

GUOLI CHEN

Associate Professor of Strategy
INSEAD

1 Ayer Rajah Avenue, Singapore 138676
Tel: (65) 6799 5354, E-mail: guoli.chen@insead.edu

Education

Ph.D. (Business Administration), 2008
Smeal College of Business, Pennsylvania State University, State College, PA, USA

Research Interests

- CEOs 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);
- Organizational growth (e.g., M&As, IPOs, innovation), renewal (turnaround situations) and sustainability (CSR initiatives).

Teaching Interests

Strategy, Value Innovation, Incentive Design and Governance
- MBA, Executive, and Ph.D. Programs

Academic Publications

- [1] Chen, G., Crossland, C. & Luo, S.* “Making the same mistake all over again: CEO overconfidence and corporate resistance to corrective feedback”. *Forthcoming at **Strategic Management Journal**, in press online at DOI: 10.1002/smj.2291*
- [2] Chen, G., Crossland, C., & Huang, S.* “Female board representation and corporate M&A intensity” *Forthcoming at **Strategic Management Journal**, in press online at DOI: 10.1002/smj.2323*
- [3] Chen, G., “Initial compensation of new CEOs hired in turnaround situation”. *Forthcoming at **Strategic Management Journal**, in press online at DOI: 10.1002/smj.2321*
- [4] Zhu, D., & Chen, G. “Narcissism, director selection, and risk-taking spending”. *Forthcoming at **Strategic Management Journal**, in press online at DOI: 10.1002/smj.2322*
- [5] Tang, Y., Qian, C., Chen, G., & Shen, R.* “CEO hubris and corporate social (ir)responsibility” *Forthcoming at **Strategic Management Journal**, in press online at DOI: 10.1002/smj.2286*
- [6] 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***

- [7] Zhu, D., & Chen, G.* 2015 “CEO narcissism and the impact of prior board experience on corporate strategy”. *Administrative Science Quarterly*, 60(1): 31-65
- [8] 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
- [9] 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.
- [10] 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.
- [11] 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.
- [12] Chen, G., & Hambrick, D. C. 2012. “CEO replacement in turnaround situations: Executive (mis)fit and implications.” *Organization Science*, 23(1): 225-243.
- An earlier version of the paper was selected as a Finalist for the *Robert J. Litschert Best Doctoral Student Paper Award* at the 2008 Academy of Management Annual Meeting.
- [13] 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.
- [14] 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.
- [15] 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.
- [16] 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)

Publications for Managerial Audience

- [17] “The Virtue of Accountability in Top Company Executives” South China Morning Post, Nov 1, 2014. <http://www.scmp.com/business/companies/article/1629364/virtue-accountability-top-company-executives>

- [18] “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>
- [19] “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>
- [20] “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>

Awards and Honors

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

Editorial Board Member:

- Academy of Management Journal (2014 -)

Professional Affiliations:

- Member: Academy of Management (AOM)
- Member: Strategic Management Society (SMS)
- Representative at large: Corporate Strategy and Governance Interest Group for the Strategic Management Society, 2010-2012

Reviewing for Journals:

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

- Journal of Business Venturing
- Journal of International Business Studies
- Journal of Management Studies
- Long Range Planning
- Management Science
- Organization Science
- Strategic Management Journal

Reviewing for External Institutions:

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

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

Workshop and Symposium Organizers, Session Chairs and Invited Panelists:

- 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
- 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