

# JENNIFER PETRIGLIERI

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## Academic Appointments

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- 2019 - Associate Professor of Organisational Behaviour, INSEAD  
2012 - 2019 Assistant Professor of Organisational Behaviour, INSEAD  
2011 - 2012 Post Doctoral Fellow, Organizational Behavior, Harvard Business School

## Education

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- 2011 PhD in Organisational Behaviour, INSEAD  
2008 Masters in Management, INSEAD  
2004 Masters of Business Administration, IMD  
1998 BSc. Genetics, University of Nottingham

## Research

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### Research Interests

Identity, leadership development, systems psychodynamics, qualitative methods

### Articles in refereed journals

1. Petriglieri, J.L. & Obodaru, O. (2019) Secure-base Relationships as Drivers of Professional Identity Development in Dual-career Couples. *Administrative Science Quarterly*, forthcoming.
2. Petriglieri, G., Petriglieri, J.L. & Wood, J.D. (2018) Fast tracks and inner journeys: Crafting portable selves for contemporary careers. *Administrative Science Quarterly*, 63(3): 479-525.
3. Petriglieri, J.L. (2015) Co-creating Relationship Repair: Pathways to Reconstructing Destabilized Organizational Identification. *Administrative Science Quarterly*, 60(3): 518-557.
4. Petriglieri, G. & Petriglieri, J.L. (2015) Can Business Schools Humanize Leadership? *Academy of Management Learning and Education*, 14(4): 625-647. [joint first authorship]

5. Galunic, C., Sengupta, K. & Petriglieri, J.L. (2013) Deus ex machina? Career progress and the contingent benefits of Knowledge Management Systems. *European Journal of Management* 32(1): 13-23.
6. Petriglieri, J.L. (2011) Under Threat: Responses to and the consequences of threats to individuals' identities. *Academy of Management Review*, 36(4): 641-662.  
Finalist for the Academy of Management Review *Best Paper Award* for 2011
7. Petriglieri, G., Wood, J.D. & Petriglieri, J.L. (2011) Up Close and Personal: Developing Foundations for Leader Development through Personalization of Management Learning. *Academy of Management Learning and Education*, 10(3): 430-450.
8. Ibarra, H. & Petriglieri, J.L. (2010) Identity Work and Play. *Journal of Organizational Change Management*, 23(1): 10-25.
9. Petriglieri, G. & Petriglieri, J.L. (2010) Identity Workspaces: The Case of Business Schools. *Academy of Management Learning and Education*, 9(1): 44-60.

### **Books**

10. Petriglieri, J.L. (2019) *Couples That Work*. Harvard Business School Press (North America), Penguin (Rest of the World). Publication date October 8<sup>th</sup>, 2019.

### **Chapters in edited books**

11. Ibarra, H. & Petriglieri, J.L. (2017) "Impossible Selves: Image Strategies and Identity Threat in Professional Women's Career Transitions." In Storberg-Walker, J. & Haber-Curran, P. (Eds.) "Theorizing women and leadership: new insights and contributions from multiple perspectives" Information Age Publishing: 19-36.
12. Petriglieri, J.L. & Devine, B. (2016) Mobilizing Organizational Action Against Identity Threats: The Role of Organizational Members Perceptions and Responses. In Ashforth, B; Pratt, M; Ravasi, D. & Schultz, M. (Eds.) *The Handbook of Organizational Identity*. Oxford: Oxford University Press: 239-256.

### **Articles in practitioners' publications (print)**

13. Petriglieri, J.L. (2019) How Dual-Career Couples Make It Work. *Harvard Business Review*. Forthcoming.
14. Petriglieri, J.L. (2019) Hacking Inequality at Home. *Sloan Management Review*. Forthcoming.
15. Petriglieri, J.L. (2018) Talent Management and the Dual Career Couple. *Harvard Business Review*. Forthcoming.

*Review*. May-June issue.

16. Petriglieri, J.L. & Petriglieri, G. (2017) The talent curse: How high potential derails and what to do about it. *Harvard Business Review*. May-June issue.

#### **Articles in practitioners' publications (digital)**

17. [How a FIFA-like scandal affects your talent pipeline](#). *Harvard Business Review*, 9 June 2015

#### **Articles Under Review:**

18. Petriglieri, G. & Petriglieri, J.L. The return of the suppressed: A systems psychodynamic approach to organizational studies. Proposal accepted, manuscript resubmitted after first round R&R, awaiting decision from *Academy of Management Annals*. [Joint first authorship]

#### **Articles In Preparation:**

19. Jang, S. & Petriglieri, J.L. Identity Integrating: Managing Within Work Group Identity Conflict. Manuscript in preparation for *Academy of Management Review*.
20. Fitzsimons, D & Petriglieri, J.L. The fabrication of leadership in a top management team. Manuscript in preparation for *Administrative Science Quarterly*. [Joint first authorship]
21. Ahrens, J., Kowalick, M., Mauterback, J.G. & Petriglieri, J.L. On Conflict and Consonance : Founder and Family Involvement in Turnaround Situations. Manuscript in preparation for *Academy of Management Journal*.

#### **Teaching Materials:**

22. *The Executive Challenge*. INSEAD Role Play Case N. 2018-6376, with Teaching Note. Petriglieri, J.L. & Petriglieri, G.
23. *Fiona and Frederic Bonner*. INSEAD Case N. 09/2017-6080, with Teaching Note. Petriglieri, J.L. & Petriglieri, G.
24. *Ten Years Later: Memoirs of Life and Work a Decade after an MBA*. INSEAD Case N. 03/2013-5955-A, with Teaching Note. Petriglieri, J.L. & Petriglieri, G.
25. *Katelyn Neilson, MBA* INSEAD Case N. 09/2007-5346, with Teaching Note Petriglieri, J.L. & Petriglieri, G.

#### **Academic Presentations**

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## **Invited Seminars**

Yale School of Management, September 2018  
Saïd School of Business, Oxford University, May 2018  
University of Bath, School of Management, March 2018  
Stanford University, Management Science and Engineering Department, November 2016  
Catolica Lisbon School of Business and Economics, May 2016  
Sloan School of Management, MIT, February 2016  
Harvard Business school, Gender Seminar Series, February 2016  
Judge Business School, University of Cambridge, May 2013  
University of Exeter Business School, February 2013  
University of Michigan, ICOS Seminar, January 2011

## **Academic Conference Presentations (\*if presented by co-author)**

- 2018 *Academy of Management Meeting, Chicago*  
Who's the Boss? New Questions about Leadership Emergence in Organizations. (symposium presenter and co-organiser with N. Wellman)  
New Questions in Multiple Identities (symposium panelist)
- 2017 *Academy of Management Meeting, Atlanta*  
Emotions in Fieldwork: The role of the researcher. (Professional Development Workshop, presenter)  
The return of the suppressed: Systems psychodynamic approaches to organization studies. (symposium co-organizer with G. Petriglieri)  
Constructing Identity (symposium discussant)
- 2016 *Organizational Behavior Conference, Wharton, University of Pennsylvania*  
The role of secure base relationships in professional identity development.
- 2015 *Academy of Management Meeting, Vancouver*  
Enduring by necessity: organizational identity as a social defense (symposium presenter)  
Cognition in the Rough (Professional Development Workshop facilitator)  
Qualitative Methods (Professional Development Workshop Facilitator)
- May Meaning Meeting, Connecticut*  
Us or I? Identity in dual-career couples.
- 2014 *Academy of Management Meeting, Philadelphia*  
Manufacturing Self-Authenticity: A reflexive process of crafting authenticity at work. (With B. Devine\*)  
Is that a threat? Exploring the context and importance of identity threat in identity development and maintenance. (symposium discussant)  
Teaching about Cognition in the Rough (Professional Development Workshop Facilitator)  
Diamonds in the Rough (MOC Professional Development Workshop, organizer)

- Oxford Centre for Corporate Reputation Conference, Oxford***  
Mobilizing organizational action against identity threats. (With B. Devine)
- 2013 ***Academy of Management Meeting, Boston***  
When Selves Fall Apart: The role of identity enactment in organizational reidentification.  
Diamonds in the Rough (MOC Professional Development Workshop, organizer)
- Positive Organizational Scholarship Conference, Ann Arbor***  
Us or I? The crafting of relational identities by dual career couples. (With O. Obodaru)
- May Meaning Meeting, Ann Arbor***  
When Selves Fall Apart: The role of identity enactment in organizational reidentification
- 2011 ***Academy of Management Meeting, San Antonio***  
Building foundations for leaders' development through the personalization of management learning. (With G. Petriglieri\* & J.D. Wood)
- 2010 ***Academy of Management Meeting, Montreal***  
Fast tracks and inner journeys: Adaptive and Exploratory Pathways to Portable Identities for Contemporary Careers. (With G. Petriglieri\* & J.D. Wood)  
Deus ex Machina: Career Progress and the Benefits of Knowledge Management for Service Professionals. (With C.D. Galunic & K. Sengupta)
- 2009 ***Academy of Management Meeting, Chicago***  
Toward a Theory of Identity Threat.  
The MBA Within. (With G. Petriglieri & J.D. Wood)
- 2008 ***European Group of Organizational Scholars (EGOS)***  
Adaptive and exploratory pathways to portable identities for contemporary careers (With G. Petriglieri\* & J.D. Wood)
- 2007 ***Academy of Management Meeting, Philadelphia***  
Management development as a transformational space (With G. Petriglieri)

### **Awards and Honours**

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- 2019 OB division of the Academy of Management's Best Practitioner-Oriented Publication in Organizational Behavior for the article "Talent Management and the Dual Career Couple".
- 2016 & 2018 Dean's Commendation for Outstanding Executive Education Teaching, INSEAD
- 2016 & 2018 Dean's Commendation for Outstanding Executive Education Programme Direction, INSEAD

2013 - 2016	Dean's commendation for teaching excellence in the INSEAD MBA (four years running)
2016	Delegate and presenter at the Annual meeting of the World Economic Forum, Davos
2015	Winner, Best Elective Course Teacher Award, INSEAD MBA
2013 & 2014	Nominee, Best Elective Course Teacher Award, INSEAD MBA
2012 & 2015	Outstanding Reviewer Award, MOC Division, Academy of Management
2012	Finalist, <i>Academy of Management Review</i> Best Paper Award 2011. For the paper "Under Threat: Responses to and the consequences of threats to individuals' identities"
2012	Winner, <i>Academy of Management Learning and Education</i> Best Paper Award 2011. For the paper "Up Close and Personal: Developing Foundations for Leader Development through the Personalization of Management Learning"
2011	Nominee, Carolyn Dexter Best International Paper Award
2011	Best Paper in Graduate Management Education Award, sponsored by the Graduate Management Admission Council for the most significant contribution to graduate management education. For the paper "Up Close and Personal: Developing Foundations for Leader Development through Personalization of Management Learning."
2010	Winner, INFORMS Organization Science Dissertation Proposal Competition

### **Teaching and Programme Direction**

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2018 ongoing	Women Leaders Programme, INSEAD (programme director)
2018 ongoing	INSEAD Gender Diversity Programme (programme co-director)
2018	BlaBlaCar Leadership Journey
2017 ongoing	Unilever Women Leaders Programme (programme director)
2016	World Economic Forum Fellows Programme
2016 ongoing	Management Acceleration Programme (programme co-director)
2016	DOW Chemical Women Leaders Programme (programme director)
2016	Leading Management Education (programme director)
2015 – 2018	Leadership Transition Programme
2014 – 2018	High Impact Leadership Programme
2013	Advanced Organizational Psychology PhD elective
2012 – 2017	Psychological Issues in Management MBA elective

- 2005 – 2008 External contributor (group consultant and individual coach), Copenhagen Business School
- 2005 – 2007 External contributor (group consultant and individual coach), IMD

## **Service**

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### **Institutional Service**

- 2019 Member of the ASQ award for scholarly contribution committee.
- 2018 ongoing Co-organiser of annual research meeting of identity scholars (with M. Pratt, Boston College, and N. Rothbard, Wharton)
- 2015 ongoing Editorial Board, Administrative Science
- 2015 ongoing Co-organiser of annual research gathering of systems psychodynamics scholars (with G. Petriglieri and M. Jarrett, INSEAD)
- 2013 – 2015 Representative at Large, Managerial and Organizational Cognition Division of the Academy of Management. Organiser of Diamonds in the Rough Professional Development Workshop.
- 2011 ongoing Ad Hoc Reviewer: Academy of Management Review, Organization Science, Organizational Behavior and Human Decision Processes, Academy of Management Learning and Education

### **INSEAD Service**

- 2018 Alumni reunion sessions
- 2017 & 2018 Visionaries alumni fundraising conference, faculty lead
- 2015 / 2016 OB faculty recruitment committee chair
- 2014 / 2015 OB faculty recruitment committee member
- 2014 ongoing MBA and EMBA masterclasses and open day sessions, Fontainebleau, London, New York
- 2013 - 2017 Advised OB PhD Student Amer Madi through to successful graduation from the programme
- 2013 - 2015 Co-advised OB PhD Student Beth Devine
- 2013 / 2014 OB seminar series organizer
- 2012 / 2013 OB PhD recruitment committee member

### **Personal**

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Nationality: British

Languages: English, French, Italian (intermediate)

Maternity Leaves: Two maternity leaves during academic years 2008/2009 and 2009/2010