balanced Scorecard adoptions: Claim for large scale evidence and propositions for future research" in Antonio Davila, Marc J. Epstein and Jean François Manzoni editors, *Performance Measurement and Management Control: Innovation Concepts and Practices*

- Davila, Antonio (2008) “Performance Measurement and Management Control Systems: Current Research and Ideas Going Forward” in Marc J. Epstein and Jean François Manzoni editors, *Performance Measurement and Management Control: Measuring and Rewarding Performance in Studies in Managerial and Financial Accounting (vol 18)*, Emerald.
- Davila, Antonio and George Foster (2008). “The Adoption and Evolution of Management Control Systems in Entrepreneurial Companies: Evidence and a Promising Future” in Christopher S. Chapman, Anthony G. Hopwood, and Michael D. Shields editors, *Handbook of Management Accounting Research*, Elsevier.
- Davila, Antonio; George Foster and Mahendra Gupta (2007). “Cash constraints and venture capital stage investing in start-up companies” in Antonio Davila, Marc Epstein, and Robert Shelton editors, *The Creative Enterprise vol. 3*, Praeger.
- Davila, Antonio (2007). “The promise of management control systems for innovation and strategic change” in Antonio Davila, Marc Epstein, and Robert Shelton editors, *The Creative Enterprise vol. 1*, Praeger.
- Davila, Antonio (2007). “Designing rewards to enhance innovation” in Antonio Davila, Marc Epstein, and Robert Shelton editors, *The Creative Enterprise vol. 2*, Praeger.
- Davila, Antonio and Marc Wouters (2007). “Management accounting in the manufacturing sector: Managing costs at the design and production stages” in Christopher S. Chapman, Anthony G. Hopwood, and Michael D. Shields editors, *Handbook of Management Accounting Research*, Elsevier.
- Davila, Antonio (2005). “The Promise of management control systems for innovation and strategic change” in Christopher S. Chapman editor, *Controlling Strategy: Management, Accounting, and Performance Measurement*, Oxford University Press.
- Davila, Antonio and Marc Wouters (2003) “Measuring the benefits of product standardization and postponement of configuration in a supply chain,” in T. P. Harrison, H. L. Lee, and J. J. Neale editors, *The Practice of Supply Chain Management*, Kluwer Academic Publishing.
- Koga, Kentaro and Antonio Davila (1999) “What is the role of performance goals in product development? A Study of Japanese Camera Manufacturers” in Michael A. Hitt, Patricia Gorman Clifford, Robert D. Nixon and Kevin P. Coyne editors *Dynamic Strategic Resources: Development, Diffusion and Integration*.

Sports Notes

- The Structure of the Sports Industry (2013)
- The Business Rules of Sports (2013)
- Sports Valuation (together with Jan Simon) (2013)
- Revenue Management and Dynamic Pricing (with Gaby Kaminsky) (2013)

Articles

- <https://innovationmanagement.se/2020/02/10/landscape-monitor-for-startups/>
- Kolarova, L., P. Kelly, A. Davila, R. Johnson (2020) International Search Funds-2020
- Kolarova, L., P. Kelly, A. Davila, R. Johnson (2018) International Search Funds-2018
- Davila, T. D. Oyon, P. Parmigiani, and M. Schnegg (2017). Le système de suivi de l’environnement. Le Landscape Monitor por percevoir les opportunités et les risques. *Expert Focus*

- Davila, T. D. Oyon, P. Parmigiani, and M. Schnegg (2015). The Landscape Monitor. Look Outside your Company: A Tool to See What is Coming. *IESE Insight*.
- Davila, A. and M. Epstein (2014) Want to Innovate? Then Act Like a Startup: The Startup Corporation. *IESE Insight*.
- Davila, T. and M. Epstein (2014) How Established Organizations Capture Breakthrough Innovation. *The European Financial Review*. October-November 2014.
- <http://blogs.hbr.org/2014/06/the-innovation-strategy-big-companies-should-pursue/>
- Davila, A. and G. Foster (2010). How to Structure Companies for High Growth: Defying Business Gravity. *IESE Insight*
- Davila, T. (2010). In the mix. *CIMA Excellence in Leadership: Innovation*, 14, 30-34. London, UK: CIMA.
- Davila, Antonio (2010) Collaborate to innovate. *Excellence in Leadership*
- Davila, Antonio, Marc Epstein and Robert Shelton (2006) Design for innovation: Sustain innovation to gain advantage *Leadership Excellence*
- Davila Antonio (2005) Innovation and strategic change: The promise of management control systems *Magazine of the Dutch Controllers' Institute*
- Davila, Antonio and Robert Shelton (2005) The seven rules of innovation *Optimize Magazine*
- Davila, Antonio, Mahendra Gupta, Richard Palmer and Tim Mills (2002) "Purchasing cards come of age: A survey of state and local government" *Government Finance Review*.
- Davila, Antonio, Mahendra Gupta, Richard Palmer and Carol Normand (2002) "The saving power of purchasing cards" *Business Officer*.

Articles in Spanish

- Davila, A. and P. Rojas (2016) "¿Cuál es la fortaleza estratégica de su empresa?" *Harvard Deusto Business Review*
- Davila, Antonio and Patricio Rojas (2016) "The Landscape Monitor: Vigilancia estratégica e innovación" *Revista ESE*.
- Dávila, Antonio and Marc Epstein (2014) "Resolviendo la paradoja de la innovación: Cómo lograr avances disruptivos en organizaciones con experiencia" *Harvard Deusto Business Review*, páginas 42-52.
- Dávila, Antonio (2010) foreword to the Spanish edition of "Soccernomics" by S. Kuper and K. Szymanski.
- Dávila, Antonio (2008) foreword to the Spanish edition of "Riding Shotgun" by N. Bennett and S. A. Miles.
- Dávila, Antonio (2008) "¿Qué hacer para diseñar organizaciones innovadoras?", *Harvard Deusto Business Review*
- Dávila, Antonio (2008) "¿Cómo se investiga? Ejemplos en iniciativa emprendedora, innovación y control", *Revista de Antiguos del IESE*.
- Dávila, Antonio y Jan Simon (2007) "El futuro del deporte rey" *Revista de Antiguos del IESE*.

- Dávila, Antonio (2006) “Resolviendo el enigma de la innovación”, *Revista de Antiguos del IESE*.
- Dávila, Antonio (1999) “Nuevas herramientas de control de gestión: El cuadro de mando integral”, *Revista de Antiguos del IESE*.

Press in Spanish

- “Se necesita un emprendedor, pero también un directivo” *Expansión* 08/06/09
- “La verdadera liga de las estrellas” *La Vanguardia* 08/04/07
- “El Barça tiente la globalización” *La Vanguardia* 03/06/07
- “La década prodigiosa del Boca Juniors” *La Vanguardia* 28/10/07
- “¿Cómo llegar más allá de los ochenta?” *Expansión* 1/6/09
- “Se necesita un emprendedor pero también un directivo” *Expansión* 8/6/09
- “La gestión de una firma de alto crecimiento” *Expansión* 15/6/09

Cases

Stanford University, Graduate School of Business

- San Diego Padres: Petco Park as a Catalyst for Urban Redevelopment
- San Francisco Giants: Opportunities and challenges in different eras
- Suntech Power Holdings: The pre-IPO years (A) and (B)
- Starbucks: A Global Work in Progress
- Bobst Group: Costing new parts
- F.C. Barcelona: Globalization opportunities
- Red Herring: The magazine decision (E-178)
- Salesforce.com: The Evolution of Marketing Systems (E-145)
- Sygate Technologies: The Need for Planning? (E-154) (***)
- Logitech: (A): Passing the Baton to an External CEO (A-175)
- Logitech (B): Redefining the Business Model (A-175B)
- LECG and Leveraging of Intellectual Capital
- Check Point Software Technologies: Managing a High Growth Global Technology Company (IB-26)
- Ebay’s Globalization Strategy (EC-1) (**)
- The Great Game of Trinet (A-169)
- NetCustomer: A Global Start Up (EC-26)
- OnLink Technologies: Growth Challenges (***)
- Applied Materials: Managing Product Costs (A-164)
- Applied Materials: Teaching Note

Harvard Business School

- Honda Innovations: Leveraging External Insights to Accelerate Innovation (9-119-062)
- Schneider Electric: Opening Up to External Innovation (9-119-061)
- Siebel Systems: Organizing for the customer (9-102-065)
- Microsoft Latin America (9-100-040)
- Financial Reporting and Control: Course Overview (9-195-117)

- Preparing and Using the Statement of Cash Flows (9-196-108)
- Chemalite, Inc. (B): Cash Flow Analysis (9-195-130)
- Chemalite, Inc (B), Teaching Note (N5-196-144)
- Kidder, Peabody & Co.: Creating Elusive Profits (9-197-038) (*)
- Kidder, Peabody & Co.: Creating Elusive Profits, Teaching Note
- ATH Technologies, Inc.: Making the Numbers (9-197-035) (*)
- ATH Technologies, Inc.: Making the Numbers, Teaching Note
- IBM and Siemens: Revitalizing the Rolm Division (A),(B),(C), (9-397-058,-061,-062)
- Becton Dickinson—Designing the New Strategic, Operational, and Financial Planning Process (N9-197-014) (*)
- Becton Dickinson—Designing the New Strategic, Operational, and Financial Planning Process, Teaching Note
- Citibank: Performance Evaluation (9-198-048) (*)
- Citibank: Performance Evaluation, Teaching Note
- Compagnie du Froid, S. A. (9-197-085) (*)
- Compagnie du Froid, S. A., Teaching Note
- Cafes Monte Bianco: Building a Profit Plan
- Hamilton Financial Investments: A Franchise Built on Trust (9-198-089) (*)
- Guidant Corporation: Shaping Culture Through Systems (9-198-076) (*)
- Guidant Corporation: Shaping Culture Through Systems, Teaching Note
- Purity Steel Corporation, 1995 (*)
- Purity Steel Corporation, 1995, Teaching Note

HEC Lausanne

- Pierre de Roche: Dealing with a Special Order (C0907)
- Romande Energie: Preparing for a Changing Landscape (CG1511)

IVEY School

- AgriSmart: Funding New Corporate Ventures

IESE Business School

- The Challenges of Corporate Innovation
- FCBarcelona and La Masia: Developing World Class Talent
- Spanish Impulse: Entrepreneurship in Sailing
- Driving Innovation Through Intrapreneurship at Chiesi
- Elliott: A Sniper in the Board of Arconic
- Weizmann Institute—Creating the Future of Science (A) and (B)
- Euroleague Basketball: The Challenges of Growing a New League
- Vancouver Canadians
- Scripped.com
- UNESCO and the WTA (E-110-E) (2-608-008)
- Caja Navarra: Reporting Customer Profitability... to Customers
- Palau de la Musica: Management, Control and the Fragility of Culture (C-451)
- Dorna Sports SL: Managing Moto GP World Championship
- Club Atlético Boca Juniors: Creating a Leading World Soccer Club
- RACC – Circuit de Catalunya: Sport infrastructures and regional promotion

- The Alas - Red Bull Project: X-Sports Challenges
- Royal Spanish Tennis Federation

* Included in Robert Simons *Performance Measurement and Control Systems for Implementing Strategy*, Prentice Hall.

** Included in Roger Kerin *Strategic Marketing Problems: Cases and Comments*, 10th edition Prentice Hall

*** Included in book by Prof. William Miller.

Administrative Activities

2009 – 2015 Director of the Entrepreneurship Department
 2009 – 2015 Director Research Center for Entrepreneurship and Innovation
 2006 – 2009 Director of the PhD program, IESE

Professional Activities

Faculty support

2007, 2011 Faculty member EEA Doctoral Consortium

Editorial board of:

- Accounting Review
- European Accounting Review (2004-2013)
- Accounting, Organizations and Society (2000-2014)
- Journal of Management Accounting Research (2000-2009, 2015-Present)
- Advances in Management Accounting
- Management Research: The Journal of the Iberoamerican Academy of Management (2014 – Present)
- Asian Journal of Finance and Accounting
- Contemporary Accounting Research (2008-present)
- Sports Business and Management (since founding of the journal)

Presentations

Presentation *Journal of Accountint Research* Conference 2021, *Body Expansiveness*

Presentation at St. Gallen University, 2017, *The Entrepreneurial Gap*

Presentation at HEC University of Lausanne, 2017, *The Entrepreneurial Gap*

Presentation at Erasmus University of Rotterdam, 2013, *Ratcheting Effect and the Role of Relative Target Setting*

European Accounting Association Doctoral Consortium, 2011. Faculty member.

Presentation at Manchester University, 2010 *Ratcheting Effect and the Role of Relative Target Setting*

Keynote Speaker at IV Congress of Association of National Post Graduate Programs in Accounting (ANPCONT), Brazil 2010

Chairman EIASM conference on Performance Measurement and Management Control, Nice 2009

Keynote Speaker at the Annual Management Accounting Research Group Conference at the London School of Economics (2009)

Plenary speaker, Management Accounting Section Mid-Year meetings (AAA), Tampa 2009. “Accounting and Innovation Management”

Plenary speaker, New Frontiers in Management Accounting Research (EIASM), Brussels 2008. “Accounting, Entrepreneurship and Innovation”

European Accounting Association Rotterdam 2008. “Managerial accounting and decision making” workshop.

European Accounting Association Doctoral Consortium, 2007. Faculty member.

European Accounting Association Lisbon 2007. “Accounting, Innovation and Entrepreneurship” workshop.

Chairman EIASM conference on Performance Measurement and Management Control, Nice 2007

Presentation at Maastricht University, 2007 *Adoption and Performance Implications of Management Control Systems’ Design in Entrepreneurial Companies’ Product Development Process*

Presentation at AAA Management Accounting Section Meeting, 2006: *Startup growth, Management Control Systems Adoption, and Performance*

Presentation at EIASM Performance Measurement and Management Control, Nice 2005 *Startup growth, Management Control Systems Adoption, and Performance*

Presentation at Aarhus University, Denmark, 2005 *Startup growth, Management Control Systems Adoption, and Performance*

Presentation at 35th EISB, 2005: *Startup growth, Management Control Systems Adoption, and Performance*

Presentation at University of Washington, 2005: *Startup growth, Management Control Systems Adoption, and Performance*

Presentation at EIASM Management Accounting Conference, 2004: *Management Accounting Systems Adoption Decisions: Evidence and Performance Implications from Startup Companies*

Presentation at Iowa University, 2004: *Corporate Governance and the Weighting of Performance Measures in CEO Compensation*

Presentation at London School of Economics, 2004: *The relevance of non-financial performance measures for CEO compensation: Evidence from the airline industry*

Plenary speaker, Manufacturing Accounting Research Conference, University of Twente, The Netherlands, 2003.

Presentation at AAA Management Accounting Meeting, 2003: *An empirical test of the benefits of postponement in the supply chain, and The emergence of management control systems in the human resource function of growing firms.*

Presentation at the Strategic Management Society Meeting, San Francisco, CA, 2001: *The Impact of Venture Capital Funding on the Growth Strategy of Startups.*

Presentation at EIASM Performance Measurement and Management Control, Nice 2001 *A Contingency Model of Innovation Strategy and Performance Measurement: An Empirical Analysis*

Presentation at Waseda University, Tokyo, 2001: *Beyond Target Costing: Cost Management in High-Technology Product Development (co-authored with Marc Wouters).*

Presentation at Michigan State University, 2001: *Meeting Budgets: Budgetary Emphasis and the Release of Budgetary Slack*

Presentation at AAA Management Accounting Meeting, 2001: *Meeting Budgets: Budgetary Emphasis and the Release of Budgetary Slack*

Presentation at Eindhoven University of Technology, 2000: *Incentive Systems in New Product Development*

Presentation at London School of Economics, 2000: *Meeting Budgets: Budgetary Emphasis and the Release of Budgetary Slack*

Presentation at OIT group, Stanford GSB, 2000: *Incentive Systems in New Product Development 1999 Tom Robertson Memorial Lecturer at the University of Edinburgh.*

Presentation at the European Accounting Association Meeting, Bordeaux, France, 1999: *Incentive Systems in New Product Development*

Presentation at the Management Accounting Conference, Orlando 1999, *Incentive Systems in New Product Development*

Discussant at the Management Accounting Conference, Orlando 1999.

Participant at the Euroconference on Exploring Relevance in Practices and Theories of Managerial Control, EIASM, Cork, Ireland, 1998.

Presentation at the European Accounting Association Meeting, Antwerp, Belgium, 1998: *An Empirical Study on the Drivers of Management Control Systems' Design in New Product Development*

Presentation at the Strategic Management Society Meeting, Barcelona, Spain, 1997: *A Typology of New Product Development Selection: An Empirical Study*

Presentation at the Management Accounting Conference, Memphis, 1997: *Alternative Uses of Accounting Information.*

Participant at the American Accounting Association, Northeast Regional Meeting, 1997.

Participant at the American Accounting Association Doctoral Consortium, 1995.

Awards

2020 Winner David Solomons Prize for best article in *Management Accounting Research*

2015 Winner E. Yetton Prize for best article in *Australian Journal of Management*

2012 World's Best 50 Business School Professors *Poets and Quants*

2011 Winner Accenture Award for best article in *California Management Review*

2009 Premio a las mejores comunicaciones presentadas al XV Congreso AECA for "Ratcheting Effect and the Role of Relative Target Setting"

2007 Premio IESE best business book of the year

2006 Premio IESE best business book of the year

2005 Premio Excelencia Investigadora IESE

2004 Ramón y Cajal Scholarship from the Spanish Government

2003 Accounting research paper award "Carlos Cubillo Valverde" (7th edition)

2001-2002 Morgridge Research Fellow in Entrepreneurship, Stanford University

Management Accounting Section of the American Accounting Association Best Dissertation Award (runner-up), 1999.

McKinsey Best Paper Award, Honorable Mention Strategic Management Society (SMS) Conference in Orlando, 1998. Paper co-authored with Kentaro Koga entitled "What is the Role of Performance Goals in Product Development: A Study of Japanese Camera Manufacturers."