**John Mawdsley**

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Academic positions

**HEC Paris** Jouy-en-Josas, France

Academic Director, Master in Strategic Management. 2024-present

Department co-chair, Strategy & Business Policy. 2023-present

Associate Professor (with tenure), Strategy & Business Policy. 2022-present

Assistant Professor, Strategy & Business Policy. 2015-2022

Education

**University of Illinois at Urbana-Champaign, College of Business** Champaign, IL

PhD - Business Administration (Strategy). 2015

**University of Liverpool** Liverpool, UK

Bachelor of Arts. 2000

Research

**Interests**

Buyer-supplier relationships; Demand-side strategy; Strategic human capital; Relational capital; Strategic management of professional service firms; Employee mobility; Economic foundations of strategy.

**Publications**

[9] Durand, R. Mawdsley, J.K., & Paolella, L. (2025) “I’m not working for you!: Mitigating stigma by association in hiring. *Best Paper Proceedings* *of the 2025 Academy of Management Meeting.*

[8] Muzio, D., Gabbioneta, C., & Mawdsley, J.K. 2025. Hiring a Superstar Can Backfire. Harvard Business Review (published March 31, 2025). [Link to digital article](https://hbr.org/2025/03/research-hiring-a-superstar-can-backfire?ab=HP-hero-latest-2)

[7] Mawdsley, J.K., Paolella, L., & Durand, R. 2023. A Rivalry-Based Theory of Gender Diversity.  *Strategic Management Journal,* 44(5): 1254-1291. <https://doi.org/10.1002/smj.3466>

[6] Mawdsley, J.K, Meyer-Doyle, P, & Chatain, O. 2022. Client-Related Factors and Collaboration between Human Assets. *Organization Science,* 33(2): 518-540*.* <https://doi.org/10.1287/orsc.2021.1459>

* Best Conference Paper (Finalist) and Best Interdisciplinary Paper (Finalist) both for the Strategic Human Capital Interest Group, Strategic Management Society Meeting, 2018.

[5] Mawdsley, J.K., & Somaya, D. 2021. Relational Embeddedness, Breadth of Added Value Opportunities, and Business Growth. *Organization Science,* 4(32): 1009-1032. <https://doi.org/10.1287/orsc.2020.1415>

[4] Coff, R., El-Zayaty, A., Ganco, M. & Mawdsley, J.K. 2020. Firm-Specific Human Capital at the Crossroads: A Conversation on Current Issues and Future Directions, in *Tzabbar, D, & Cirillo, B. (eds.). Employee Mobility:* A Conversation across Disciplines and Setting a New Agenda. *Advances in Strategic Management*, 41: 55-73. <https://doi.org/10.1108/S0742-332220200000041003>

[3] Mawdsley, J.K., & Somaya, D. 2018. Demand-Side Strategy, Relational Advantage and Partner-Driven Corporate Scope: The Case for Client-Led Diversification, *Strategic Management Journal,* 39(7): 1834-1859. <https://doi.org/10.1002/smj.2788>

* Best Conference Paper (Finalist, main conference); Best Cooperative Strategy Interest Group Paper (Runner up). Strategic Management Society Meeting, 2014.

[2] Mawdsley, J.K., & Somaya, D. 2016. Employee Mobility and Organizational Outcomes: An Integrative Conceptual Framework and Research Agenda. *Journal of Management,* 42(1): 85-113. <https://doi.org/10.1177/014920631561645>

[1] Mawdsley, J.K., & Somaya, D. 2015.  Strategy & Strategic Alignment in Professional Service Firms; in Empson, L., Muzio, D., Broschak, J., Hinings, B. (eds.), The Oxford Handbook of Professional Service Firms, Oxford: Oxford University Press. (pp 213-237).

**Research in Progress**

* Human Capital and Strategic Foresight: Evidence from Insider Trading (with Russ Coff, Philipp Meyer-Doyle, and Nauman Asghar). *Revise and Resubmit at Strategy Science.*

* “I won’t work for you! (or will I?)”: Mitigating stigma by association in hiring (with Lionel Paolella and Rodolphe Durand). *Under review at Strategic Management Journal.*
* Nomination: SMS Annual Conference Responsible Research Paper Prize, 2024.
* Best Paper Proceedings, STR Division, Academy of Management Conference, 2025
* Intra- and Inter-Group Dynamics and the Market for Quality: Evidence from Mobility of Elite Professionals (with Daniel Muzio and Claudia Gabbioneta).
* Summary in Legal Futures: [*https://www.legalfutures.co.uk/latest-news/hiring-star-lawyers-can-lower-quality-of-service*](https://www.legalfutures.co.uk/latest-news/hiring-star-lawyers-can-lower-quality-of-service)
* External Human Capital Sourcing Strategies of Lower-Reputation Professional Service Firms (with Ilhwan Na and Clint Chadwick)
* The Dynamic Interplay Between Market and Non-Market Strategy: Evidence from Political Donations in Knowledge-Based Services (with Yeongsu Kim)
* Nomination: SMS Annual Conference Responsible Research Paper Prize, 2025.
* Corporate Venture Capital and Innovation (with Hanei Son and Pierre Dussauge).
* Supplier Switching and Bargaining Over Value: Competition and Behavioral Uncertainty (with Bertrand Quelin).
* BrAVO! (with Deepak Somaya).

**Other Communications**

* The Conversation (French media outlet): *Summary of A Rivalry-Based Theory of Gender Diversity* (Jan 2023).

<https://theconversation.com/aux-etats-unis-la-feroce-concurrence-entre-les-cabinets-davocats-favorise-la-mixite-199118>

* Forbes: Op-ed on Working from Anywhere (Nov 2020). <https://www.forbes.com/sites/hecparis/2020/11/19/working-from-anywhere-a-boon--or-a-bummer/>

Invited research presentations

* Univ. of Liverpool, Strategy Research Seminar (2024)
* Esade, Strategy Research Seminar (2024)
* Tilburg University, Strategy Research Seminar (2023)
* City University of New York, Strategy Research Seminar (2021)
* Audencia Business School, Strategy Research Seminar (2020)
* Univ. of Amsterdam, Strategy Research Seminar (2019)
* LMU Munich ISTO, Research Seminar (2019)
* SKEMA, Strategy Research Seminar (2018)
* INSEAD, Macro/OT Brown Bag Seminar (2017)
* Cass Business School, City University, PSF Research Seminar (2017)
* ESSEC-HEC-INSEAD Management Research Workshop (2017, 2018, 2020)
* S&O Research Day, HEC Paris, (2016, 2017, 2019)
* HEC Paris (2014)
* Georgia State University (2014)
* Illinois State University (2014)
* Early Career Workshop, Cass Business School, City University (2013)

Conference presentations of academic research papers

* Annual ARCS Research Conference (2025)
* Strategic Management Society Conference, San Francisco. (2025)
* Academy of Management Meeting Copenhagen, (2025)
* Strategic Management Society Conference, Istanbul, Turkey (2024)
* Academy of Management Meeting Chicago, IL (2024)
* Strategic Management Society Conference, Toronto. (2023)
* Academy of Management Meeting Boston, MA (2023)
* Academy of Management Meeting Seattle, WA (2022)
* Strategic Management Society Virtual Conference (2021)
* Strategic Management Society Virtual Conference (2020)
* Academy of Management Virtual Meeting (2020)
* Strategic Management Society Conference, Minneapolis, MN. (2019)
* Wharton People & Organization Conference (2019)
* Academy of Management Meeting, Boston, MA (2019)
* Strategic Management Society Conference, Paris. (2018)
* Academy of Management Meeting, Chicago, IL. (2018)
* Strategic Management Society Conference, Houston, TX. (2017)
* Strategic Management Society Strategic Human Capital Conference, Milan, Italy (2017)
* Academy of Management Meeting, Atlanta, GA. (2017)
* Strategic Management Society Conference, Berlin, Germany (2016)
* Wharton People & Organization Conference (2016)
* Academy of Management Meeting, Anaheim, CA. (2016)
* Strategic Management Society Conference, Denver, CO. (2015)
* Strategic Management Society Conference, Madrid, Spain (2014)
* Academy of Management Meeting, Philadelphia, PA. (2014)
* Academy of Management Meeting, Orlando, FL. (2013)
* Academy of Management Meeting, Boston, MA. (2012)
* Atlanta Competitive Advantage Conference (ACAC), Atlanta, GA. (2011)
* Strategic Management Society Strategic Human Capital Conference, Ohio State Univ. (2011)

Conference Consortia and panels

* *Doctoral Consortium*, STR Division, Academy of Management Meeting (2025).
* *Panelist: Theoretical Perspectives on the Evolution of Competence Through Human Capital,* Strategic Management Society Conference, Istanbul, Turkey (2024).

Awards and honors

2025 Nomination Responsible Research Paper prize, Strategic Management Society.

2024 Nomination Responsible Research Paper prize, Strategic Management Society.

2020 HEC Foundation Research Grant.

2019 Nomination Best Conference Paper, Strategic Management Society.

2018 Finalist (1 of 7) Best Conference Paper and Best Interdisciplinary Paper for the Strategic Human Capital Interest Group, Strategic Management Society.

2016 Nomination Best Conference Paper, Strategic Management Society.

2016 Finalist (1 of 6) Wiley Blackwell Award for Outstanding Dissertation Research Academy of Management BPS Division.

2014 Dissertation Award, UIUC.

2014 Finalist (top 10) Best Conference Paper, Strategic Management Society.

2014 Runner up Best Paper, Cooperative Strategy Interest Group, Strategic Management

Society.

2014 Richard D. and Anne Marie Irwin Fellowship, Irwin Foundation, UIUC.

2012 Incomplete List of Excellent Teachers – “Outstanding Ranking” (top 10%) UIUC.

2011 Outstanding Reviewer Award, BPS Division: Academy of Management.

External service activity (Current\* and previous)

Strategic Management Society:

* Associate Program Chair, SMS SRF Will Mitchell Dissertation Research Program\*.
* Representative at Large, Cooperative Strategies Interest Group; Strategic Human Capital Interest Group.
* Knowledge Architecture Chair, SMS Strategic Human Capital Interest Group.

Academy of Management:

* Executive Committee, STR Division\*.
* Teaching Committee, STR Division.
* Track Chair, BPS Division.

Editorial Review Board:

* Administrative Science Quarterly\*.
* Strategic Management Journal\*.
* Academy of Management Discoveries.

Co-organizer: HEC-ESSEC-INSEAD Management Research Workshop

Affiliations

Member: Academy of Management; Strategic Management Society.

HEC Service (current\* and previous)

* Academic Director, Master in Strategic Management\*.
* Department co-chair\*.
* Curriculum review working group for Grande Ecole.
* Course coordinator, Grande Ecole core strategy course.
* Departmental recruiting committee.
* Organizer, departmental research seminar series.

Teaching

**HEC Paris (Current\* and previous)**

* Succeeding in Professional and Financial Services elective (MBA, Master)\*
* Strategic Problem Solving and Communication (MBA)\*
* EMBA: Business Strategy; Corporate strategy; Situational leadership\*
* PhD: Corporate strategy\*
* Strategy business simulation (GlobStrat)\*
* Core strategy course: Grande Ecole program.
* PhD: Foundations of strategy

UIUC

* Business Policy & Strategy(Undergraduate capstone).

Doctoral Student mentoring

* Ilhwan Na (University of Kansas): Dissertation committee. Graduated 2024
* Hanei Son (HEC Paris): Co-advisor. Graduated 2023