

## JENNIFER PETRIGLIERI

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### Academic Appointments

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- 2019 - Associate Professor of Organisational Behaviour, INSEAD  
2012 - 2019 Assistant Professor of Organisational Behaviour, INSEAD  
2011 - 2012 Post Doctoral Fellow, Organizational Behavior, Harvard Business School

### Education

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- 2011 PhD in Organisational Behaviour, INSEAD  
2008 Masters in Management, INSEAD  
2004 Masters of Business Administration, IMD  
1998 BSc. Genetics, University of Nottingham

### Research

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#### Research Interests

Systems psychodynamics, identity, workplace relationships & leadership development.

#### Articles in refereed journals

1. Petriglieri, G. & Petriglieri, J.L. (2022) The work is alive! Systems psychodynamics and the pursuit of pluralism without polarization in human relations. *Human Relations*, 1-30 [joint first authorship].
2. Kniffin, K. M., Narayanan, J., Anseel, F., Antonakis, J., Ashford, S. J., Bakker, A. B., Bamberge, P., Bapuji, H., Bhave, D. P., Choi, V. K., Creary, S. J., Demerouti, E., Flynn, F., Gelfand, M., Greer, L., Johns, G., Kesebir, S., Klein, P. G., Lee, S., Ozelik, H., Petriglieri, J. L., Rothbard, N., Rudolph, C., Shaw, J. D., Sirola, N., Wanberg, C., Whillans, A., Wilmot, M., Van vugt, M. (2020). COVID-19 and the Workplace: Implications, Issues, and Insights for Future Research and Action. *American Psychologist*. 76(1): 63-77.
3. Petriglieri, G. & Petriglieri, J.L. (2020) The Return of the Oppressed: A Systems Psychodynamic Approach to Organizational Studies. *Academy of Management Annals*,

14(1): 411-449 [joint first authorship].

4. Petriglieri, J.L. & Obodaru, O. (2019) Secure-base Relationships as Drivers of Professional Identity Development in Dual-career Couples. *Administrative Science Quarterly*, 64(3): 694-736.
5. Petriglieri, G., Petriglieri, J.L. & Wood, J.D. (2018) Fast tracks and inner journeys: Crafting portable selves for contemporary careers. *Administrative Science Quarterly*, 63(3): 479-525.
6. Petriglieri, J.L. (2015) Co-creating Relationship Repair: Pathways to Reconstructing Destabilized Organizational Identification. *Administrative Science Quarterly*, 60(3): 518-557.
7. Petriglieri, G. & Petriglieri, J.L. (2015) Can Business Schools Humanize Leadership? *Academy of Management Learning and Education*, 14(4): 625-647. [joint first authorship]
8. Galunic, C., Sengupta, K. & Petriglieri, J.L. (2013) Deus ex machina? Career progress and the contingent benefits of Knowledge Management Systems. *European Journal of Management* 32(1): 13-23.
9. Petriglieri, J.L. (2011) Under Threat: Responses to and the consequences of threats to individuals' identities. *Academy of Management Review*, 36(4): 641-662.  
Finalist for the Academy of Management Review *Best Paper Award* for 2011
10. Petriglieri, G., Wood, J.D. & Petriglieri, J.L. (2011) Up Close and Personal: Developing Foundations for Leader Development through Personalization of Management Learning. *Academy of Management Learning and Education*, 10(3): 430-450.
11. Ibarra, H. & Petriglieri, J.L. (2010) Identity Work and Play. *Journal of Organizational Change Management*, 23(1): 10-25.
12. Petriglieri, G. & Petriglieri, J.L. (2010) Identity Workspaces: The Case of Business Schools. *Academy of Management Learning and Education*, 9(1): 44-60.

## **Books**

13. Petriglieri, J.L. (2019) *Couples That Work: How dual career couples can thrive in love and work*. Harvard Business School Press (North America), Penguin (Rest of the World).

## **Chapters in edited books**

14. Ibarra, H. & Petriglieri, J.L. (2017) "Impossible Selves: Image Strategies and Identity Threat in Professional Women's Career Transitions." In Storberg-Walker, J. & Haber-Curran, P. (Eds.) "Theorizing women and leadership: new insights and contributions from multiple perspectives" Information Age Publishing: 19-36.
15. Petriglieri, J.L. & Devine, B. (2016) Mobilizing Organizational Action Against Identity

Threats: The Role of Organizational Members Perceptions and Responses. In Ashforth, B; Pratt, M; Ravasi, D. & Schultz, M. (Eds.) *The Handbook of Organizational Identity*. Oxford: Oxford University Press: 239-256.

### **Articles in practitioners' publications (print)**

16. Petriglieri, J.L. (2019) How Dual-Career Couples Make It Work. *Harvard Business Review*. September-October issue.
17. Petriglieri, J.L. (2019) Hacking Inequality at Home. *Sloan Management Review*. September issue.
18. Petriglieri, J.L. (2018) Talent Management and the Dual Career Couple. *Harvard Business Review*. May-June issue.
19. Petriglieri, J.L. & Petriglieri, G. (2017) The talent curse: How high potential derails and what to do about it. *Harvard Business Review*. May-June issue.

### **Articles in practitioners' publications (digital)**

20. [Don't Let Your Partner's Work Stress Become Your Own](#). *Harvard Business Review*, 4 June 2020.
21. [How Dual-Career Couples Can Work Through the Coronavirus Crisis](#). *Harvard Business Review*, 27 March 2020.
22. [Why Working Couples Need to Talk More About Power](#). *Harvard Business Review*, 14 February 2020.
23. [How a FIFA-like scandal affects your talent pipeline](#). *Harvard Business Review*, 9 June 2015.

### **Articles Under Review:**

24. Fitzsimons, D, Petriglieri, J.L. & Petriglieri, G. The fabrication of leadership in a top management team. Resubmitted after first round R&R *Administrative Science Quarterly*.
25. Petriglieri, J.L. & Sheprow, E. Storying loneliness: Executives incorporation of chronic loneliness into their self-narratives. First round revise and resubmit at *Administrative Science Quarterly*

### **Articles In Preparation:**

26. Schinoff, B., Pillemer, J., Rogers, K. & Petriglieri, J.L. Personalizing remote coworker relationships: The co-option of an exercise platform as a virtual third place. In preparation

for submission to *Organization Science*.

### **Teaching Materials:**

27. *Marinella Soldi*. INSEAD Case N. 05/2021-6671-Ed, with Teaching Note. Petriglieri, J.L. & Petriglieri, G.
28. *The Executive Challenge*. INSEAD Role Play Case N. 2018-6376, with Teaching Note. Petriglieri, J.L. & Petriglieri, G.
29. *Fiona and Frederic Bonner*. INSEAD Case N. 09/2017-6080, with Teaching Note. Petriglieri, J.L. & Petriglieri, G.
30. *Ten Years Later: Memoirs of Life and Work a Decade after an MBA*. INSEAD Case N. 03/2013-5955-A, with Teaching Note. Petriglieri, J.L. & Petriglieri, G.
31. *Katelyn Neilson, MBA* INSEAD Case N. 09/2007-5346, with Teaching Note Petriglieri, J.L. & Petriglieri, G.

### **Academic Presentations**

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#### **Invited Seminars**

University of Bath, School of Management, June 2022  
University of Durham, April 2022  
University of Washington St. Louis, February 2022  
University College London, February 2021  
Imperial College London, May 2020  
Yale School of Management, September 2018  
Saïd School of Business, Oxford University, May 2018  
University of Bath, School of Management, March 2018  
Stanford University, Management Science and Engineering Department, November 2016  
Catolica Lisbon School of Business and Economics, May 2016  
Sloan School of Management, MIT, February 2016  
Harvard Business school, Gender Seminar Series, February 2016  
Judge Business School, University of Cambridge, May 2013  
University of Exeter Business School, February 2013  
University of Michigan, ICOS Seminar, January 2011

### **Academic Conference Presentations (\*if presented by co-author)**

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- 2022 *Academy of Management Meeting, Seattle*  
Storying loneliness: Executives narratives of workplace loneliness.  
(symposium presenter and co-organiser with E. Sheprow)
- 2022 *Positive Organizational Scholarship Conference , University of Michigan*

- Transforming loneliness into high quality connections (presenter)
- 2018 ***Academy of Management Meeting, Chicago***  
 Who's the Boss? New Questions about Leadership Emergence in Organizations. (symposium presenter and co-organiser with N. Wellman)  
 New Questions in Multiple Identities (symposium panelist)
- 2017 ***Academy of Management Meeting, Atlanta***  
 Emotions in Fieldwork: The role of the researcher. (Professional Development Workshop, presenter)  
 The return of the suppressed: Systems psychodynamic approaches to organization studies. (symposium co-organiser with G. Petriglieri)  
 Constructing Identity (symposium discussant)
- 2016 ***Organizational Behavior Conference, Wharton, University of Pennsylvania***  
 The role of secure base relationships in professional identity development.
- 2015 ***Academy of Management Meeting, Vancouver***  
 Enduring by necessity: organizational identity as a social defense (symposium presenter)  
 Cognition in the Rough (Professional Development Workshop facilitator)  
 Qualitative Methods (Professional Development Workshop Facilitator)
- May Meaning Meeting, Connecticut***  
 Us or I? Identity in dual-career couples.
- 2014 ***Academy of Management Meeting, Philadelphia***  
 Manufacturing Self-Authenticity: A reflexive process of crafting authenticity at work. (With B. Devine\*)  
 Is that a threat? Exploring the context and importance of identity threat in identity development and maintenance. (symposium discussant)  
 Teaching about Cognition in the Rough (Professional Development Workshop Facilitator)  
 Diamonds in the Rough (MOC Professional Development Workshop, organizer)
- Oxford Centre for Corporate Reputation Conference, Oxford***  
 Mobilizing organizational action against identity threats. (With B. Devine)
- 2013 ***Academy of Management Meeting, Boston***  
 When Selves Fall Apart: The role of identity enactment in organizational reidentification.  
 Diamonds in the Rough (MOC Professional Development Workshop, organizer)
- Positive Organizational Scholarship Conference, Ann Arbor***  
 Us or I? The crafting of relational identities by dual career couples. (With O. Obodaru)
- May Meaning Meeting, Ann Arbor***

- When Selves Fall Apart: The role of identity enactment in organizational reidentification
- 2011 ***Academy of Management Meeting, San Antonio***  
Building foundations for leaders' development through the personalization of management learning. (With G. Petriglieri\* & J.D. Wood)
- 2010 ***Academy of Management Meeting, Montreal***  
Fast tracks and inner journeys: Adaptive and Exploratory Pathways to Portable Identities for Contemporary Careers. (With G. Petriglieri\* & J.D. Wood)  
Deus ex Machina: Career Progress and the Benefits of Knowledge Management for Service Professionals. (With C.D. Galunic & K. Sengupta)
- 2009 ***Academy of Management Meeting, Chicago***  
Toward a Theory of Identity Threat.  
The MBA Within. (With G. Petriglieri & J.D. Wood)
- 2008 ***European Group of Organizational Scholars (EGOS)***  
Adaptive and exploratory pathways to portable identities for contemporary careers (With G. Petriglieri\* & J.D. Wood)
- 2007 ***Academy of Management Meeting, Philadelphia***  
Management development as a transformational space (With G. Petriglieri)

### **Awards and Honours**

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- 2019 OB division of the Academy of Management's Best Practitioner-Oriented Publication in Organizational Behavior for the article "Talent Management and the Dual Career Couple".
- 2016, 2018 & 2021 Dean's Commendation for Outstanding Executive Education Teaching, INSEAD
- 2016, 2018 & 2021 Dean's Commendation for Outstanding Executive Education Programme Direction, INSEAD
- 2013 - 2016 Dean's commendation for teaching excellence in the INSEAD MBA (four years running)
- 2016 Delegate and presenter at the Annual meeting of the World Economic Forum, Davos
- 2015 Winner, Best Elective Course Teacher Award, INSEAD MBA
- 2013 & 2014 Nominee, Best Elective Course Teacher Award, INSEAD MBA
- 2012 & 2015 Outstanding Reviewer Award, MOC Division, Academy of Management
- 2012 Finalist, *Academy of Management Review* Best Paper Award 2011. For the paper "Under Threat: Responses to and the consequences of threats to individuals' identities"

- 2012 Winner, *Academy of Management Learning and Education* Best Paper Award 2011. For the paper “Up Close and Personal: Developing Foundations for Leader Development through the Personalization of Management Learning”
- 2011 Nominee, Carolyn Dexter Best International Paper Award
- 2011 Best Paper in Graduate Management Education Award, sponsored by the Graduate Management Admission Council for the most significant contribution to graduate management education. For the paper “Up Close and Personal: Developing Foundations for Leader Development through Personalization of Management Learning.”
- 2010 Winner, INFORMS Organization Science Dissertation Proposal Competition

### **Teaching and Programme Direction**

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- 2022 Unicredit Senior Women Leaders Programme (programme director)
- 2019 – 2021 Schneider Electric Women Leaders Programme (programme director)  
Schneider Electric Transforming Leadership L2 Programme (programme director)
- 2018 ongoing Women Leaders Programme, INSEAD (programme director)
- 2018 ongoing INSEAD Gender Diversity Programme (programme co-director)
- 2018 BlaBlaCar Leadership Journey
- 2017 - 2019 Unilever Women Leaders Programme (programme director)
- 2016 World Economic Forum Fellows Programme
- 2016 ongoing Management Acceleration Programme (programme co-director)
- 2016 ongoing DOW Chemical Women Leaders Programme (programme director)
- 2016 Leading Management Education (programme director)
- 2015 – 2018 Leadership Transition Programme
- 2014 – 2018 High Impact Leadership Programme
- 2013 Advanced Organizational Psychology PhD elective
- 2012 – 2017 Psychological Issues in Management MBA elective
- 2005 – 2008 External contributor (group consultant and individual coach), Copenhagen Business School
- 2005 – 2007 External contributor (group consultant and individual coach), IMD

### **Service**

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## **Institutional Service**

- 2021 ongoing Guest Associate Editor for special issue on the COVID reset of Academy of Management Review
- 2021 ongoing Editorial Board, Academy of Management Review
- 2019 & 2022 Member of the ASQ award for scholarly contribution committee.
- 2018 ongoing Co-organiser of annual research meeting of identity scholars (with M. Pratt, Boston College, and N. Rothbard, Wharton)
- 2015 ongoing Editorial Board, Administrative Science
- 2015 ongoing Co-organiser of annual research gathering of systems psychodynamics scholars (with G. Petriglieri and M. Jarrett, INSEAD)
- 2013 – 2015 Representative at Large, Managerial and Organizational Cognition Division of the Academy of Management. Organiser of Diamonds in the Rough Professional Development Workshop.
- 2011 ongoing Ad Hoc Reviewer: Academy of Management Review, Organization Science, Organizational Behavior and Human Decision Processes, Academy of Management Learning and Education

## **INSEAD Service**

- 2018 Alumni reunion sessions
- 2017 & 2018 Visionaries alumni fundraising conference, faculty lead
- 2015 / 2016 OB faculty recruitment committee chair
- 2014 / 2015 OB faculty recruitment committee member
- 2014 ongoing MBA and EMBA masterclasses and open day sessions, Fontainebleau, London, New York
- 2013 - 2017 Advised OB PhD Student Amer Madi through to successful graduation from the programme
- 2013 - 2015 Co-advised OB PhD Student Beth Devine
- 2013 / 2014 OB seminar series organizer
- 2012 / 2013 OB PhD recruitment committee member

## **Personal**

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Nationality: British

Languages: English, French, Italian (intermediate)

Maternity Leaves: Two maternity leaves during academic years 2008/2009 and 2009/2010