Arianna Marchetti

ACADEMIC POSITIONS

Singapore Management University   2025-Present
Assistant Professor of Strategy & Entrepreneurship

London Business School   2020-2025
Assistant Professor of Strategy & Entrepreneurship

EDUCATION

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

RESEARCH INTERESTS

Strategy & Organization, Organization Design, Human-AI Collaboration, Digital Technologies

PUBLICATIONS

[1] 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
   - Video abstract available at this link.
   - Nominated for Best Conference Paper & Research Methods Conference Paper Prize, SMS 2022.

[2] 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

[3] 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.

ARTICLES IN PEER REVIEW PROCESS & WORKING PAPERS

[4] Gulati, P., Marchetti, A., Puranam, P. [a paper on digital collaboration technologies and managerial hierarchy].
   - 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.

[5] Marchetti, A., Choudhary, V., Puranam, P., Shrestha, Y.R. [a paper on human-AI collaboration].

[6] Marchetti, A. [a paper on cultural distinctiveness].

[7] Marchetti A., Sevcenko, V., Ghosh, S. Who Captures the Value from Organizational Culture? Evidence from Glassdoor Reviews and the Universe of Online Job Posting from Burning Glass Technologies.
   - Finalist for Best Conference Paper & Research Methods Conference Paper Prize, SMS 2021.

[8] Marchetti, A. Firms of a Feather Merge Together: The Coordination Benefits of Compatible Cultures.
   - Best Conference PhD Paper Prize Winner, SMS 2019.

[9] Wang, Y., Marchetti, A., Vakili, K. Pay Transparency Policies and Firms' Strategic Job Redesign.

RESEARCH IN PROGRESS

[10] Gulati, P., Marchetti, A. The Role of Integrators in Organizations.

[11] Marchetti, A., Minervini, M., Sevcenko, V. The Remote Shock: Impact on Organizational Culture.

[12] Marchetti, A., Chatman, J., Yan, A. Where You Sit Affects What You See: Examining Perspectives On Organizational Culture Across Hierarchical Levels.

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

2025	Singapore Management University.
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

London Business School

Data-driven Strategy, elective course	2022-Present
Understanding General Management, MBA & EMBA core course	2020-Present
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, Journal of Organization Design, Industrial and Corporate Change, Management Science, Strategy Science, AoM and SMS Annual Conferences	2015-Present

Committees

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-Present
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), French (Basic)

Software: Python, Java, R, STATA, SQL