
CONTACT INFORMATION	IESE Business School Avenida Pearson, 21 Barcelona 08034, Spain	<i>E-mail:</i> mmaoret@iese.edu <i>Mobile phone:</i> +34 62 885 61 40 <i>Office:</i> +34 93 253 42 00
RESEARCH INTERESTS	Organization Theory, Organizational Networks, Innovation, Performance, Organizational Socialization, Social Construction of Culture, Strategic Management	
ACADEMIC POSITIONS	IESE Business School, Barcelona, Spain <i>Associate Professor, Department of Strategic Management</i>	Sep 2019 - current
	IESE Business School, Barcelona, Spain <i>Assistant Professor, Department of Strategic Management</i>	Sep 2013 - Aug 2019
	European Commission Marie Curie Fellow	Apr 2014 - Apr 2018
EDUCATION	Boston College , Chestnut Hill, MA, USA <i>Ph.D. in Management, Carroll School of Management</i>	Sep 2007 - Aug 2013
	University of California, Berkeley , Berkeley, CA, USA <i>Exchange Abroad Program (EAP) Student, Haas School of Business</i>	Aug 2003 - May 2004
	University of Bologna , Bologna, Italy <i>B.S. and M.S. in Computer Science and Management, High Honors (cum laude)</i>	Sep 2001 - Mar 2007

PUBLICATIONS (* = EQUAL CONTRIBUTION)	<p>Dufour*, L., Escribano*, P., Maoret*, M. 2021. (How) Will I socialize you? The impact of supervisor initial evaluations and subsequent support on the socialization of temporary newcomers. <i>Organization Science</i>, forthcoming</p> <p>Maoret, M., Iubatti, D., & Tortoriello, M. 2020. Big fish, big pond? The effect of core/periphery positions in intra-organizational formal and informal social structure on individual innovation productivity. <i>Organization Science</i>, 31(6):1538-1559.</p> <p>Ertug*, G., Maoret*, M. 2020. Do coaches in the National Basketball Association actually display racial bias? A replication and extension. <i>Academy of Management Discoveries</i>, 6(2):206-234.</p> <p>Dufour*, L., Maoret*, M., Montani*, F. 2020. Coupling newcomers' creativity and adjustment: The role of supervisor trust and support for authenticity. <i>Journal of Management Studies</i>, 57(8):1531-1555.</p> <p>Giorgi, S., Maoret, M. & Zajac, E. 2019. On the relationship between firms and their legal environment: The role of cultural consonance. <i>Organization Science</i>, 30(4):803-830.</p> <p>Montani*, F., Maoret*, M., Dufour*, L. 2019. The dark side of organizational socialization: How and when socialization intensity undermines newcomer outcomes. <i>Journal of Organizational Behavior</i>, 40(4):506-521.</p> <p>Jones, C., Maoret, M. (eds.) 2018. <i>Frontiers of Creative Industries: Exploring Structural and Categorical Dynamics. Research in the Sociology of Organizations, Vol. 55.</i> London, UK: Emerald Publishing Limited.</p> <p>Fonti*, F., Maoret*, M., & Whitbred, R. 2017. Free-riding in multi-party alliances: The role of perceived alliance effectiveness and peers' collaboration in a research consortium. <i>Strategic Management Journal</i>, 38(2):363-383.</p> <p>Fonti*, F., & Maoret*, M. 2016. The direct and indirect effects of core and peripheral social capital on organizational performance. <i>Strategic Management Journal</i>, 37(8):1765-1786.</p> <p>Fonti, F., Maoret, M., & Whitbred, R. 2015. Cognitive categorization and network perception: Cognitive aggregated social structures in opaque networks. <i>In Advances in Strategic Management: Cognition and Strategy, Giovanni Gavetti and William Ocasio (Eds).</i> United Kingdom: Emerald Group Publishing Limited.</p>	
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Jones, C., Maoret, M., Massa, F.G. & Svejnova, S. 2012. Rebels with a cause: The creation, contestation and expansion of the de novo category “modern architecture”, 1870-1975. *Organization Science*, 23(6):1523-1545.

Maoret, M., Massa, F.G. & Jones, C. 2011. Toward a projects as events perspective. *In Advances in Strategic Management: Project-based Organizing*, Gino Cattani, Simone Ferriani, Lars Frederiksen and Florian Taeube (Eds). United Kingdom: Emerald Group Publishing Limited.

WORK IN
PROGRESS

Maoret, M., Dufour, L., Fonti, F. Structural Holes and Individual Performance: Causal Evidence from a Field Experiment. *Conditional Accept, Management Science*.

Maoret, M., Marchesini, G., Ertug, G. Is there a symbolic effect of social status on performance? Exploring causal evidence and underlying mechanisms. *Revise and Resubmit, Academy of Management Journal*.

Maoret*, M., Moreira*, S. The impact of analyst firms coverage on the reduction of executive gender pay gap. *Under review*.

Maoret*, M., Ruo*, M., Fonti*, F. Against the grain: Peers' affective and cognitive responses to employees' network-up. *Target journal: Strategic Management Journal*.

Sosa, M., Maoret, M. Close to me: Studying the interplay between physical and social space on dyadic collaboration effectiveness. *Target journal: Organization Science*.

CONFERENCE
PROCEEDINGS

Escribano, P., Dufour, L., Maoret, M. 2017. Will I socialize you? An IPO model of supervisors' involvement in newcomers' socialization. *Academy of Management Best Paper Proceedings, Atlanta (GA)*.

Iubatti, D., Maoret, M., Tortoriello, M. 2016. Differentiating the network effect across innovation development and innovation productivity. *Academy of Management Best Paper Proceedings, Anaheim (CA)*.

Iubatti, D., Maoret, M. 2015. On Core-Periphery Effects of Formal Structure and Informal Networks on Employees' Innovativeness. *Academy of Management Best Paper Proceedings, Vancouver (Canada)*.

Maoret, M. 2013. Reunited: Exploring the performance effects of newcomers' tie reactivation. *Academy of Management Best Paper Proceedings, Orlando (FL)*.

Fonti, F., Whitbred, R., & Maoret, M. 2011. The role of network perception in free-riding behavior. *Academy of Management Best Paper Proceedings, San Antonio (TX)*.

CASES AND
TEACHING
MATERIAL

Maoret, M. & Arcelli, M. 2018. Repositioning Snam: How to Redesign the Competitive Position of the EU Leader in Gas Infrastructure. *SM-1666-E, IESE Publishing*.

Maoret, M. & Ferraro, F. 2018. Pennies from Heaven? Strategic turnaround at J.C. Penney. *SM-1665-E, IESE Publishing*.

Ferraro, F. Arguelles, J.M. & Maoret, M. 2018. Strategic Leadership: A Road Map for Successful Strategy Execution *IESE Insight, IESE Publishing*.

AWARDS AND
GRANTS

Social Science Research Council, Social Media and Democracy Research Grant (50,000 Euro) Apr 2020

Organization Science Editorial Board Excellence in Service Award Aug 2018

IESE Alumni Excellence in Research Award for IESE's Best Published Article (10,000 Euro) Dec 2017

Organization Science Editorial Board Excellence in Service Award Aug 2017

Ministerio de Economía y Competitividad, Programa Estatal de I+D+i Orientada a los Retos de la Sociedad (6,700 Euro) May 2016

European Commission, Marie Curie Fellow, Career Integration Grant (100,000 Euro) Apr 2014

Finalist for the Louis Pondy Best Dissertation Paper Award, OMT Division Aug 2013

Academy of Management OMT Best Reviewer Award, Orlando Meeting Aug 2013
Academy of Management OMT Best Reviewer Award, Chicago Meeting Aug 2009
Member of “Collegio Superiore”, University of Bologna Oct 2004 - Mar 2007
Research Grant, Alma Mater Studiorum, University of Bologna Feb 2006

PROFESSIONAL
SERVICE

Member of the Editorial Review Board: Organization Science (41 reviews), Academy of Management Journal (16), Journal of Management (16), Organization Studies (19), Journal of Management Studies (5).

Ad-hoc reviewer: Management Science (3), Strategic Management Journal (4), Strategic Organization (7), Industry and Innovation (2), Journal of Business Ethics (2), Long Range Planning (1), Production and Operation Management (1), Journal of Business Research (1), Social Science Research (2)

Mentor, SAMS creative Industries Early Career Workshop, University of Edinburgh - June 2017.

Co-convenor of the Creative Industries sub-theme, European Group for Organization Studies (EGOS) - 2015, 2016.

PRESENTATIONS
& INVITED TALKS

Maoret, M., Marchesini, G. The symbolic effect of status on performance: Effect or fable? *Academy of Management Annual Meeting*. Boston, (MA), August 9-13, 2019.

Sosa, M., Maoret, M. Close to Me: Studying the Interplay between Physical and Social Space on Dyadic Collaboration. *Academy of Management Annual Meeting*. Boston, (MA), August 9-13, 2019.

Maoret, M., Dufour, L. Exploring the Causal Effect of Network Brokerage on Newcomers' Adjustment: Evidence from a RCT. *Academy of Management Annual Meeting*. Boston, (MA), August 9-13, 2019.

Maoret, M., Dufour, L. Exploring the causal effect of network brokerage on newcomers' adjustment outcomes: Evidence from a randomized control trial. *35th European Group for Organization Studies (EGOS) Colloquium*. Edinburgh (Scotland), July 4-6, 2018.

Maoret, M., Dufour, L. Exploring the causal effect of network brokerage on newcomers' socialization outcomes: Evidence from a randomized field experiment. *6th INSEAD Network Evolution Conference*, Fontainebleau (France), October 27-28, 2018.

Sosa, M., Maoret, M. Being there: An exploration of the interplay between physical and social space on dyadic collaboration effectiveness. *Academy of Management Annual Meeting*. Chicago, (IL), August 9-14, 2018.

Fonti, F., Maoret, M. The company behind – and on – the chart: How informal ties moderate the relationship between formal ties and knowledge flows. *34th European Group for Organization Studies (EGOS) Colloquium*. Tallinn (Estonia), July 5-7, 2018.

Maoret, M., Marchesini, G. Does higher status (actually) cause higher performance? Evidence from all-star game participation in the national basketball association. *Creative Industries Conference*, University of Edinburgh (UK), June 2018.

Maoret, M., Dufour, L. Exploring the causal effect of network brokerage on newcomers' socialization outcomes: Evidence from a randomized field experiment. *ESADE Business School*, Barcelona (Spain), June 12, 2018.

Maoret, M., Fonti, F., Ruo, M. Against the grain: Peers' affective and cognitive responses to employees' network-up. *Università della Svizzera Italiana* Lugano, (CH), October, 2017.

Maoret, M., Fonti, F. Using sport data to advance management theory (Invited Speaker, PDW Workshop). *Academy of Management Annual Meeting*. Atlanta, (GA), August 4-8, 2017.

Escribano, P., Dufour, L., Maoret, M. Will I socialize you? An input-process-output model of supervisors' involvement in newcomers' socialization. *Academy of Management Annual Meeting*. Atlanta, (GA), August 4-8, 2017.

- Maoret, M., Fonti, F. How informal ties affect the relationship between formal ties and knowledge flows. *Academy of Management Annual Meeting*. Atlanta, (GA), August 4-8, 2017.
- Maoret, M., Fonti, F., Ruo, M. Against the grain: Peers' affective and cognitive responses to employees' network-up. *33rd European Group for Organization Studies (EGOS) Colloquium*. Copenhagen (Denmark), July 6-8, 2017.
- Iubatti, D., Maoret, M. & Tortoriello, M. Differentiating the network effect across innovation development and innovation productivity. *Academy of Management Annual Meeting*. Anaheim (CA), August 5-9, 2016.
- Iubatti, D., Maoret, M. & Tortoriello, M. A core-periphery analysis of the role of formal and informal organizational structures on employees' innovation development. *Imperial College Innovation & Entrepreneurship conversation* London (UK), June 9-10, 2016.
- Iubatti, D., Maoret, M. A core-periphery analysis of the role of formal and informal organizational structures on employees' innovation development. *Academy of Management Annual Meeting*. Vancouver (Canada), August 7-11, 2015.
- Maoret, M. Reunited: Exploring the performance effects of newcomers' tie reactivation. *Academy of Management Annual Meeting*. Orlando (FL), August 9-13, 2013.
- Maoret, M. Reunited: Exploring the performance effects of newcomers' tie reactivation. *Tilburg University, Strategic Management Department*, Tilburg (Netherlands), November 16, 2012.
- Maoret, M. Exploring the effects of the reactivation of past shared experience on new organizational members' performance. *BI Norwegian Business School*, Oslo (Norway), October 26, 2012.
- Maoret, M. Exploring the effects of the reactivation of past shared experience on new organizational members' performance. *MIT Economic Sociology workgroup*, Boston (USA), October 17, 2012.
- Maoret, M., & Massa, F. Institutional entrepreneurs in the creative commons: The Wu Ming Foundation's reform of the Italian publishing industry. *28th European Group for Organization Studies (EGOS) Colloquium*. Helsinki (Finland), July 5-7, 2012.
- Jones, C., & Maoret, M. Networks of Distinction: Social networks and prestige in the architectural profession. *Academy of Management Annual Meeting*. San Antonio (TX), August 12-16, 2011.
- Fonti, F., Whitbred, R., & Maoret, M. Who is on first? The role of network perception in organizational free-riding. *Academy of Management Annual Meeting*. San Antonio (TX), August 12-16, 2011.
- Maoret, M. Exploring the effects of social network structure on job satisfaction. *MIT Economic Sociology workgroup*, Boston (USA), February 10, 2011.
- Maoret, M., & Fonti, F. Re-thinking the "war for talent": Relational stability and relational legacy as determinants of performance. *MIT Economic Sociology workgroup*, Boston (USA), November 3, 2010.
- Maoret, M., & Fonti, F. The influence of CEOs' and organizational experience on post-acquisition performance. *Academy of Management Annual Meeting*. Montreal (Canada), August 6-10, 2010.
- Jones, C., Maoret, M. & Massa, F. Building meaning: Networks for creating, consecrating and preserving cultural products. *26th European Group for Organization Studies (EGOS) Colloquium*. Lisbon (Portugal), July 2-4, 2010.
- Jones, C., Massa, F.G. and Maoret, M. Building Meaning Through Artifacts: Institutional Work in the Creation and Preservation of Symbolic Boundaries in the Architectural Profession. *2nd International Conference on Institutions and Work*, Vancouver, (Canada), June 20-22, 2010.
- Jones, C., Maoret, M., Massa, F.G. and Svejnova, S. Rebels with a Cause: The Creation, Contestation and Expansion of the De Novo Category "Modern Architecture", 1900-1975. *Northwestern Kellogg School of Management*, Evanston (IL), 2010.

Jones, C., Maoret, M., Massa, F.G. and Svejenova, S. Rebels with a Cause: The Creation, Contestation and Expansion of the De Novo Category "Modern Architecture", 1900-1975. *Harvard - MIT Economic Sociology Seminar*, Cambridge (MA), 2010.

Fonti, F., Maoret, M., & Montanari, F. Re-thinking the "war for talent": Team stability and relational legacy as determinants of team performance. *Academy of Management Annual Meeting*. Chicago, IL, August 7-11, 2009.

Jones, C., & Maoret, M. Achieving distinction: The influence of cultural capital, social capital and creative spaces on innovation. *25th European Group for Organization Studies (EGOS) Colloquium*. Barcelona (Spain), July 2-4, 2009.

Jones, C., & Maoret, M. Achieving distinction: The influence of cultural capital, social capital and creative spaces on innovation. *25th Second International Conference on Institutions, Innovation and Space* Edmonton (Canada), June 21-23, 2009.

Jones, C., & Maoret, M. Architecture of success: The influence of status affiliations, symbolic boundaries and geographic boundaries on prestige. *Scancor 20th Anniversary Conference*. Palo Alto, CA, November 21-23, 2008.

Fonti, F., Montanari, F., & Maoret, M. Exploring the micro-foundations of organizational routines: The role of network stability and relational intensity. *22nd European Group for Organization Studies (EGOS) Colloquium*. Bergen (Norway), July 6-8, 2006.

Maoret M., Colombo G. & Mollona E. Why so many start-ups fail? A resource based approach through system dynamics. *23th International Conference of The System Dynamics Society*. Boston, MA, July 17-21, 2005.

TEACHING EXPERIENCE	<p>IESE Business School, Barcelona, Spain</p> <p>Professor - <i>Leading Strategic and Organizational Change - MBA elective</i> Current</p> <p>Professor - <i>Organizational Theory - PhD core</i> Current</p> <p>Professor - <i>Introduction to Computational Social Science - PhD core</i> Current</p> <p>Professor - <i>Modules on "Strategy Execution", "Leading Change" and "Managing your Network" at executive level</i> Current</p> <p>(modules for Adecco Group, Boehringer Ingelheim, DOW Chemical, DSM, ERSTE, Faurecia, HARMAN, Henkel, UNICEF, UPS, WebSummit, XING)</p> <p>Professor - <i>Competitive Strategy - MBA core</i> 2014-2017</p> <p>Boston College, Chestnut Hill, MA, USA</p> <p>Instructor - <i>MB021 Introduction to Organizational Behavior</i> Fall 2009</p>
DISSERTATION COMMITTEE SERVICE	<p>IESE Business School, Thesis Supervisor (Daniela Iubatti) Feb 2018</p> <p>Bocconi University, External Examiner Jan 2018</p> <p>University of Washington, External Ph.D committee member (Carol Xu) May 2018</p> <p>IESE Business School, Internal Ph.D committee member (Stephen Smulowitz) Jun 2017</p> <p>IESE Business School, Co-director of Ph.D. thesis (Irene Beccarini) Nov 2015</p>

COMPUTER SKILLS

Programming Languages: Java, Javascript, Html, Asp, Jsp, Sql, Xml, L^AT_EX

Database Systems: extensive use of MySQL and MS Access; good use of SQL Server

Statistical Packages: Stata, UCInet, Mathematica and SiENA

Natural Language Processing: topic-modeling, semantic network analysis

Graphic Suites: extensive use of Adobe Illustrator, Photoshop, InDesign

System Dynamics Packages: Vensim, I-Think

LANGUAGE ABILITIES

Italian: Native

English: Fluent

Spanish: Fluent

French: Intermediate

PROFESSIONAL
EXPERIENCES

Nomisma, Bologna, Italy

Data Analyst

Apr 2007 - Jul 2007

Data collection and management for a study on Italian industrial districts.

Free University of Bolzen-Bolzano, Bolzano, Italy

Scientific Collaborator

Dec 2006 - Sept 2007

Design, management and data analysis for a research project on communities of practice.

“Infermi” Hospital, Rimini, Italy

System Designer and Programmer

Jan 2006 - Oct 2006

Design and implementation of a Hospital Information System for an experimental HIV therapy.

Italian Female Volleyball League, Bologna, Italy

System Administrator

Oct 2002 - May 2003

Administrator of a small office computer network.

NON-RESEARCH
INTERESTS

Modern and Contemporary History, Cinema, Sports, Italian and American Literature.