

DIEGO STEA

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Department of Strategy and Innovation

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ACADEMIC POSITIONS

01/2019 – present	<i>Academic Director</i> Copenhagen Business School CEMS Master's in International Management
02/2017 – present	<i>Associate Professor</i> Copenhagen Business School Department of Strategy and Innovation
10/2013 – 01/2017	<i>Assistant Professor</i> Copenhagen Business School Department of Strategic Management and Globalization
10/2012 – 09/2013	<i>Postdoctoral Research Fellow</i> Copenhagen Business School Department of Strategic Management and Globalization

EDUCATION

01/2010 – 06/2013	<i>PhD</i> LUISS Guido Carli University Department of Business and Management
10/2008 – 09/2009	<i>MPhil</i> University of Cambridge School of Arts and Humanities
02/2004 – 03/2007	<i>MA</i> University of Venice Faculty of Letters and Philosophy

RESEARCH INTERESTS

- Social network
- Network dynamics
- International management

PHD SUPERVISION

2018 – 2020	Dennis Holding Jacobsen
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PUBLICATIONS IN REFEREED JOURNALS

1. Jacobsen, D., Stea, D., Soda, G. 2022. Intra-Organizational Network Dynamics: Past Progress, Current Challenges, and New Frontiers. *Academy of Management Annals*, 16(2), 853-897.
2. Stea, D., Pedersen, T., Soda, G. 2022. Keep or Drop? The Origin and Evolution of Knowledge Relationships in Organizations. *British Journal of Management*, 33, 1517–1534.
3. Pedersen, T., Soda, G., Stea, D. 2019. Globally Networked: Intraorganizational Boundary Spanning in The Global Organization. *Journal of World Business*, 54(3), 169–180.
4. Soda, G., Stea, D., Pedersen, T. 2019. Network Structure, Collaborative Context, and Individual Creativity. *Journal of Management*, 45(4), 1739–1765.

5. Decreton, B., Nell, P.C., & Stea, D. 2019. Headquarters involvement, socialization, and entrepreneurial behaviors in MNC subsidiaries. *Long Range Planning*, 52(4), 101839.
6. Stea, D., Pedersen, T. 2017. Not All Brokers Are Alike: Creative Implications of Brokering Networks in Different Work Functions. *Human Relations*, 70(6): 668–693.
7. Stea, D., Foss, N.J., Pedersen, T. 2017. The Relational Antecedents of Interpersonal Helping: ‘Quantity’, ‘Quality’ or Both? *British Journal of Management*, 28(2): 197–212.
8. Foss, N.J., Pedersen, T., Reinholt, M., Stea, D. 2015. Why Complementary HRM Practices Impact Performance: The Case of Rewards, Job Design, and Work Climate in a Knowledge Sharing Context. *Human Resource Management*, 54(6): 955–976.
9. Stea, D., Foss, N.J., Foss, K. 2015. A Neglected Role for Organizational Design: Supporting the Credibility of Delegation in Organizations. *Journal of Organization Design*, 4(3): 3–17.
10. Stea, D., Foss, N.J., Christensen, P. H. 2015. Physical Separation in the Workplace: Separation Cues, Sensemaking, and Behavioral Responses. *European Management Journal*, 33(6): 462–471.
11. Stea, D., Linder, S., Foss, N.J. 2015. Understanding Organizational Advantage: How the Theory of Mind Adds to the Attention-Based View of the Firm. *Advances in Strategic Management*, 32: 277–298.
12. Lenells, J., Stea, D., Foss, N.J. 2015. Optimal Contracting under Adverse Selection: The Implications of Mentalizing. *Contemporary Economics*, 9(2): 215–232.
13. Foss, N.J., Stea, D. 2014. Putting a Realistic Theory of Mind into Agency Theory: Implications for Reward Design and Management in Principal-Agent Relations. *European Management Review*, 11(1): 101–116.

PEER-REVIEWED BOOK CHAPTERS

1. Linder, S., Foss, N.J., & Stea, D. 2017. Epistemics at Work: The Theory of Mind in Principal-Agent Relations. In M. A. Hitt, S. E. Jackson, S. Carmona, L. Bierman, C. E. Shalley, & D. M. Wright (Eds.), *The Oxford Handbook of Strategy Implementation*, 101–126. Oxford University Press.
 - Previously published as Linder, S., Foss, N.J., Stea, D. 2015. Epistemics at Work: The Theory of Mind in Principal-Agent Relations. *Oxford Handbooks Online*.

PROJECTS IN PROGRESS

1. Jacobsen, D.H., Stea, D., Guerci, M., Nedkovski, V. Not a One-Way Street: The Coevolution of Emotional Exhaustion and Workplace Friendship Ties. Revise and resubmit (2nd round) at *Academy of Management Journal*.
2. Stea, D., Kappen, P., Ciabuschi, F. Network Stars and The Attention Paradox. Under review at *Journal of Management*.
3. Jacobsen, D.H., Stea, D., The Creativity Trap: The Effects of Tie Choices and Social Influence on Employee Creativity in Dynamic Social Systems.
4. Nedkovski, V., Guerci, M., Stea, D., Jacobsen, D.H. Negative Ties at Work: How Brokering Negative Ties Affects Individuals’ Innovative Behavior.
 - Best Research Methods Paper Prize (Nominee), SMS 2021
5. Mongelli, L., Rullani, F., Stea, D. Coping with Radical Technological Change: Modes of Knowledge Recombination and Inventive Impact in the Photography Industry.
6. Stea, D., Jacobsen, D.H. Having Your Cake and Eating It Too? Ambivalent Linguistic Framing Strategies in Equity Crowdfunding.
 - Best Conference PhD Paper Award (Nominee), SMS 2020

BEST PAPER CONFERENCE PROCEEDINGS

1. Nedkovski, V., Guerci, M., Jacobsen, D.H., & Stea, D. 2024. Unrequited Workplace Relationships and the Emergence of Negative Ties in Organisational Networks. *Academy of Management Proceedings*, 2024.
2. Jacobsen, D.H., & Stea, D. 2019. The Use of Metaphorical Communication and Language Concreteness in An Equity Crowdfunding Setting. *Academy of Management Proceedings*, 2019(1), 15404.
3. Stea, D., Soda, G., & Pedersen, T. 2016. "Network Structure, Collaborative Context, and Individual Creativity." *Academy of Management Proceedings*, 2016(1), 11211.

CONFERENCE PAPERS

1. Nedkovski, V., Guerci, M., Jacobsen, D.H., & Stea, D. 2024. Unrequited Workplace Relationships and the Emergence of Negative Ties in Organisational Networks. Academy of Management Meeting. Chicago, Illinois.
2. Jacobsen, D.H., & Stea, D. 2024. Social Influence, Selection, and the Creativity Paradox in Intraorganizational Social Networks. Academy of Management Meeting. Chicago, Illinois.
3. Mongelli, L., Rullani, F., Stea, D. 2022. Coping with Radical Technological Change: Modes of Knowledge Recombination and Inventive Impact in the Photography Industry. Academy of Management Meeting. Seattle, Washington.
4. Ciabuschi, F., Kappen, P., Stea, D. 2022. Headquarters Attention, Social Networks and Managerial Careers: A Complementary Fit Perspective. Academy of Management Meeting. Seattle, Washington.
5. Ciabuschi, F., Kappen, P., Stea, D. 2022. Headquarters Attention, Social Networks and Managerial Careers: A Complementary Fit Perspective. Academy of International Business Annual Meeting. Miami, Florida.
6. Nedkovski, V., Guerci, M., Stea, D., Jacobsen, D.H. 2021. Negative Ties at Work: How Brokering Negative Ties Affects Individuals' Innovative Behavior. Strategic Management Society Annual Conference. Toronto, Canada.
7. Nedkovski, V., Guerci, M., Stea, D., Jacobsen, D.H. 2021. Negative Ties at Work: How Brokering Negative Ties Affects Individuals' Innovative Behavior. Academy of Management Virtual Meeting.
8. Stea, D., Jacobsen, D.H. 2020. Having Your Cake and Eating It Too? Ambivalent Linguistic Framing Strategies in Equity Crowdfunding. Strategic Management Society Annual Conference. London, UK.
9. Jacobsen, D.H., Stea, D. 2020. Network Dynamics: A Review and Research Agenda. Strategic Management Society Annual Conference. London, UK.
10. Stea, D., Jacobsen, D.H. 2020. Having Your Cake and Eating It Too? Ambivalent Linguistic Framing Strategies in Equity Crowdfunding. Academy of Management Meeting. Boston, Massachusetts.
11. Jacobsen, D.H., Stea, D. 2020. Network Dynamics: A Review and Research Agenda. Academy of Management Meeting. Boston, Massachusetts.
12. Jacobsen, D.H., Stea, D. 2019. Crystal Clear? A Contingency Perspective on the Use of Metaphorical Communication and Language Concreteness in an Equity Crowdfunding Setting. Strategic Management Society Annual Conference. Minneapolis, Minnesota.
13. Jacobsen, D.H., Stea, D. 2019. Crystal Clear? A Contingency Perspective on the Use of Metaphorical Communication and Language Concreteness in an Equity Crowdfunding Setting. Academy of Management Meeting. Boston, Massachusetts.
14. Jacobsen, D.H., Stea, D. 2019. Crystal Clear? A Contingency Perspective on the Use of Metaphorical Communication and Language Concreteness in an Equity Crowdfunding Setting. DRUID Conference. Copenhagen, Denmark.

15. Jacobsen, D.H., Stea, D. 2019. Crystal Clear? A Contingency Perspective on the Use of Metaphorical Communication and Language Concreteness in an Equity Crowdfunding Setting. DRUID Academy Conference. Aalborg, Denmark.
16. Stea, D., Pedersen, T., Soda, G. 2017. The Micro-Changes of Networks: Formation and Termination of Individual Ties in the Workplace. Strategic Management Society Annual Conference. Houston, Texas.
17. Ciabuschi, F., Kappen, P., Stea, D. 2017. Networking in the Dark: Brokerage, and the Visibility Paradox. Strategic Management Society Annual Conference. Houston, Texas.
18. Pedersen, T., Soda, G., Stea, D. 2017. Globally Networked: Boundary Crossing Ties in The Multinational Corporation. Academy of International Business Annual Meeting. Dubai, United Arab Emirates.
19. Soda, G., Stea, D., Pedersen, T. 2016. Network Structure, Collaborative Context, and Individual Creativity. Academy of Management Meeting. Anaheim, California.
20. Stea, D., Pedersen, T., Soda, G. 2016. The Micro-Changes of Networks: Formation and Termination of Individual Ties in the Workplace. Academy of Management Meeting. Anaheim, California.
21. Ciabuschi, F., Kappen, P., Stea, D. 2015. Network Stars and the Attention Paradox. Strategic Management Society Special Conference. Denver, Colorado.
22. Decreton, B., Nell, P.C., Stea, D. 2015. Subsidiary Proactive Initiative Behavior: How the Organizational Context Shapes Subsidiary Managers' Reactions to Headquarters Activities. Academy of International Business Annual Conference. Bengaluru, India.
23. Decreton, B., Nell, P.C., Stea, D. 2015. Subsidiary Proactive Initiative Behavior: How the Organizational Context Shapes Subsidiary Managers' Reactions to Headquarters Activities. Reading-UNCTAD International Business Conference. Reading, United Kingdom.
24. Decreton, B., Nell, P.C., Stea, D. 2015. Subsidiary Proactive Initiative Behavior: How the Organizational Context Shapes Subsidiary Managers' Reactions to Headquarters Activities. Strategic Management Society Special Conference. St. Gallen, Switzerland.
25. Soda, G., Stea, D., Pedersen, T. 2014. Is Density Enough for Creativity? The Moderating Effect of a Collaborative Work Context on the Relationship between Network Structure and Creativity. INSEAD Network Evolution Conference. Fontainebleau, France.
26. Decreton, B., Nell, P.C., Stea, D. 2014. Subsidiary Proactive Initiative Behavior: How the Organizational Context Shapes Subsidiary Managers' Reactions to Headquarters Activities. EIBA Annual Conference. Uppsala, Sweden.
27. Stea, D., Pedersen, T. 2014. The Attention of Brokers: Social Structure, Bounded Rationality, and Creativity. Academy of Management Meeting. Philadelphia, Pennsylvania.
28. Stea, D., Foss, N.J., Pedersen, T. 2014. The Relational Antecedents of Interpersonal Helping: 'Quantity,' 'Quality,' or Both? Workshop on the Micro Foundations of Social Networks. Copenhagen, Denmark.
29. Stea, D., Foss, N.J., Pedersen, T. 2013. Network Size and Prosocial Behavior: Taking Bounded Rationality into Account. Academy of Management Meeting. Orlando, Florida.
30. Stea, D., Foss, N.J., Foss, K. 2013. Thou Shalt Not Overrule! The Role of Organizational Design in Making Delegation Credible. Academy of Management Meeting. Orlando, Florida.
31. Stea, D., Foss, N.J., Christensen, P. H. 2012. Managing Physical Separation in the Workplace: Separation Cues, Sensemaking, and Behavioral Responses. Academy of Management Meeting. Boston, Massachusetts.
32. Foss, N.J., Stea, D. 2012. The Principal's Theory of Mind: The Role of Mentalizing Capability for Value Creation in Agency Relations. Academy of Management Meeting. Boston, Massachusetts.

33. Foss, N.J., Pedersen, T., Reinholt, M., Stea, D. 2012. Motivating Prosocial Organizational Behaviors: Complementary Motivators for Knowledge Sharing. Academy of Management Meeting, OB symposium Rewards and Intrinsic Motivation. Boston, Massachusetts.

INVITED PRESENTATIONS

1. Stea, D., Pedersen, T., Soda, G. 2017 Individual Agency or Social Embeddedness? The Origin and Evolution of Knowledge Relationships in Organizations. LUISS Guido Carli. Rome, Italy.
2. Ciabuschi, F., Kappen, P., Stea, D. 2015. Network Stars and the Attention Paradox. University of Bologna. Bologna, Italy.
3. Soda, G., Stea, D., Pedersen, T. 2015. Is Density Enough for Creativity? The Moderating Effect of a Collaborative Work Context on the Relationship between Network Structure and Creativity. University of Padua. Padova, Italy.
4. Soda, G., Stea, D., Pedersen, T. 2014. Is Density Enough for Creativity? The Moderating Effect of a Collaborative Work Context on the Relationship Between Network Structure and Creativity. LUISS Guido Carli University. Rome, Italy.
5. Foss, N.J., Stea, D. 2014. Putting a Realistic Theory of Mind into Agency Theory: Implications for Reward Design and Management in Principal-Agent Relations. Aarhus University. Aarhus, Denmark.
6. Stea, D., Foss, N.J., Pedersen, T. 2014. The Relational Antecedents of Interpersonal Helping: 'Quantity,' 'Quality,' or Both? Ca' Foscari University. Venice, Italy.
7. Stea, D., Pedersen, T. 2013. The Attention of Brokers: Social Structure, Bounded Rationality, and Creativity. INGENIO Institute. Valencia, Spain.
8. Foss, N.J., Stea, D. 2012. The Principal's Theory of Mind: The Role of Mentalizing Capability for Value Creation in Agency Relations. BI Norwegian Business School. Oslo, Norway.
9. Stea, D., Foss, N.J., Christensen, P. H. 2012. Managing Physical Separation in the Workplace: Separation Cues, Sensemaking, and Behavioral Responses. INGENIO Institute. Valencia, Spain.
10. Foss, N.J., Stea, D. 2011. The Principal's Theory of Mind: The Role of Mentalizing Capability for Value Creation in Agency Relations. LUISS Guido Carli. Rome, Italy.
11. Foss, N.J., Pedersen, T., Reinholt, M., Stea, D. 2011. Motivating Prosocial Organizational Behaviors: Complementary Motivators for Knowledge Sharing. Copenhagen Business School. Copenhagen, Denmark.

GRANTS AND AWARDS

2023	CBS special allowance for extraordinary contributions in research and teaching
2020	CBS special allowance for extraordinary contributions in research and teaching
2018	CBS special allowance for extraordinary contributions in research and teaching
2017	CEMS Block Seminar of the Year Award
2017	CBS special allowance for extraordinary contributions in research and teaching
2016	CBS DSEB Education Prize
2016	CEMS Block Seminar of the Year Award
2016	CBS special allowance for extraordinary contributions in research and teaching
2010	LUISS Guido Carli University, doctoral studentship
2010	Bocconi University, doctoral studentship (offered)
2009	University of Cambridge, Cambridge European Trust Bursary (offered)
2009	University of Cambridge, Domestic Research Studentship (offered)
2009	Clare College, University of Cambridge, research grant

ACADEMIC MEMBERSHIP AND SERVICE

Academic Membership

- Academy of Management

- Strategic Management Society

Ad-hoc reviewing

- Academy of Management Journal
- Advances in Strategic Management
- British Journal of Management
- Creativity and Innovation Management
- Human Resource Management
- International Journal of Management Reviews
- Journal of World Business
- Long Range Planning
- Management Science
- Research Policy
- Strategic Management Journal

TEACHING INTERESTS

- Network strategy
- Global strategic management
- Corporate strategy
- International business and strategy

TEACHING EXPERIENCE

Copenhagen Business School

- Strategic Management (MSc mandatory)
Course creation, teaching, and management
Rating 2014: 4.1/5, 2015: 4.6/5, 2016: 3.8/5, 2017: 4.1/5, 2018: 4.3/5, 2019: 4.3/5, 2020: 4.0/5
Recommendation from the Study Board as top performing educator (2015)
- Corporate Strategy (MSc mandatory)
Course creation, teaching, and management
Rating 2015: 4.5/5, 2016: 4.8/5, 2017: 3.8/5, 2018: 4.3/5, 2019: 4.7/5, 2020: 4.6/5, 2021: 4.1/5, 2022: 4.8/5
Recommendation from the Study Board as top performing educator (2016, 2019, 2022)
- Foundations of Strategy (MSc mandatory)
Course creation and teaching
Rating 2014: 4.6/5, 2015: 4.6/5, 2016: 4.3/5, 2017: 4.2/5, 2018: 4.3/5, 2019: 4.0/5, 2020: 3.7/5, 2021: 4.1/5
Recommendation from the Study Board as top performing educator (2014, 2015)
- International Business and Strategy (MSc mandatory)
Course creation and teaching
Rating 2015: 4.6/5, 2016: 4.5/5, 2017: 4.2/5, 2018: 4.4/5, 2019: 4.4/5, 2020: 4.4/5, 2021: 4.3/5, 2022: 4.5/5
- Creative Industries, Innovation and Strategy (MSc mandatory)
Teaching
Rating 2018: 4.0/5, 2019: 3.7/5
- CEMS Global Strategic Management (MSc mandatory)
Course creation, teaching, and management
Rating 2019: 4.8/7, 2020: 5.3/7, 2021: n/a, 2022: 5.6/7, 2023: 5.0/7
- International Economics and Business (BSc mandatory)
Teaching
Rating 2014: 4.1/5, 2015: 4.1/5
- Behavioral Strategy – CBS International Executive Service Diploma MSDS™

Teaching

- CEMS Assessment Center (2014, 2016, 2017, 2018, 2019)
- MSc supervision

Vienna University of Economics and Business

- Strategy as Practice – CEMS Block Seminar
Course creation and teaching
Rating 2014: 4.9/5, 2015: 4.9/5, 2016: 4.7/5, 2018: 4.9/5
CEMS Block Seminar of the Year Award (2015, 2016)

University of Padua

- Knowledge Management (MSc elective)

University Ca' Foscari of Venice

- Managing R&Rs (PhD Seminar)

LUISS Guido Carli University

- Entering the Job Market (PhD Seminar)