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ACADEMIC APPOINTMENTS

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| 2025-present | Director of the Knowledge, Technology & Organization (KTO) Research Center, SKEMA. |
| 2018-present | Associate Professor of Strategy and Entrepreneurship, SKEMA Business School. |
| 2019 | Visiting Scholar, LeBow College of Business, Drexel University. |
| 2012-2018 | Assistant Professor of Strategy and Entrepreneurship, SKEMA Business School. |

EDUCATION

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| 2012 | Ph.D. in Business Administration and Management, Bocconi University, Italy.
Advisors: Valentini G (IESE), Brusoni S (ETH Zurich), Breschi S (Bocconi), Prencipe A (LUISS)
Thesis Title:
“Corporate Rejuvenation through Technological Spinouts: Evidence from High-tech Industries”
➤ Best Dissertation Award, Academy of Management, TIM division, 2013. |
| 2004 | Laurea Degree (BA and MSc) in Business Administration (<i>summa cum laude</i>), Università G. d'Annunzio, Italy. |

RESEARCH INTERESTS

Strategic Human Capital; Intra-firm and Inter-firm Mobility; Careers and Internal Labor Markets; Human–AI Complementarity; Employee Entrepreneurship and Spinouts; Corporate Venturing; Organizational Learning; Matching; Knowledge and Collaboration Networks; Quantitative and Mixed Methods.

RESEARCH

A. Publications (in reverse chronological order)

- Zunino D, Cirillo B, Wezel F, Breschi S (2024) New entrants, Incumbents, and the Search for Knowledge: The Role of Job Title Ambiguity in the U.S. Information and Communication Technology Industry, 2004–2014. *Industrial and Corporate Change*, 33(1):172–193. <https://doi.org/10.1093/icc/dtad034>
- Zakaryan A, Tzabbar D, Cirillo B (2023) Mind the Time: Failure Response Time, Variations in the Reasons for Failures, and Learning from Failure. *Industrial and Corporate Change*, 32(6):1245–1266. <https://doi.org/10.1093/icc/dtad018>
- Tzabbar D, Cirillo B, Breschi S (2022) The Differential Impact of Intra-Firm Collaboration and Technological Network Centrality on Employees' Likelihood of Leaving the Firm. *Organization Science*, 33(6):2085–2540. <https://doi.org/10.1287/orsc.2021.1535>
- Cirillo B, Tzabbar D, Seo D (2020) A Bibliometric and Topic Modeling Analysis of the Structural Divide in the Multidisciplinary Research on Employee Mobility. *Advances in Strategic Management*, 41:15–36. <https://doi.org/10.1108/S0742-332220200000041001>
- Agarwal R, Bidwell M, Cirillo B, Tzabbar D (2020) Two Perspectives on Employee Mobility: A Conversation between Rajshree Agarwal and Matthew Bidwell. *Advances in Strategic Management*, 41:37-54. <https://doi.org/10.1108/S0742-332220200000041002>

Cirillo B (2019) External Learning Strategies and Technological Search Output: Spinout Strategy and Corporate Invention Quality. *Organization Science*, 30(2):361–382.
doi.org/10.1287/orsc.2018.1233

- SITE Best Paper Award in Innovation Management (2nd prize), EBS Business School, 2018.
- Best Research Award, SKEMA Business School, 2018.

Cirillo B, Breschi S, Prencipe A (2018) Divide to Connect: Corporate Spinouts as Linking Contexts of Intra-Corporate Networks. *Research Policy*, 47(9):1585–1600.
doi.org/10.1016/j.respol.2018.05.002

Cirillo B, Brusoni S, Valentini G (2014) The Rejuvenation of Inventors through Corporate Spinouts. *Organization Science*, 25(6):1764–1784. doi.org/10.1287/orsc.2013.0868

B. Edited special issues

Tzabbar D, Cirillo B (2020) Employee Mobility: A Conversation across Disciplines and Setting a New Agenda. *Advances in Strategic Management*, 41 (Emerald Publishing, UK).

C. Book chapters

Cirillo B, Valentini G (2014) International Open Innovation: Taking Stock and Moving Forward. Rowe F, Te'eni D, eds. *Innovation and IT in an international context* (Palgrave Macmillan, UK):19–46. doi.org/10.1057/9781137336132

D. Teaching case studies

Cirillo B (2026) *Corporate Renewal at Intel Corporation*, 2026.

Cirillo B, Favaron S, Mazzelli A (2026) *Beyond Meat: From Plant-Based Pioneer to Strategic Crossroads*.

Cirillo B, Favaron S, Mazzelli A (2026) *Tesla, Renault, and BYD in the Structural Evolution of the Automotive Industry: A Case Study*.

Cirillo B, Favaron S, Mazzelli A (2026) *Uber's Strategy and Competitive Advantage: A Case Study*.

Chereau P, Cirillo B (2015) *ARECO: A Full Steam Ahead*. The Case Center, case [#815-040-1](#).

E. Conference papers and presentations

“The Differential Impact of Technological and Collaboration Centrality on Employee-Inventor Promotions Across Hierarchical Levels”, with Tzabbar D (Drexel), Breschi S (Bocconi).

2025 Bocconi Workshop in Strategic Human Capital, Milan, Italy.

2025 CSOL Conference, Kartause Ittingen, Switzerland.

2024 SMS Annual Conference, Istanbul, Turkey.

“Job Titles and Mobility of Knowledge Workers”

2022 Academy of Management annual meeting, Seattle, USA.

2022 Strategic Management Society annual conference, London, UK.

“The interplay between individual experience and Artificial Intelligence in predicting firm's performance”

2024 SMS Annual Conference, Istanbul, Turkey.

2024 Organization Science Winter Conference, Zurich, Switzerland.

2022 Academy of Management annual meeting, Seattle, USA.

“The Contribution of Old-timers to Changes in Firm's Technological Core”

2019 Carnegie School of Organizational Learning Conference, Pacific Grove, CA, USA.

“Early Success and Future Breakthrough Generation”

2019 Carnegie School of Organizational Learning Conference, Pacific Grove, CA, USA.

2018 Academy of Management special conference, Tel Aviv, Israel.

“Learning and Forgetting from Failures: The Contingent Role of Failure Recovery Duration”

- 2019 Academy of Management annual meeting, Boston, MA, USA.
- 2018 AMJ Paper & Idea Development Workshop, ESSEC Business School, Paris, France.
- 2018 Academy of Management annual meeting, Chicago, IL, USA.

“Corporate Spinouts as Means to Capture Competitors’ Knowledge”

- 2018 Strategic Management Society annual conference, Paris, France.
- 2018 Academy of Management annual meeting, Chicago, IL, USA.

“The Differential Impact of Intra-Firm Collaboration and Knowledge Network Centrality on Employees’ Likelihood of Leaving the Firm”

- 2018 Academy of Management annual meeting, Chicago, IL, USA.
- 2018 2nd Innovative Data for Economic Analysis Workshop, SKEMA, Sophia Antipolis, France.
- 2018 INSEAD Workshop on Innovators’ Mobility, INSEAD, Fontainebleau, France.
- 2017 Strategic Management Society annual conference, Houston, TX, USA.
- 2017 DRUID conference, New York City, NY, USA.

“External Learning Strategies and Technological Search Output”

- 2014 Academy of Management annual meeting, Philadelphia, PA, USA.
- 2014 Strategic Management Society annual conference, Madrid, Spain.
- 2014 SKEMA KTO Paper Development Workshop, Sophia Antipolis, France.

“Corporate Rejuvenation through Technological Spinouts: Evidence from High-Tech Industries”

- 2013 PhD Thesis presented at the Academy of Management annual meeting, Orlando, FL, USA.

“Divide to Connect: Corporate Spinouts as Linking Contexts of Intra-Organizational Clusters”

- 2013 8th European Meeting on Applied Evolutionary Economics, Sophia Antipolis, France.
- 2012 Academy of Management annual meeting, Boston, MA, USA.
- 2012 DRUID Conference, Copenhagen, Denmark.
- 2012 Strategy, Entrepreneurship & Innovation (SEI) workshop, EPFL, Lausanne, Switzerland.
- 2012 Sumantra Ghoshal conference, London Business School, London, United Kingdom.
- 2012 INFORMS Organization Science Winter Conference XVIII, Steamboat Springs, CO, USA.

“Do Corporate Spinouts Benefit the Parent Organization?”

- 2012 Academy of Management annual meeting, Boston, MA, USA.
- 2012 DRUID Conference, Copenhagen, Denmark.

“The Rejuvenation of Inventors Through Corporate Spinouts”

- 2011 Academy of Management annual meeting, San Antonio, TX, USA.
- 2011 InnoS&T EU-Project final conference, European Patent Office, Munich, Germany.
- 2011 DRUID Winter Conference, Aalborg, Denmark.

G. Invited presentations and participations

- 2026 BSE Summer Forum on Entrepreneurship, Barcelona, Spain.
- 2025 Bocconi Workshop on Strategic Human Capital, Milan, Italy.
- 2024 Panel “Theoretical perspectives on the evolution of competence through human capital”, SMS Annual Conference, Istanbul, Turkey.
- 2024 Workshop “Benevolent Liberators or Malevolent Dictators? Artificial Intelligence and Organization Design”, SMS Annual Conference, Istanbul, Turkey.
- 2019 Management Brown Bag Seminar, LeBow College of Business, PA, USA.
- 2019 Management & Organizations Internal Seminar Series, Stern School of Business, NY, USA.
- 2019 Management & Organization Speaker Series, Robert H. Smith School of Business, MD, USA.
- 2019 Carnegie School of Organizational Learning Conference, Pacific Grove, CA, USA.
- 2019 Technology and Innovation Conference, Wharton, Philadelphia, PA, USA.
- 2018 SEI Doctoral Consortium, TUM School of Management, Munich, Germany.
- 2018 INSEAD Workshop on Innovators’ Mobility, INSEAD, Fontainebleau, France.
- 2018 2nd Innovative Data for Economic Analysis Workshop, SKEMA, Sophia Antipolis, France.

- 2018 Research Workshop Series, CASS Business School, London, United Kingdom.
- 2017 Workshop on Strategic Management, ESCP Europe, Paris, France.
- 2015 MTEI Seminar Series, EPFL, Lausanne, Switzerland.
- 2015 Católica-Lisbon Research seminars, Católica Lisbon, Lisbon, Portugal.
- 2014 Imperial College Workshop on Mobility, Imperial College, London, United Kingdom.
- 2014 Technology and Innovation Conference, Wharton, Philadelphia, PA, USA.
- 2013 Junior Faculty Consortium, Academy of Management, TIM division, Orlando, FL, USA.
- 2012 Sumantra Ghoshal conference, London Business School, London, United Kingdom.
- 2011 Dissertation Consortium, Academy of Management, BPS division, San Antonio, TX, USA.
- 2011 InnoS&T EU-Project Final Conference, European Patent Office, Munich, Germany.
- 2010 Doctoral Colloquium, Academy of Management, TIM division, Montreal, Canada.

H. Research grants and awards

- 2026 Outstanding Reviewer Award, Strategic Entrepreneurship Journal.
- 2026 Best Reviewer Award, Journal of Management.
- 2025 Outstanding Reviewer Award, Strategic Entrepreneurship Journal.
- 2024 Outstanding Reviewer Award, Strategic Entrepreneurship Journal.
- 2024 Best Paper Finalist, Academy of Management, TIM division.
- 2023 Outstanding ERB Reviewer Award, Organization Science.
- 2018 SITE Best Paper Award in Innovation Management (2nd prize), EBS Business School.
- 2018 Best Research Award, SKEMA Business School.
- 2013 Best Dissertation Award, Academy of Management, TIM division.
- 2011 One-year research grant, Bocconi University.
- 2007 Four-year Ph.D. scholarship, Bocconi University.
- 2005 Two-year research grant, project “Offshoring of Intangibles”, Università G. d'Annunzio.

ACADEMIC SERVICE

A. Academic service and leadership

- 2025 Co-organizer of the *SMS Junior Faculty Paper Development Workshop* at the *Strategic Management Society* annual meeting.
- 2024-2025 *Representative-at-large* for the *Strategic Human Capital Interest Group* (IG) of the *Strategic Management Society* (SMS).
- 2023-2024 Co-organizer of the SKEMA-HEC Crossing Bridges Workshop “Employee Mobility and Organizations”.
- 2020-2022 Co-organizer of the *STR Junior Faculty Paper Development Workshop* at the *Academy of Management* annual meeting.
- 2012-2023 Co-organizer of the annual SKEMA Paper Development Workshop.
- 2014 Co-organizer of the 3rd *Strategy, Entrepreneurship & Innovation* (SEI) Consortium.

B. Editorial and reviewing activities

Editorial Review Board Membership

- 2025-present Journal of Management.
- 2023-present Strategic Management Journal.
- 2022-present Strategic Entrepreneurship Journal.
- 2021-present Organization Science.
- 2018-present Journal of Management Studies.

Editorial Board

- 2018-2019 Guest Editor, *Advances in Strategic Management* (Emerald Publishing, UK).

Other selected ad-hoc reviewing activity

- 2012-present Academy of Management Journal, Management Science, Research Policy, Industrial and Corporate Change.

Conference reviewing

- 2025 Best Paper Award, SHC IG, Strategic Management Society.
- 2013-present Strategic Management Society conferences.
- 2010-present Academy of Management annual meetings.
- 2014, 2018, 2019 Best Dissertation Award, Academy of Management, TIM division.
- 2014 Best Dissertation Award, Academy of Management, BPS division.

C. Service to the institution

SKEMA Business School

- 2022-present Coordinator of the PGE Strategy Track, *Programme Grande École (L3 & M1)*.
- 2015-2025 Coordinator of the multi-campus course Strategy, *Master 1 & Grande École*.
- 2018-2021 Organizer of the SKEMA KTO research seminar series.
- 2014-2019 Organizer of the annual Entrepreneurship Contest in the *MSc in Entrepreneurship & Innovation* and in the *MSc in Digital Business, Data Analysis & Management*.
- 2013-2019 Member of the scientific committee of the *MSc in Entrepreneurship & Innovation*.
- 2014-2017 Member of the scientific committee of the KTO research center
- 2014-2017 PhD students' placement officer, *PhD in Management*.
- 2013-2015 Interviewee for the AACSB and EQUIS audits.

D. PhD students supervision

- 2021-2025 Artyom Yepremyan, PhD in Management, SKEMA Business School.
Placement: Assistant Professor, International University of Monaco, 2025.
- 2014-2019 Arusyak Zakaryan, PhD in Management, SKEMA Business School.
Placement: Assistant Professor, Grenoble École de Management, 2019.

E. Professional affiliations and memberships

- 2010-present Academy of Management Association.
- 2013-present Strategic Management Society.

TEACHING

A. Course development, management and teaching

SKEMA Business School (courses taught in France, US, China and online)

- 2023-present Corporate Strategy for Growth, *Programme Grande École*.
- 2016-present Strategy Simulation, *Programme Grande École & Master of Science*.
- 2013-present Strategy, *Master 1 & Grande École*.
- 2012-present Corporate Entrepreneurship, *Master of Science*.
- 2021-2022 Business Strategy, *Global Executive MBA*.
- 2020-2023 Strategic Management of Human Capital, *PhD in Management*.
- 2013-2015 Entrepreneurship, *Master 1 & Grande École*.

Bocconi University, Milan, Italy

- 2010-2011 Innovation and Industrial Dynamics, *Bachelor*.