

Arianna Marchetti

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EDUCATION

- PhD** INSEAD, Strategy area (expected 2020)
Dissertation committee: Phanish Puranam (co-chair), Ithai Stern (co-chair), Daniel Levinthal (Wharton), Philipp Meyer-Doyle
- MS** INSEAD, MS in Management (2016)
Università di Roma La Sapienza, MS in Industrial Engineering *cum laude* (2012)
- BS** Università di Roma La Sapienza, BS in Industrial Engineering (2010)

RESEARCH INTERESTS

Strategy & Organization, Technology & Innovation Management, Organization Design, Machine Learning

My research explores the links between strategy and organization. In particular, I am interested in the interplay between formal aspects of organization design and informal characteristics such as organizational culture, and its implications for collaboration and firm performance in innovation-intensive industries. In my dissertation, I study where strong cultures originate from, their organization design implications for coordination, and whether and how they can be preserved over time. For my empirical analysis I leverage a novel database of over 5 million text reviews posted by employees of about 390,000 firms on the job-search platform Glassdoor.com. I developed an approach which builds on topic modelling, a machine learning algorithm for natural language processing, to measure culture strength based on the distribution of reviews in the space of topics that individuals consider important when writing about their companies on Glassdoor. The three essays of my dissertation build on this data and empirical approach, along with agent-based computational modelling.

ARTICLES IN PEER REVIEW PROCESS

- [1] Marchetti, A., Puranam, P. “Peering Through the Glass Door: The Cultural Attributes of “Less Hierarchical” Forms of Organization”—**Management Science** (under review).
• Nominated for Best Conference Paper Prize—SMS Annual Meeting, Minneapolis, 2019

WORKING PAPERS

- [2] Marchetti, A. “Firms of a Feather Merge Together: The Role of Acquirer-Target Culture Compatibility in Technology Acquisitions”—**Job market paper**.
- [3] Marchetti, A., Stern, I. “The Effects of Strategic Human Capital Allocation Decisions on Inventors’ Turnover”—**Strategic Management Journal** (Reject and Resubmit).
• Best PhD Proposal Award Winner—Israel Strategy Conference, Haifa, 2017
- [4] Marchetti, A., Meyer-Doyle, P., Stern, I. “Put a Horse Before the Cart: The Benefits of Hiring Inventors Before Making a Technology Acquisition”—manuscript in preparation for submission.
- [5] Marchetti, A., Puranam, P. “Interpreting Topic Models: An Algorithmic Approach”—manuscript in preparation for submission.

RESEARCH IN PROGRESS

- [6] Cultural Frame Dilution in Post-merger Integration.
- [7] Acculturation Dynamics in Technology Acquisitions.
- [8] Glassdoor Data To Advance Organizational Culture Studies (with Jennifer Chatman).

AWARDS AND GRANTS

- Nominated for **SMS Annual Conference Best Paper Prize Competition**, 2019
- Recipient of **Best PhD Proposal Award**, Israel Strategy Conference, 2017
- 2016 **INSEAD Outstanding Tutor Award Recipient**
- 2013 “**Top Graduate of the Year**” Award, Fondazione Roma Sapienza
- 2012 **Honors Scholarship Program Recipient**, Università di Roma La Sapienza

ACADEMIC PRESENTATIONS

Firms of a Feather Merge Together: The Role of Acquirer-Target Culture Compatibility in Technology Acquisitions.

- People and Organizations Conference (2019*), SMS (2019*), AOM (2019*), CCC (2019), Measuring Culture Using Glassdoor, MIT Sloan (2019), AOM Specialized Conference, Tel Aviv (2018), HEC-ESSEC-INSEAD Management Research Workshop (2018)

Peering Through the Glass Door: The Cultural Attributes of “Less Hierarchical” Forms of Organization.

- SMS (2019*), AMRC Conference (2019)

Put a Horse Before the Cart: The Benefits of Hiring Inventors Before Making a Technology Acquisition.

- AOM (2019*, 2018, previous version), SMS Special Conference, Frankfurt (2019), INSEAD-Wharton Doctoral Consortium (2018), INSEAD Workshop on Innovators’ Mobility (2018)

The Effects of Strategic Human Capital Allocation Decisions on Inventors’ Turnover.

- SMS (2018), AOM (2018-2017, previous version), Strategy Science Conference (2018), Israel Strategy Conference (2017), Trans-Atlantic Doctoral Conference (2017), SMS Special Conference, Milan (2017), INSEAD-Wharton Doctoral Consortium (2016)

Computational Approaches to Advance the Study of Culture: New Methodological Frontiers. PDW co-organized with Mitali Banerjee. Panellists: Noah Askin, Mitali Banerjee, Matthew Corritore, Amir Goldberg, Balázs Kovács, Sameer Srivastava, Dashun Wang.

- AOM (2019*)

* forthcoming

TEACHING (AT INSEAD)

AI For Business, Executive Program (Theos Evgeniou, Phanish Puranam, and Ville Satopää)

- Teaching assistant (2019)

Org2.0, MBA elective course (Phanish Puranam)

- Co-developed sessions on natural language processing to predict M&A outcomes
- Classroom instructor for tutorials on Statistics and Machine Learning (2019)

Programming in Python, PhD course (Phanish Puranam)

- Developed class material and led sessions (2018)

Computational Organization Sciences, PhD class (Henning Piezunka)

- Developed and led session on topic modelling (2018)

Introduction to Strategy, MBA core course (Matthew Lee)

- Teaching assistant (2017)

Mergers, Acquisitions, Alliances, and Corporate Strategy, MBA elective course (Phanish Puranam)

- Teaching assistant (2017, 2018)

Prices and Markets Tutorials, MBA core course (Nikolaos Vettas)

- Classroom instructor, 2017: 4.62/5
- Classroom instructor, 2016: 4.58/5—Winner of “INSEAD Best Tutor Award”

M&A and Corporate Strategy, Executive Program (Laurence Capron)

- Wrote teaching note for case: “Cisco Systems: New Millennium-New Acquisition Strategy?” (2015)

SERVICE

Area representative to INSEAD PhD Contact Group (2018—present)

Co-organizer of 5th INSEAD—Wharton Doctoral Consortium, 2016

Ad-hoc reviewer for Journal of Organization Design, AOM and SMS Annual Conferences

PREVIOUS EMPLOYMENT

Ernst & Young, Rome—Italy

Consultant, Financial Business Advisory

2012—2014

SKILLS

Languages: Italian (Native), English (Fluent), French (Basic)

Software skills: Python, Java, R, STATA, SQL

REFERENCES

Phanish Puranam: phanish.puranam@insead.edu

Ithai Stern: ithai.stern@insead.edu

Daniel Levinthal (Wharton): dlev@wharton.upenn.edu

Philipp Meyer-Doyle: philipp.meyer@insead.edu