

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; Non-market strategy; Economic foundations of strategy.

Publications

- [10] Asghar, N., Coff, R., Mawdsley, J.K., & Meyer-Doyle, P. 2026. Human Capital and Strategic Foresight: Evidence from Managers' Stock Trading. *Forthcoming at Strategy Science*. <https://doi.org/10.1287/stsc.2024.0328>
- [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](#)
- [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*, 32(4): 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

- When Buyers Become Liabilities: Stigmatized Buyer Portfolios and Labor Market Attractiveness in Knowledge-Based Professional Services (with Lionel Paoletta and Rodolphe Durand). *Under review*
 - Nomination: SMS Annual Conference Responsible Research Paper Prize, 2024.
 - Best Paper Proceedings, STR Division, Academy of Management Conference, 2025
- Star Hiring and Group Performance. The Role of Group Contingencies (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>
- How Lower-Reputation Firms Compete for Human Capital: Human Capital Sourcing Practices Under Reputational Disadvantage (with Ilhwan Na and Clint Chadwick).
- The Dynamic Interplay Between Market and Non-Market Strategy: Evidence from Corporate Political Activity 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).
- Strategic concealment: Evidence from US lobbying (with Can (Coco) He).

Other Communications

- Summary of *Human Capital and Strategic Foresight: Evidence from Managers' Stock Trading*
 - Forbes: <https://www.forbes.com/sites/hecparis/2026/02/06/why-boards-should-rethink-hiring-practice-of-outside-managers-and-executives/>
 - La Revue RH&M (in French).
 - Media mention (Fast Company): <https://www.fastcompany.com/91529324/ai-is-changing-what-you-should-look-for-in-new-hires-heres-how-to-get-it-right-ai-hiring>
- 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

- Academy of Management Meeting Philadelphia, (2026)
- Annual ARCS Research Conference (2025)
- Strategic Management Society Conference, San Francisco, CA (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 ROLES)

Strategic Management Society:

Sept 2026

- 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 ROLES)

- 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 courses)*

- 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

Sept 2026

- Hanei Son (HEC Paris): Co-advisor. Graduated 2023