

---

FULL PROFESSOR

**Organization Design**

**GIUSEPPE.SODA@UNIBOCCONI.IT**

---

# Biography

Giuseppe Soda is Full Professor of Organization Theory & Social Network Analysis at Università Bocconi in Milan and Dean of SDA Bocconi School of Management since 2016.

He has conducted his career at Università Bocconi with many institutional responsibilities, including the direction of the Organization and Human Resources Management Department and of the Claudio Dematté Research Division at SDA Bocconi, of the Department of Management and Technology at Università Bocconi and the role of Chairman of the Board of Directors of SDA Bocconi Asia Center at Mumbai, India.

As a scholar, his research investigates the performance consequences of the interplay between organizational architectures and organizational networks. His contribution to the origins and evolution of organizational networks is very influential. His works have been published in the top academic management journals.

He served and serves on the editorial boards of international academic journals (Academy of Management Review, Strategic Organization, Organization Science and Journal of Organizational Design) and he manages the book collection Leading Management (EGEA - SDA Bocconi) and has directed the book series "Management" (Corriere della Sera - Egea).

He also serves as a member of the Board of Directors of the Graduate Management Admission Council (GMAC®), which is the organization that administers the GMAT exam, and as a member of the EQUIS Accreditation Board.

He obtained a Ph.D. in Business and Management from Università Bocconi and pursued his post-doctoral studies at Carnegie Mellon University. He is married with two children.

## Teaching domains

Organizational Social Network

Organizational Design

Change Management

---

## ARTICLES IN SCHOLARLY JOURNALS

JACOBSEN D. H., STEA D., SODA B.

**Intra-Organizational Network Dynamics: Past Progress, Current Challenges, and New Frontiers**

Academy of Management Annals, 2022

SODA G., ZAHEER A., SUN X., CUI W.

**Brokerage evolution in innovation contexts: Formal structure, network neighborhoods and knowledge**

Research Policy, 2021, vol.50, no. 10, pp.104343

BURT R. S., SODA G.

**Network Capabilities: Brokerage as a Bridge Between Network Theory and the Resource-Based View of the Firm**

Journal of Management, 2021, vol.47, no. 7, pp.1698–1719

SODA G., MANNUCCI P. V., BURT R. S.

**Networks, Creativity, and Time: Staying Creative through Brokerage and Network Rejuvenation**

Academy of Management Journal, 2021, vol.64, no. 4, pp.1164–1190

STEA D., PEDERSEN T., SODA G.

**Keep or Drop? The Origin and Evolution of Knowledge Relationships in Organizations**

British Journal of Management, 2021

SODA G., PEDERSEN T., STEA D.

**Globally networked: Intraorganizational boundary spanning in the global organization**

Journal of World Business, 2019, vol.54, no. 3, pp.169–180

GÓMEZ-SOLÓRZANO M., SODA G., TORTORIELLO M.

**Instrumental and affective ties within the laboratory: The impact of informal cliques on innovative productivity**

Strategic Management Journal, 2019, vol.40, no. 10, pp.1593–1609

SODA G., STEA D., PEDERSEN T.

**Network Structure, Collaborative Context, and Individual Creativity**

Journal of Management, 2019, vol.45, no. 4, pp.1739–1765

SODA G., FURLOTTI M.

**Fit for the Task: Complementarity, Asymmetry, and Partner Selection in Alliances**

Organization Science, 2018, vol.29, no. 5, pp.837–854

TORTORIELLO M., SODA G., IORIO A.

**Harvesting Value from Brokerage: Individual Strategic Orientation, Structural Holes, and Performance**

Academy of Management Journal, 2018, vol.61, no. 3, pp.896–918

SODA G., BURT R. S.

**Social Origins of Great Strategies**

Strategy Science, 2017, vol.2, no. 4, pp.226–233

SODA G., PIROTTI G. B., MOSCHI N.

**Acquisizioni, alleanze e capitale relazionale: l'impatto sulla resilienza**

Economia & Management, 2017, no. 5–6, pp.131–145

SODA G., FURLOTTI M.

**Bringing Tasks Back In: An Organizational Theory Of Resource Complementarity and Partner Selection**

Journal of Management, 2017, vol.43/2017, no. 2, pp.348–375

SODA G.

**Cosa fa la differenza nei risultati aziendali**

Economia & Management, 2016, no. 1, pp.39–45

SODA G., RIZZI A. G.

**Il downsizing nelle imprese europee tra il 2002 e il 2014**

Economia & Management, 2015, no. 4, pp.14–25

SODA G.

**La deregulation intacca il potere dei grandi? Gli effetti delle liberalizzazioni sulle strategie e i network tra imprese**

Economia & Management, 2015, no. 1, pp.85–105

MCEVILY B., SODA G., TORTORIELLO M.

**More Formally: Rediscovering the Missing Link between Formal Organization and Informal Social Structure**

Academy of Management Annals, 2014, vol.8, no. 1, pp.299–345

MONTI A., SODA G.

**Perceived Organizational Identification and Prototypicality as Origins of Knowledge Exchange Networks  
Contemporary Perspectives on Organizational Social Networks**

Research in the Sociology of Organizations, 2014, vol.40, pp.357-379

SODA G., ZAHEER A.

**A Network Perspective on Organizational Architecture: Performance Effects of the Interplay of Formal and Informal Organization**

Strategic Management Journal, 2012, vol.33, no. 6, pp.751-771

SODA G., FURNARI S.

**Exploring the topology of the plausible: Fs/QCA counterfactual analysis and the plausible fit of unobserved organizational configurations.**

Strategic Organization, 2012, vol.10, no. 3, pp.285-296

SODA G., AHUJA G., ZAHEER A.

**Genesis and Dynamics of Organizational Networks**

Organization Science, 2012, pp.1-38

SODA G., BIZZI L.

**Think different? An investigation of network antecedents and performance consequences of creativity as deviation**

Strategic Organization, 2012, vol.10, no. 2, pp.99-127

BORGONOVO E., CAVALLI L., GUALDONI D., IOZZI F., SODA G., GERMANI A., GOLLIN G.

**La progettazione dei sistemi di incentivazione del personale. Un modello sperimentale**

Economia & Management, 2011, no. 5, pp.49-66

SODA G., BIZZI L.

**The Paradox of Authentic Selves and Chameleons: Self-monitoring, Perceived Job Autonomy and Contextual Performance**

British Journal of Management, 2011, vol.22, pp.324-339

SODA G., CHOLLET B., CHAUVET V.

**The contribution of network research to managerial culture and practice**

European Journal of Management, 2011, vol.29, no. 5, pp.321-334

SODA G.

**The management of firms' alliance network positioning: Implications for innovation**

European Management Journal, 2011, vol.29, no. 5, pp.377-388

SODA G., GRANDORI A.

**Governance and organization design: a negotiation and network analytic approach**

Corporate Ownership and Control, 2009, vol.6, no. 3, pp.489-503

SODA G., ZAHEER A.

**Network evolution: the origins of structural holes**

Administrative Science Quarterly, 2009, vol.54, no. 1, pp.3-94

SODA G., ZAHEER A., CARLONE A.

**Imitative behavior: network antecedents and performance consequences**

Advances in Strategic Management, 2008, no. 25, pp.531-560

SODA G., COMI D.

**Posizionarsi nella rete delle alleanze strategiche per generare innovazione**

Economia & Management, 2008, no. 6, pp.51-68

SODA G., GRANDORI A.

**A Relational Approach to Organization Design**

Industry and Innovation, 2006, vol.13, no. 2, pp.151-172

SODA G., ZAHEER A., USAI A.

**Network Memory: The Influence of Past and Current Networks on Performance**

Academy of Management Journal, 2004, vol.47, no. 6, pp.893-906

SODA G., BAGNATO G., REINA T.

**Talenti o brocchi? La selezione del personale e le performance individuali**

Economia & Management, 2004, no. 2, pp.97-108

SODA G.

**Licenziamenti e valore: una ricerca empirica sulla relazione tra annunci di downsizing e quotazione azionaria**

Economia & Management, 2002, no. 6, pp.85-99

SODA G.

**La prospettiva relazionale: concetti di base e principali implicazioni metodologiche**

Annali di storia dell'impresa, 1999, vol.10, pp.454-490

SODA G.

**Rivoluzione tecnologica e inerzie organizzative**

Sviluppo & Organizzazione, 1998, no. 169, pp.25-41

SODA G., GRANDORI A.

**Inter-firm Networks: Antecedents, Mechanisms and Forms**

Organization Studies, 1995, vol.16, no. 2, pp.183-214

SODA G.

**Strategie organizzative di internazionalizzazione e ruolo dell'intervento pubblico**

Sviluppo & Organizzazione, 1994, no. 145, pp.75-90

---

## RESEARCH MONOGRAPHS

BERGAMI M., CELLI P., SODA G.

**National Monopoly to Successful Multinational: the case of Enel**

Palgrave Macmillan, Great Britain, 2012

SODA G., BERGAMI M., CELLI P.

**Enel: da monopolista nazionale a leader globale**

Egea, Milano, Italy, 2011

SALVEMINI S., SODA G.

**Artwork & network. Reti organizzative e alleanze per lo sviluppo dell'industria culturale**

Egea, Milano, Italy, 2001

SODA G.

**Reti tra imprese. Modelli e prospettive per una teoria del coordinamento tra imprese**

Carocci Editore, Roma, Italy, 1998

MANZOLINI L., SODA G., SOLARI L.

**L'organizzazione Snella: Processi di Cambiamento per Innovare l'Impresa**

Etas Libri, Milano, Italy, 1995

---

## EDITED BOOKS

SODA G. (ED.)

**Organizzazione: teoria, progettazione e cambiamento, Italian edition of Gareth Jones, Organization:**

## TEXTBOOKS

SODA G., GRANDORI A., ONDOLI C., NERI M., DE SANCTIS M.

**Simulazioni di negoziazione delle relazioni di lavoro**

Isfol - Istituto per lo sviluppo della formazione professionale dei lavoratori, Italy, 1999

---

## CONTRIBUTION TO CHAPTERS, BOOKS OR RESEARCH MONOGRAPHS

MCEVILY B., ZAHEER A., SODA G.

**Network Trust** in *Understanding Trust in Organizations: A Multilevel Perspective*

Nicole Gillespie, Ashley Fulmer, Roy J. Lewicki (Eds), Routledge, Taylor and Francis Group, chap. 8, pp.179-204, 2021

CUMMING D., ADHAMI S., GIANFRATE G., SODA G.

**Private Capital Marketplaces and IPOs** in *The Oxford Handbook of IPOs*

Douglas Cumming (Eds), Oxford University Press, pp.696-719, 2019

PEDERSEN T., STEA D., SODA G.

**Network Structure, Collaborative Context, and Individual Creativity** in *Proceedings of the Seventy-sixth Annual Meeting of the Academy of Management*

J. Humphreys, B. Cliff Manor (Eds), Academy of Management Proceedings, pp.237-241, 2016

SODA G.

**Reti sociali e network** in *Fondamenti di organizzazione aziendale*

S. Salvemini (Ed), Egea, pp.317-342, 2016

SODA G., MONTI A.

**Perceived Organizational Identification and Prototypicality as Origins of Knowledge Exchange Networks** in *Contemporary Perspectives on Organizational Social Networks*

Daniel J. Brass, Giuseppe (JOE) Labianca, Ajay Mehra, Daniel S. Halgin, Stephen P. Borgatti (Eds), Emerald Group Publishing Limited, pp.357-379, 2014

GRANDORI A., SODA G.

**La progettazione relazionale di una forma organizzativa** in *L'organizzazione: concetti e metodi*

Fabbri Tommaso M. (Eds), Carocci Editore, pp.401-421, 2010

SODA G., GRANDORI A.

**Governing with Multiple Principals: An Empirically-Based Analysis of Capital Providers Preferences and Superior Governance Structures** in *Corporate Governance and Firm Organization: Microfoundations and Structural Forms*

A. Grandori (Eds), Oxford University Press, pp.67-88, 2004

SODA G., PROSERPIO L.

**Il cinema e le tecnologie digitali** in *Il cinema impresa possibile*

S. Salvemini (Eds), Egea, pp.20-53, 2002

SALVEMINI S., SODA G.

**Net at Cult. Reti organizzative e integrazione tra tecnologie e contenuti nei settori ad alto contenuto simbolico** in *Flessibilita' e performance: L'organizzazione aziendale tra old e new economy*

G. Costa (Eds), Isedi, 2001

SODA G., GRANDORI A., USAI A.

**Rules as Mode of Economic Governance** in *Regulation and Organizations*  
Glenn Morgan, Lars Engwall (Eds), Routledge, Taylor and Francis Group, 1999

SODA G.

**The convergence of History, Organization and Networks: an introductory research note** in *The European Yearbook of Business History. Vol.2*

Wilfried Feldenkirchen, Terry Gourvish (Ed), Ashgate Publishing, pp.237-244, 1999

SODA G., USAI A.

**The dark side of dense network: from embeddedness to indebtedness** in *Interfirm Networks - Organization and Industrial Competitiveness*

A. Grandori (Eds), Routledge, Taylor and Francis Group, pp.276-302, 1999

---

## ARTICLES IN NATIONAL/INTERNATIONAL NEWSPAPERS

SODA G.

**Il potere delle relazioni e la chimica sociale**

Il Sole 24 Ore, 24 April, 2021

CAMUFFO A., GAMBARDELLA A., SODA G.

**Coronavirus, perché ad Harvard hanno sbagliato**

Il Sole 24 Ore, 1 April, 2020

SODA G.

**La corruzione funziona come un network**

lavoce.info, 8 April, 2015

SODA G.

**All'Italia servirebbe uno vero Start-up Act**

Il Sole 24 Ore, 3 September, 2014

SODA G.

**La rete invisibile sui mercati**

Il Sole 24 Ore, 1 August, 2012

SODA G.

**La corruzione? Rischia di uccidere l'impresa**

Il Sole 24 Ore, 11 June, 2010

---

## CASES IN INTERNATIONAL CASE COLLECTIONS

SODA G., ACHTER P.

**Bad Apples or Sour Pickles? Behavioral Paradigms and Social Structure in the Libor Scandal**

2016, The Case Centre, Great Britain

SODA G., LEONE L.

**Inter-Firms Network Formation and Evolution in High Quality Cuisine: The Case of the Friuli Venezia Giulia: Via Dei Sapori Consortium**

2014, The Case Centre, Great Britain

SODA G., BORTOLETTO M., GAVA A., ROSSETTI F.

**FIAT Automobiles: the story behind a competitive renaissance: strategic renewal and organizational**

## COMMENTS, DISCUSSIONS, REPLIES IN JOURNAL

SODA G.

**Capitale umano comunque al centro. Intervista ad Alessandro Mio, Gruppo FIAMM, e Umberto Panizzi, Barilla**

2015, Economia & Management, Milano, Italy

---

## EDITORIALS IN JOURNAL

SODA G.

**Quanto vale investire nella formazione**

2016, Economia & Management, Milano, Italy

BORGONOVO E., BUSACCA B., SODA G.

**L'onda dei Big Data: minaccia o opportunità**

2015, Economia & Management, Milano, Italy

SODA G.

**Occupiamoci degli alberi per salvare la foresta**

2014, Economia & Management, Italy

SODA G.

**A che servono le fabbriche**

2013, Economia & Management, Italy

PERRONE V., SODA G.

**Riorganizzare per riformare. Il disegno di una PA efficace ed efficiente**

2012, Economia & Management, Milano, Italy

SODA G.

**Se l'impresa intercetta i movimenti sociali, il processo vince sul prodotto**

2011, Economia & Management, Italy

SODA G.

**Ma sei proprio tu? Relazioni, reti ed economia ai tempi del social networking**

2009, Economia & Management, Milano, Italy

SODA G.

**Fannulloni o disorganizzati? Viaggio nella produttività che non c'è**

2007, Economia & Management, Italy

SODA G.

**Se la cattiva finanza affonda il capitale umano**

2005, Economia & Management, Milano, Italy

---

## INTRODUCTION TO SPECIAL ISSUE

SODA G., CHOLLET B., CHAUVET V., HUAULT I.

**Introductory note to special issue**

2011, European Management Journal, Great Britain

---

## PROCEEDINGS/PRESENTATIONS

SODA G., ZAHEER A., PARK M., MCEVILY B., SUBRAMANI M. R.

**Accumulating Trust in Networks: The Interplay Between Social Structure and Networking Behavior**

*Academy of Management Annual Meeting , 30 July-3 August 2021, (online)*

NAKAMURA A., SODA G.

**Stand up or stand by: The effects of network positions on whistle-blowing**

*Academy of Management Annual Meeting: Broadening Our Sight - August 7-11, 2020, (online)*

SODA G., GOMEZ-SOLORZANO M. D., PANICO C.

**What Drives Knowledge Interactions at the Lab? Autonomy and Incentives**

*Academy Of Management Annual Meeting - August 4-8, 2017, Atlanta, GA, United States of America*

TORTORIELLO M., SODA G., IORIO A.

**"It is How You Broker: Behavioral Orientation, Structural Holes and Individual Performance"**

*Academy Of Management Annual Meeting - August 7-11, 2015, Vancouver, Canada*

SODA G.

**Product Knowledge as Network Structure: Evolutionary patterns**

*INSEAD Conference on Network Evolution 2.0: Networks, Innovation and Entrepreneurship - October 22-23, 2010, Fontainebleau, France*

SODA G., FURLOTTI M.

**How Wide and Broad is the Gap? Complementarities Among Resources and Tasks**

*Strategic Management Society Conference - September 12-15, 2010, Roma, Italy*

SODA G., ZAHEER A.

**The interplay of formal and informal organizational architecture: implications for performance**

*Academy Of Management Annual Meeting: 'Dare to care' - August 6-10, 2010, Montreal, Canada*

SODA G.

**What's behind product innovation? Disentangling product knowledge architecture**

*26TH EGOS Conference - June 28-July 3, 2010, Lisbon, Portugal*

SODA G., CARLONE A.

**Quit from the Cage: a network investigation on antecedents of product creativity and innovation**

*Academy Of Management Annual Meeting: 'Green management matters' - August 7-11, 2009, Chicago, IL, United States of America*

SODA G., BIZZI L.

**Self-monitoring, task autonomy, and contextual performance appraisal**

*Academy Of Management Annual Meeting: 'The question we ask' - August 8-13, 2008, Anaheim, CA, United States of America*

VERONA G., PROVERA B., SODA G.

**From vinyl to chips: creating capabilities by making sense of new products in cultural industries**

*INFORMS Conference - November 4-7, 2007, Seattle, WA, United States of America*

SODA G., CARLONE A., ZAHEER A.

**Imitative behaviour: network antecedentes and performance consequences**

*Academy Of Management Annual Meeting: 'Doing well by doing good' - August 3-8, 2007, Philadelphia, PA, United States of America*

## RESEARCH NOTES OR SHORT ARTICLES IN JOURNALS

SODA G.

**Il social network aziendale: l'invisibile diventa conoscenza**

2017, *Economia & Management*, Milano, Italy

SODA G., GOMEZ SOLORZANO M.

**Using social network analysis and network 'numbers' to disentangle complexity**

2015, *Economia & Management*, Milano, Italy

SODA G.

**Lo spirito di Anassimandro e il dialogo tra impresa e ricerca nel management**

2012, *Economia & Management*, Milano, Italy

---

## Grants & Honors

Excellence in Research Award – Università Commerciale Luigi Bocconi , 2022

Research Excellence Award (2020) – Università Commerciale Luigi Bocconi , 2020

Innovation Award for executive programs (2016) – SDA Bocconi School of Management , 2016

Research Excellence Award (2013) – Università Commerciale Luigi Bocconi , 2013

Best Paper Award – *Economia & Management* (2012) – SDA Bocconi School of Management , 2012

Research Excellence Award (2012) – Università Commerciale Luigi Bocconi , 2012

Research Excellence Award (2011) – Università Commerciale Luigi Bocconi , 2011

Best Paper Award (2010) – Conference of Italian Scholars of Organization Theory , 2010

Research Excellence Award (2009) – Università Commerciale Luigi Bocconi , 2009

Research Excellence Award (2008) – Università Commerciale Luigi Bocconi , 2008

Teaching Award (2007) – Università Commerciale Luigi Bocconi , 2007

Best Academic Paper Award (2006) – SDA Bocconi School of Management , 2006

Teaching Award (2006) – Università Commerciale Luigi Bocconi , 2006

Best Paper Award (2005) – Conference of Italian Scholars of Organization Theory , 2005

MBA Teacher of the Year Award (2005) – SDA Bocconi School of Management , 2005

MSc Teacher of the Year (2004) – Università Commerciale Luigi Bocconi , 2004

Best Paper Award (2002) – Conference of Italian Scholars of Organization Theory , 2002

Case Study of the Year Award (2001), “Barilla: the story behind an organizational transformation” – SDA

Bocconi School of Management , 2001

Research Excellence Award (2001) - Università Commerciale Luigi Bocconi , 2001

---