

Arianna Marchetti

ACADEMIC POSITIONS

Singapore Management University	2025-Present
Assistant Professor of Strategy & Entrepreneurship	
London Business School	2020-2025
Assistant Professor of Strategy & Entrepreneurship	
SMU Resilient Workforces Institute Fellow	
<i>off tenure clock in 2020-2021 and 2025-2026</i>	

EDUCATION

PhD	INSEAD, Strategy Area	2020
MS	INSEAD, MS in Management	2016
	Sapienza University of Rome, MS in Industrial Engineering <i>cum laude</i>	2012
BS	Sapienza University of Rome, BS in Industrial Engineering	2010

PUBLICATIONS

- [1] *Gulati, P., ***Marchetti, A.**, Puranam, P. Collaborative Work Management Technologies and Managerial Intensity in U.S. Corporations: An Examination. *Management Science* (articles in advance). <https://doi.org/10.1287/mnsc.2023.04127>
- Best Paper Proceedings, AoM 2024.
 - Sumantra Ghoshal Research and Practice Award, AoM 2024.
 - Distinguished Paper Award in Organization Structure Networks and Relational Strategies, AoM 2024.
- [2] **Marchetti, A.**, Puranam, P. (2025) Are Less Hierarchical Firms Organized Around Stronger Cultures? Evidence From Big Data. *Strategic Management Journal*, 1-31. <https://doi.org/10.1002/smj.70020>
- Most Novel Proposal Prize Winner, Behavioral Strategy IG, SMS 2019.
 - Honourable Mention for Best Conference Paper Prize, SMS 2019.
 - Finalist for Research Methods Conference Paper Prize, SMS 2019.
- [3] *Choudhary, V., ***Marchetti, A.**, *Shrestha, Y.R., Puranam, P. (2023) Human-AI Ensembles: When Can They Work? *Journal of Management*, 51(2), 536-569. <https://doi.org/10.1177/01492063231194968>
- Featured in Financial Times “Learning to Lead in a World of Spiralling Complexity” by Rudolph Durand, December 1, 2025; FT article available at this [link](#).
 - Video abstract available at this [link](#).
 - Nominated for Best Conference Paper & Research Methods Conference Paper Prize, SMS 2022.
- [4] **Marchetti, A.**, Puranam, P. (2022) Organizational Cultural Strength As The Negative Cross-entropy Of Mindshare: A Measure Based On Descriptive Text. *Humanities & Social Sciences Communications – Nature*. 9(135). <https://doi.org/10.1057/s41599-022-01152-1>

ARTICLES IN PEER REVIEW PROCESS & WORKING PAPERS

- [5] **Marchetti, A.**, Choudhary, V., Puranam, P., Shrestha, Y.R. Beyond Specialization: Configuring Human-AI Ensembles For Project Evaluation. *Strategic Management Journal* (1st round R&R).
- [6] **Marchetti, A.** Taking Cultural Heterogeneity Seriously: The Distinct Forms of Cultural Distinctiveness in Organizations. *Organization Science* (major revision).
- [7] Wang, Y., Marchetti, A., Vakili, K. Pay Transparency Policies and Firms’ Strategic Job Redesign. (preparing submission).
- [8] ***Marchetti A.**, *Sevcenko, V., Who Captures the Value from Organizational Culture? Evidence from Glassdoor Reviews and the Universe of Online Job Posting from Burning Glass Technologies. (preparing submission).
- Finalist for Best Conference Paper & Research Methods Conference Paper Prize, SMS 2021.
- [9] **Marchetti, A.** Firms of a Feather Merge Together: The Coordination Benefits of Compatible Cultures.
- Best Conference PhD Paper Prize Winner, SMS 2019.

[10] Feng, Y., Choudhary, V., **Marchetti, A.**, Miron-Spektor, E., Puranam, P., Shrestha, Y., Wu, N. Human-AI Ensembling For Creative Work. (preparing submission).

**Equal contribution, authors are listed alphabetically*

RESEARCH IN PROGRESS

[11] Gulati, P., **Marchetti, A.**, Puranam, P., Sevchenko, V. Generative AI Adoption and the Demand for Cognitive and Social Skills.

[12] **Marchetti, A.**, Minervini, M., Sevchenko, V. The Remote Shock: Impact on Organizational Culture.

[13] Koçak, Ö., **Marchetti, A.**, Hsu, G. Cultural Strength And Organizational Resilience.

AWARDS AND GRANTS

Poets & Quants Best 40 under 40 MBA Professors	2025
Sumantra Ghoshal Research and Practice Award, AoM Annual Conference	2024
Distinguished Paper Award in Organization Structure Networks and Relational Strategies, AoM Annual Conference	2024
Best Paper Proceedings, AoM Annual Conference	2024
Wiley Blackwell Award for Outstanding Dissertation in Strategy, AoM Annual Conference	2021
SMS Annual Conference Best PhD Paper Prize Competition	2019
Honourable Mention for SMS Annual Conference Best Paper Prize Competition	2019
Most Novel Proposal Prize, Behavioral Strategy IG, SMS Annual Conference	2019
Recipient of INSEAD Research Grant For Organizational Culture And Structure Research	2018
Best PhD Proposal Award, Israel Strategy Conference	2017
Recipient of INSEAD Research Grant For Workshop On Employee Mobility	2016
INSEAD Outstanding Tutor Award	2016

INVITED PRESENTATIONS

2026	Asian Management Research Consortium, Decentralization in Organizations Conference.
2025	Lee Kong Chian School of Business – Strategy & Entrepreneurship.
2024	Alliance Manchester Business School – Management & Organization, HEC Paris – Strategy, Kelley School of Business – Management, AoM Annual Meeting, Ghoshal Conference, HEC Paris AI and Entrepreneurship Workshop, IESE Economics of AI Conference, SEI Workshop, SKEMA-KTO Crossing Bridges Conference.
2023	Politecnico di Milano – School of Management, University of Exeter Business School – Management, AoM Annual Meeting, Berkeley Haas Culture Conference, ODC Webinar, Oxford Reputation Symposium, SMS Research Methods Doctoral Student and Junior Faculty Consortium.
2022	Bayes Business School – Management, University of Southern Denmark – Strategic Organization Design, AoM Annual Meeting, Berkeley Haas Culture Conference, Ghoshal Conference, SMS Annual Meeting.
2021	ESSEC – Management, AI-Strategy Workshop, AoM Annual Meeting, Berkeley Haas Culture Conference, Ghoshal Conference, NYU AI in Strategy Workshop, People and Organizations Conference, SMS Annual Meeting.
2020	Berkeley Haas Culture Conference, First Cut Seminar Series Singapore, Glassdoor – Research, ODC Webinar, SMS Annual Meeting.
2019	Bocconi– Management, ESADE – Strategy and General Management, IE – Strategy, IESE – Strategic Management, London Business School – Strategy & Entrepreneurship, LUISS University – Business and Management, McCombs School of Business – Management, National University of Singapore –

Strategy and Policy, Ross School of Business – Strategy, Rotterdam School of Management – Technology and Operation Management, Tilburg University – Strategy and Entrepreneurship, Technical University of Munich – School of Management, University College London – Strategy & Entrepreneurship, Università della Svizzera Italiana – Institute of Management and Organisation, AMRC Conference, AoM Annual Meeting, AoM Tel Aviv Specialized Conference, Consortium on Competitiveness and Cooperation (CCC) Doctoral Conference, MIT Sloan Workshop On Measuring Culture Using Glassdoor, People and Organizations Conference, SMS Annual Meeting.

2018 AoM Annual Meeting, HEC-ESSEC-INSEAD Management Research Workshop.

TEACHING

Singapore Management University

Strategy In The Age of AI and Big Data, elective course 2025-Present

London Business School

Data-driven Strategy, elective course 2022-2025

Understanding General Management, MBA & EMBA core course 2020-2025

People Analytics, elective course: Guest lecture on Organizational Culture 2020-2023

Core Strategy, PhD core course 2021

Machine Learning, PhD elective course 2021, 2023

CASES

Marchetti, A., Blaettchen, P. “Tesla-SolarCity: Machine Learning For Corporate Strategy (Case A and B).” London Business School Case (in publication, draft available upon request).

SERVICE

Journal Referee Work

Member of the editorial review board for *Organization Science* 2023-Present

Member of the editorial review board for *Strategic Management Journal* 2021-Present

Member of the editorial review board for *Journal of Organization Design* 2024-Present

Ad-hoc reviewer for *Administrative Science Quarterly*, *Academy of Management Journal*, *Industrial and Corporate Change*, *Management Science*, *Strategy Science*, AoM and SMS Annual Conferences 2015-Present

Committees

Organizational Design Community Webinar Organizer 2026-Present

AoM STR Executive Committee 2025-Present

AoM STR Research Committee 2023-Present

SMS Behavioral Strategy IG Representative At Large 2022-2024

SEI PhD Research Day, Faculty Mentor 2022-2025

TOM Summer School facilitator 2021

Member of Berkeley Culture Initiative Academic Advisory Board 2021-Present

Conferences

Organization Structure, Networks, and Relational Strategies Track Organizer, AoM 2021

PhD Committees

PhD Committee Member: Christopher Law (Kenan-Flagler Business School, U of North Carolina; placement: Assistant Professor, Mays Business School at Texas A&M) 2023

PREVIOUS NON-ACADEMIC EMPLOYMENT

Ernst & Young, Rome—Italy

Consultant, Financial Business Advisory

2012-2014

SKILLS

Languages: Italian (Native), English (Fluent)

Software: Python, Java, R, STATA, SQL