



ISC 2022

The 9th Israel Strategy Conference

Arison School of Business, Reichman University, Herzliya, Israel

18-20 December 2022

www.isc.org.il

Conference Program

KEYNOTE SPEAKERS

Bruce Kogut (Columbia University)

Russ Coff (University of Wisconsin)



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CONFERENCE ORGANIZERS



Gil Avnimelech
(Ono Academic College)



Natalie Shefer
(Reichman University)



Aharon Cohen Mohliver
(London Business School)

ADVISORY COMMITTEE



Dovev Lavie
(Bocconi University)



Ithai Stern
(INSEAD)



Niron Hashai
(Reichman University)



Gary Dushnitsky
(London Business School)



Sharon Belenzon
(Duke)



Zur Shapira
(New York University)



Gabriel Szulanski
(INSEAD)

ISC Producer: Sharon Klein Raz

WELCOME TO ISC 2022

Dear Colleagues,

We are thrilled to welcome you to the 9th Israel Strategy Conference. This year's conference attracted participants from all corners of the world, and features a diverse program of research paper presentations, a 'research bazaar', keynote speeches from distinguished scholars, a doctoral consortium, and social events.

We received a record number of submissions - 164 submissions from 26 countries. Our wonderful reviewers helped select 70 papers which were assigned to 20 paper sessions and 32 papers which were assigned to 6 Research Bazaar sessions. We are also excited to have Russ Coff, Brian Silverman, and Bruce Kogut, deliver keynote speeches during the conference.

ISC's doctoral consortium welcomes 20 PhD students who will present their work and receive feedback from 10 distinguished scholars who kindly volunteered their time (including editors and AEs in top journals). Of course, ISC is a place where high-quality research in Strategic Management is shared and discussed, but it is also a great place to network and have fun. We warmly encourage you to join us for Monday evening's social event. Family members and friends are welcome to sign up and join the event.

This year we will award three prizes to recognize outstanding scholarship: the Fiegenbaum Best Strategy Paper Award, Best Entrepreneurship Paper, and the Best PhD Proposal Award. This is the place to recognize and thank the people whose hard work and support have made this conference possible, including our reviewers, sponsor and our host; Dean Prof. Niron Hashai from Arison School of Business, Reichman University.

We thank our conference producer Mrs. Sharon Klein-Raz. We also wish to thank our other sponsors, the Ono Academic College and the Adelson School of Entrepreneurship at Reichman University for the generous support for the conference.

We wish you an inspiring and enjoyable conference!

**The ISC Organizing and Advisory Committees
Gil, Natalie and Aharon
Welcome to ISC 2022!**

SUNDAY

December 18, 2022

Doctoral Consortium (Requires early registration), Welcome Dinner and Keynote Speech

Organizers



Gil Avnimelech
Ono Academic College



Adam Kleinbaum,
Dartmouth College



Annamaria Conti,
IE Business School



Niron Hashai,
Reichman University

Mentors/Senior Faculty

Andrew Shipilov, INSEAD

Brent Goldfarb, University of Maryland

Brian S. Silverma, University of Toronto

Gary Dushnitsky, London Business School

Jeff Reuer, University of Colorado

Lite J. Nartey, INSEAD

Michaël Bikard, INSEAD

Nicholas S. Argyres, Washington University in St. Louis

Ronald Klingebiel, Frankfurt School of Finance and Management

Participants/Ph.D Student and Junior Faculty

Alexander Viets, University of Münster

Anna Szerb, INSEAD

Aviram Zrahia, Tel Aviv University

Bekhzod Khoshimov, University of Wisconsin–Madison

Daniel J. Brown, Harvard University

Derek Alexander Lief, University of Michigan

Dibyendu Sharma, Indian Institute of Management, Ahmedabad

Dror Shvadron, Duke University

Hagay Volvovsky, MIT

Kolja Zakrzewski, Catholic University of Eichstätt-Ingolstadt

Konstantin Römer, Technische Universität München

Mercedes Victoria Auqui Caceres, Padova University

Moran Lazar, Tel Aviv University
Rotem Rittblat, The Hebrew University of Jerusalem
Sandeep Devanatha Pillai, Bocconi University
Sarit Avny, Tel Aviv University
Sarit Erez, Tel Aviv University
Yiftach Yarmar, Yale University
Yueling Sima, University College Cork

08:30 ISC Bus departs from Hotels to Reichman University,
School of Sustainability room SL 103

09:00 **Reception and Conference Registration Lobby**

09:15 - 10:15 **Frontiers of Strategy Research: Current and Future Themes**

Room SL 103

Panelists:

Brian S. Silverman, University of Toronto
Nicholas S. Argyres, Washington University in St. Louis
Lite J. Narthey, INSEAD
Ronald Klingebiel, Frankfurt School of Finance and Management

10:15 - 10:30 Coffee Break

10:30 - 11:15 **Getting Published in Top Journals**

Room SL 103

Panelists:

Andrew Shipilov, INSEAD
Brent Goldfar, University of Maryland
Gary Dushnitsky, London Business School
Jeff Reuer, University of Colorado

11:15 - 11:45 **Paper Rejection: A Part of the Process!**

Room SL 103

Panelists:

Brian S. Silverman, University of Toronto
Nicholas S. Argyres, Washington University in St. Louis
Lite J. Narthey, INSEAD
Ronald Klingebiel, Frankfurt School of Finance and Management
Andrew Shipilo, INSEAD
Brent Goldfar, University of Maryland
Gary Dushnitsk, London Business School
Jeff Reuer, University of Colorado

11:45 - 12:00 Coffee Break

12:00 - 13:00 **Thesis Development Workshop**
Room SL 103 **2 papers presented to the entire room, with Q&A from audience**

Inside Out: Internal and External Resource Redeployability

Daniel J. Brown, Harvard University

Reaction to disruption: Physicians' Reactive Homophily Following Hospital Acquisitions

Yiftach Yarmar, Yale University

Open Discussion

13:00 - 13:45 Lunch Break

13:45 - 15:45 **Round Tables: Paper development feedback
by leading scholars**
Room SL 103

Table 1 Mentor:

Andrew Shipilov, INSEAD

Nicholas S. Argyres, Washington University in St. Louis

Participants:

Yiftach Yarmar, Yale University

Dibyendu Sharma, Indian Institute of Management, Ahmedabad

Sarit Erez, Tel Aviv University

Rotem Rittblat, The Hebrew University of Jerusalem

Table 2 Mentor:

Brent Goldfarb, University of Maryland

Brian S. Silverman, University of Toronto

Participants:

Derek Alexander Lief, University of Michigan

Dror Shvadron, Duke University

Alexander Viets, University of Münster

Table 3 Mentor:

Gary Dushnitsky, London Business School

Ronald Klingebiel, Frankfurt School of Finance and Management

Participants:

Konstantin Römer, Technische Universität München

Kolja Zakrzewski, Catholic University of Eichstätt-Ingolstadt

Bekhzod Khoshimov, University of Wisconsin–Madison

Mercedes Victoria Auqui Caceres, Padova University

Table 4 Mentor:

Jeff Reuer, University of Colorado

Lite J. Nartey, INSEAD

Participants:

Hagay Volvovsky, MIT

Sarit Avny, Tel Aviv University

Anna Szerb, INSEAD

Yueling Sima, University College Cork

Table 5 Mentor:

Michaël Bikard, INSEAD

Participants: Yueling Sima, University College Cork

Aviram Zrahia, Tel Aviv University

Sandeep Devanatha Pillai, Bocconi University

Daniel J. Brown, Harvard University

15:45 - 16:00 DC Closing

16:15 ISC Bus departs from Reichman University to Hotels

17:00 **Watching the 2022 FIFA World Cup final together at Reichman University, More details soon**



FIFA WORLD CUP
Qatar 2022

Welcome Reception and Keynote Speech

- 19:00 ISC Bus departs from Hotels to Reichman University – Sustainability Building Lobby
- 19:30 - 19:45 **Welcome Notes and Keynote**
Room SL 201 Niron Hashai, Dean Arison School of Business, Reichman University
 Natalie Afota-Shefer, ISC organizing Committee, Reichman University
- 19:45 - 20:45 **Keynote Session 1:**
Brian S. Silverman, University of Toronto, hosts
- Bruce Kogut, Columbia University**
**“Politics in Academic and In the World,
a Forensic Approach”**
- 20:45 - 22:15 **Opening Dinner**
Sustainability Lobby
- 22:30 ISC Bus departs from Reichman University to Hotels

MONDAY

December 19, 2022

08:15 ISC Bus departs from hotels to Reichman University – School of Sustainability

08:45 - 09:30 **Reception and Conference Registration**
Lobby

Parallel Sessions A

09:30 - 10:45 **Paper Session 1: A Deeper look into Accelerators**
Room SL 101 **Chair:** Assaf Amit, The College of Management

Keep Your Friends Close and Your Enemies Closer?: The Impact of Accelerator Cohort Composition on Startup Outcomes (*E&I Best Paper Nomination*)

Charles Eesley, Stanford University
JungYun Han, National Taiwan University

Are Accelerators Akin to Breweries or Wineries? Evidence from Startup Nation

Gary Dushnitsky, London Business School
Gil Avnimelech, Ono Academic College
Markus Fitza, Frankfurt School of Finance & Management
Florian Ellsaesser, Frankfurt School of Finance & Management

Learning When to Quit: A Field Experiment with Innovation Drive Startups

Daniel C. Fehder, University of Southern California
Yael Hochberg, Rice University
Eric Floyd, UCSD
Esther Bailey, University of Houston
Daniel J. Lee, University of Delaware

The Contribution of Mentors to the Impact of Startup Accelerators

Eyal Rechter, Ono Academic College
Gil Avnimelech, Ono Academic College

Discussant: Diego Zunino, SKEMA Business School



09:30 - 10:45

Room SL 102

Paper Session 2: Diversity: Gender

Chair: Eli Gimmon, Tel Hai College

Not Just a Woman or a Man: How Board Faultlines and overlap between CEO and Female Directors' Characteristics Affect Firm Performance (*Strategy Best Paper Nomination*)

Esha Mendiratta, University of Groningen

Sabina T. Nielsen, Copenhagen Business School and University of Sydney

Who Contributes to Diverse Groups? Paying to Cross the Gender Gap

Sheen S. Levine, University of Texas and Columbia University

Charlotte Reypens, NESTA

David Stark, Columbia University

Board Gender Quotas Enter Emerging Markets: Evidence of Substantive Progress or Pink-Washing?

Venkat Kuppuswamy, Northeastern University

Rahul Anand, Aarhus University

Ruth Aguilera, Northeastern University

Standing on the Shoulders of (Male) Giants: Gender Inequality and the Technological Impact of Scientific Ideas (*Strategy Best Paper Nomination*)

Michaël Bikard, INSEAD

Isabel Fernandez-Mateo, London Business School

Discussant: Amir Shoham, Temple University

09:30 - 10:45

Room SL 103

Paper Session 3: Network, Diversity and Innovation

Chair: Carlos J. Serrano, HEC Paris

Serendipity in Science (*E&I Best Paper Nomination*)

Russell Funk, University of Minnesota

Raviv Murciano-Goroff, Boston University

Pyung (Joe) Nahm, University of Minnesota

Michael Park, University of Minnesota

Network Tension and Deep Success in Jazz

Tunde Cserpes, Aarhus University

Balazs Vedres, Central European University

The Costs of Network Position: Structural Constraint and Ex-Bureaucrat Directors

Bibek Bhattacharya, Indian Institute of Management, Bangalore

The Role of Team- and Firm-Level International Knowledge Diversity in Explaining MNEs' Innovation Performance

Niron Hashai, Reichman University

Murod Aliyev, Leeds University

Mario Kafouros, University of Manchester

Christian Asmussen, Copenhagen Business School

Discussant: Daniel Sands, University College London

10:45 - 11:00 Coffee Break

Parallel Sessions B

11:00 - 12:15

Room SL 101

Paper Session 4: Patents, Scientific Research and Innovation

Chair: Shivaram Devarakonda, Tilburg University

Do Patent Assets have a Second Life When Startups Fail? An Analysis of the Redeployment Likelihood and Mode of Transfer (*E&I Best Paper Nomination*)

Carlos J. Serrano, HEC Paris and Universitat Pompeu Fabra

Rosemarie H. Ziedonis, Imperial College London and Boston University

Collective Screening of Innovation

Ronald Klingebiel, Frankfurt School of Finance and Management

Lucas Bottcher, Frankfurt School of Finance and Management

Guaranteed Public Demand and Corporate Scientific Research

Sharon Belenzon, Duke University

Larisa C. Cioaca, Duke University



The Effect of Public Science on Corporate R&D (*E&I Best Paper Nomination*)

Ashish Arora, Duke University

Sharon Belenzon, Duke University

Larisa Cioaca, Duke University

Lia Sheer, Tel Aviv University

Discussant: Andrew Shipilov, INSEAD

11:00 - 12:15

Room SL 102

Paper Session 5: Characteristics of Top Executives: What Matters and How

Chair: Ohad Ref, Ono Academic College

'Not My CEO': Gender Effects in Employee Evaluations of the Chief Executive (*Strategy Best Paper Nomination*)

Steffen Brenner, Copenhagen Business School

Isabelle Solal, ESSEC

Georg Wernicke, HEC Paris

The Agency Vortex: Why Social Dominance Matters for Strategy Research

Natalie Shefer, Reichman University

Ithai Stern, INSEAD

How Do Inventors' Political Preferences Affect Innovation?

Brian S. Silverman, University of Toronto

John M. de Figueiredo, Duke University

Trijeet Sethi, Capital One

A Firm's Decision to Settle a Securities Class Action Lawsuit: The Influence of CEO Regulatory Focus

Sarit Avny, Tel Aviv University

Abraham Carmeli, Tel Aviv University

Discussant: Batia Ben-Hador, Ariel University

11:00 - 12:15
Room SL 103

Paper Session 6: Stakeholder Multiplicity, Innovation, Performance and Time Horizon

Chair: Eyal Rechter, Ono Academic College

Stakeholder Multiplicity and The Strategic Orientation of Organizations

Ilze Kivleniece, INSEAD

Xavier Martin, University of Tilburg

Tensions and Contradictions: How Startups Hire their First Employees?

Lien De Cuyper, University of Amsterdam

Yuval Engel, University of Amsterdam

Julian Lehman, Vrije Universiteit Amsterdam

International Board Diversity the Effect on Working Capital and Risk

Ofra Bazel-Shoham, Temple University

Matthew Imes, Stetson University

Amir Shoham, Temple University

Shlomo Tarba, University of Birmingham

Zaheer Khan, University of Aberdeen

The Influence of Firm Location Strategy and CEO on Growth Potential: The Case of Music Startups

Revital Hollander-Shabtai, Reichman University

Tali Hadasa Blank, Hadassah Academic College

Or Tzofi, Reichman University

Discussant: Federica De Stefano, HEC Paris

12:15 - 13:15 Lunch Break (Dining Area)

Research Bazaar Sessions A

13:15 - 14:15
Room SL 101

Research Bazaar #1: Innovation

From Startup Nation to Open Innovation Nation: The Evolution of an Open Innovation Ecosystem in Israel

Gil Avnimelech, Ono Academic College

Assaf Amit, The College of Management

Does the Predator Become the Prey? Knowledge Spillover and The Learning of Knowledge Protection in Alliances

Jens Friedmann, Bocconi University

Dovev Lavie, Bocconi University

Linda Rademaker, BI Norwegian Business School

Flexible Resource Allocation Strategies: Resource Redeployment and Resource Idling

Toby Li, Texas A&M University

Jeffrey J. Reuer, University of Colorado, Boulder

Arkadiy Sakhartov, University of Illinois, Urbana-Champaign

Strategy and Policy for Recruiting Scientists

Erez Yaakobi, Ono Academic College

Jacob Weisberg, Bar-Ilan University

Talya Miron-Shatz, Ono Academic College

Facilitator: Sheen S. Levine, University of Texas; Columbia University

13:15 - 14:15

Room SL 102

Research Bazaar #2: Resources and Capabilities, and Government interventions

The Simple Economics of An External Shock on a Crowdsourced “Bug Bounty Platform”

Aviram Zrahia, Tel Aviv University

Neil Gandal, Tel Aviv University

Sarit Markovich, Northwestern University

Michael Riordan, Columbia University

Joined-Up Government – Motives, Enabling and Inhibiting Factors: The Unique Case of the Tel Aviv Municipality

Rachel A. Calipha, Academic College of Tel-Aviv Yaffo

Avi Ketko, Tel Aviv Municipality

Effects of Work Group Diversity on Performance: A Systematic Literature Review of Contextual Factors

Lucas K. Cornaro, Philipps-University Marburg

Firm Status and Government Regulations: Compliance with The Indian CSR Mandate

Bibek Bhattacharya, Indian Institute of Management, Bangalore

Collaborating at the Tower of Babel: The Meaning of Cooperation and the Foundations of Long-Term Exchange

Hagay C. Volvovsky, MIT Sloan School of Management

Facilitator: Sarit Markovich, Northwestern University

13:15 - 14:15
Room SL 103

Research Bazaar #3: Stakeholders, and The Role of Corporations in Social and Environmental Issues

Long-term Strategy in Times of Upheaval: Observations from Ukraine 2022

Sophia Opatska, Ukrainian Catholic University
Adam V. Gordon, Aarhus University

Climate Risks in the Oil and Gas Sector: A Dynamic Capabilities Approach

David L. Levy, University of Massachusetts, Boston
Matthew Urdan, University of Massachusetts, Boston

Alliance experience and stakeholder orientation

Kerstin Neumann, University of Innsbruck
Melike N. Findikoglu, Ozyegin University

GVC governance and the Theory of the MNC: Modelling Cascading and Direct Social Responsibilities

Niron Hashai, Reichman University
Anthony Goerzen, Queen's University
Christian Asmussen, Copenhagen Business School

The Role of Organizational Implementation Capacities and Constraints in Firms' Sequential Responses to Stakeholder Issues

Georg Wernicke, HEC Paris
Nikolas Rathert, Tilburg University
Brayden King, Northwestern University

Facilitator: Venkat Kuppuswamy, Northeastern University



14:15 - 14:30 Coffee Break

Parallel Sessions C

14:30 - 15:30
Room SL 101

Paper Session 7: Investment in Startups

Chair: Daniel C. Fehder, University of Southern California

Symbolic Value of Blending Category Labels and Resource Acquisition of Entrepreneurial Projects: Evidence from Reward-Based Crowdfunding, 2010—2015

Jonathan Sitruk, University of Amsterdam

Ludovic Dibiaggio, SKEMA Business School

Diego Zunino, SKEMA Business School

Probabilistic Patents and Venture Capital Financing: Evidence from the Biopharmaceutical Industry

Shivaram Devarakonda, Tilburg University

Vilma Chila, Amsterdam Business School

Following the Money: How Decisions for Funding Acquisition Redirect Entrepreneurial Technology Firm Strategy

Jacqueline Kirtley, University of Pennsylvania

Discussant: Gary Dushnitsky, London Business School

14:30 - 15:30
Room SL 102

Paper Session 8: Humans, Machines, and Innovation

Chair: Arianna Marchetti, London Business School

The Effects of Human and Machine Feedback on Productivity in Innovation Communities (*Strategy Best Paper Nomination*)

Sabine Brunswicker, Purdue University

Stefan Haefliger, City University of London

Ann Majchrzak, University of Southern California

On Walls and Bridges: Full and Partitioned Human Capital Redeployment and Business Unit Exit

Christopher A. Sabel, Erasmus University

Amir Sasson, BI Norwegian Business School



I Had One too Many: How Task Composition Affects the Response of Humans to Threats from Algorithms

Sreevathsan Sridhar, London Business School

Discussant: Chris Tucci, Imperial College London

14:30 - 15:30

Room SL 103

Paper Session 9: Identity, Motivation and Reliability

Chair: Alex Bitektine, JMSB – Concordia University

Motivation and Ability: Unpacking Underperforming Firms' Risk-Taking (*Strategy Best Paper Nomination*)

Ohad Ref, Ono Academic College

Hu Songcui, University of Arizona

Milyavsky Maxim, Ono Academic College

Shapira Zur, New York University

Writing our Way out of the Reliability Crisis in Strategy

Brent Goldfarb, University of Maryland

David Kirsch, University of Maryland

Andrew King, Boston University

Sandeep Devanatha Pillai, Bocconi University

Evan Starr, University of Michigan

Doing Organizational Identity: Earnings Surprises and the Performative Atypicality Premium (*Strategy Best Paper Nomination*)

Paul Gouvard, Università della Svizzera italiana

Amir Goldberg, Stanford University

Sammer B. Srivastava, University of California, Berkeley

Discussant: Alfred M. Marcus, University of Minnesota

15:30 - 15:45

Coffee Break

Parallel Sessions D

15:45 - 16:45

Room SL 101

Paper Session 10: Competition and Strategy

Chair: Christopher F. Eaglin, Duke University

Don't Explore! Competition and the Wisdom of Exploitation

Hart Posen, University of Wisconsin–Madison

Henning Piezunka, INSEAD

Dirk Martignoni, Università della Svizzera Italiana

Beachhead Market Strategy for New Ventures: B2B or B2C?

Eli Gimmon, Tel Hai College

The Influence of Collective Micro-Level Strategy Processes on Macro-level Adaptation An Examination of Regional Manufacturing Alliances' Responses to Covid-19

Ari Ginsberg, New York University

Discussant: Ilan Alon, University of Ariel

15:45 - 16:45

Room SL 102

Paper Session 11: Perceived vs. Realized Relationships between Templates, Repeated Interactions and Performance

Chair: Ronald M. Miller, Utah Valley University

How Organizations Choose Templates: Evidence from Slow Money

Esther Leibel, Boston University

Natalya Vinokurova, Wharton School of Business

Does Board Diversity Matter? The Impact of Actual and Perceived Human Capital Diversity on Board Process and Performance

Sabina T. Nielsen, Copenhagen Business School and University of Sydney

Alessandro Minichilli, Bocconi University

Alessandro Zattoni, Luiss University

Morten Huse, BI Norwegian School of Management

Digital Transformation: The Role of Ownership and the Board of Directors

Nurit Nahum, Tel Aviv University

Ulf Larsson-Olaison, Jönköping International Business School

Timur Uman, Jönköping International Business School

Leona Achtenhagen, Jönköping International Business School

Discussant: Brent Goldfarb, University of Maryland

15:45 - 16:45

Room SL 103

Paper Session 12: Performance Implications of Constraints

Chair: **Dovev Lavie**, Bocconi University

When Does Losing a Valuable Resource Enhance Performance? Resource Mobility on a Rugged Landscape (*Strategy Best Paper Nomination*)

Gianluigi Giustiziero, IE Business School

Stefano Benigni, Imperial College London

Dirk Martignoni, Università della Svizzera Italiana

Does Supply Concentration Encourage Cooperation? Evidence from Airlines

Nicholas S. Argyres, Washington University in St. Louis

Ricard Gil, Queen's University

Giorgio Zanarone, HEC University of Lausanne

Competitive Scientific Labor Market and Firm-level Appropriation Strategy in Artificial Intelligence (*Strategy Best Paper Nomination*)

Nur Ahmed, MIT Sloan

Discussant: **Georg Wernicke**, HEC Paris

17:00

ISC Bus departs from Reichman University to Hotels

19:15 - 22:00

ISC Social Event Greco Restaurant, Aha Even 9, Herzliya
(Requires early registration)

TUESDAY

December 20, 2022

08:30

ISC Bus departs from Hotels to Reichman University – School of Sustainability

Parallel Sessions E

09:00 - 10:15

Room SL 101

Paper Session 13: Industry Dynamics, Evolution and Location

Chair: Ari Ginsberg, New York University

Where is Shopify Valley? Mapping Inclusion in Low-Code Entrepreneurship (*E&I Best Paper Nomination*)

Gary Dushnitsky, London Business School

Bryan Stroube, London Business School

The Evolution of Digital Industries: Theory and Evidence from the Electronic Design Automation (EDA) Industry (*E&I Best Paper Nomination*)

Liyue Yan, BI Norwegian Business School

Brian Wu, University of Michigan

Technology Adoption and Innovation: The Establishment of Airmail and Aviation Innovation in the United States, 1918-1935 (*E&I Best Paper Nomination*)

Eunhee Sohn, Georgia Institute of Technology

Robert Seamans, New York University

Daniel Sands, University College London

Contextual Complexities of Smart Specialization: Mutual Economic Development & Inclusive Innovative Capacities in Mixed Regions

Dan Kaufmann, Sapir Academic College

Mor Shilon, Ben Gurion University

Dafna Schwartz, Reichman University

Alessandro Rosiello, University of Edinburgh

Discussant: Christian Lechner, Luiss Business School

09:00 - 10:15
Room SL102

Paper Session 14: Misconduct: Intentional, Accidental, and Profitable

Chair: Esther Leibel, Boston University

The Need for Speed: The Impact of Capital Constraints on Strategic Misconduct (*Strategy Best Paper Nomination*)

Christopher F. Eaglin, Duke University

Betting on Strategic Initiatives!?! Human Capital and Insider Trading

Nauman Asghar, HEC Paris

Russ Coff, University of Wisconsin, Madison

John Mawdsley, HEC Paris

Philipp Meyer-Doyle, INSEAD

The Contaminating Effect of Social Capital: Upper-Class Networks Increase Unethical Behavior

Siyu Yu, Rice University

Jiyin Cao, CUNY university

Aharon Cohen Mohliver, London Business School

Adam Galinsky, Columbia Business School

Discussant: Sabina T. Nielsen, Copenhagen Business School & University of Sydney

09:00 - 10:15
Room SL103

Paper Session 15: Strategic Human Capital, Hiring, Retention and Mobility

Chair: Erez Yaakobi, Ono Academic College

Segmenting the Labor Pool: The Effects of Filters on Hiring (*Strategy Best Paper Nomination*)

Moshe Barach, University of Minnesota

Organizational Culture, Firm-Specific Human Capital, and Employee Turnover (*Strategy Best Paper Nomination*)

Arianna Marchetti, London Business School

Sukti Ghosh, INSEAD

Victoria Sevchenko, INSEAD

Job Title Ambiguity and Corporate Inventors' Mobility in the U.S. Information and Communication Technology Industry, 2000–2014

Diego Zunino, SKEMA Business School

Bruno Cirillo, SKEMA Business School

Filippo Carlo Wezel, Università della Svizzera Italiana

Stefano Breschi, Bocconi University

Assembling the Optimal Project Portfolio: Career Consequences of Content and Collaboration Specialization

Federica De Stefano, HEC Paris

Matthew Bidwell, Wharton

Discussant: Russ Coff, University of Wisconsin, Madison

10:15 - 10:30 Coffee Break

Parallel Sessions F

10:30 - 11:30

Room SL 101

Paper Session 16: Strategy & Entrepreneurship in Unusual (Research) Contexts

Chair: Augusto Bargoni, University of Turin

Team Formation and Entrepreneurship Among Refugee and Migrant Populations

Charles Eesley, Stanford University

Zahra Hejrati, Stanford University

Itai Ashlagi, Stanford University

Medhanie Gaim, Umeå University

Contestation, Consensus and Deployment: Shaping the Radical Use of Novel Innovations within Organizations

Rebecca Karp, Harvard University

Entrepreneurship in Authoritarian Context: The Case of “Speculators and Profiteers” in Maoist China

Adam Frost, Copenhagen Business School

Sandeep Devanatha Pillai, Bocconi University

Tarun Khanna, Harvard University

Discussant: Lite J. Nartey, INSEAD

10:30 - 11:30

Room SL 102

VR Session 1: Case studies – The Next Generation – Teaching via VR

Chair: Niron Hashai, Reichman University

VR Case: “True Creativity is Inside the Box and Not Outside – using VR to Develop Creativity Skills”

Jacob (Yanco) Goldenberg, Reichman University

Discussant: Ithai Stern, ISC Advisory Committee, INSEAD

11:30 - 11:45

Coffee Break

Parallel Sessions G

11:45 - 13:00

Room SL 102

VR Session 2: Case studies – The Next Generation – Teaching via VR

Chair: Niron Hashai, Reichman University

VR Case: “True Creativity is Inside the Box and Not Outside – using VR to Develop Creativity Skills”

Jacob (Yanco) Goldenberg, Reichman University

Discussant: Ithai Stern, ISC Advisory Committee, INSEAD

11:45 - 13:00

Room SL 103

Paper Session 17: Fantastical Futures

Chair: David L. Levy, University of Massachusetts, Boston

Does AI Replace Labor (Yet)? Evidence from Machine Translation *(Strategy Best Paper Nomination)*

Ivana Naumovska, INSEAD

Dogukan E. Yilmaz, Erasmus University

Vikas Aggarwal, INSEAD

Fanbois and Fanbots: Entrepreneurial narratives and corporate computational propaganda

David A. Kirsch, University of Maryland

Mohsen A. Chowdhury, Washington University in St. Louis

Dominant Deceptions: Explaining the Tenacity of Deceit in Entrepreneurial Ventures

Aharon Cohen Mohliver, London Business School

Rebecca Karp, Harvard University

Tiona Zuzul, Harvard University

A Deep-Learning Model of Prescient Ideas Demonstrates That They Emerge From The Periphery

Paul Vicinanza, Stanford University

Amir Goldberg, Stanford University

Sameer Srivastava, Berkeley Hass

Discussant: Adam Gordon, Aarhus University

13:00 - 13:45 Lunch Break (Dining Area)

Research Bazaar Sessions B

13:45 - 14:45

Room SL 101

Research Bazaar #4: Entrepreneurship

Navigating Entrepreneurial Routs: Early Pivots in New Ventures

Moran Lazar, Tel Aviv University

Hadar Ram, Bar-Ilan University

Miriam Erez, Technion - Israel Institute of Technology

Continuing Opportunity Recognition in Young Ventures - The role of TMT Experience

Elisabeth Mueller, IESEG School of Management, Paris

Lorna Syme, Federal Statistical Office of Germany, Wiesbaden

Thorsten Doherr, Leibniz Centre for European Economic Research (ZEW)

Enabling and Actualizing New Venture Creation: Demographic Changes, Perception of Opportunity, and Fear of Failure

Alfred M. Marcus, University of Minnesota

Mazhar Islam, Loyola University New Orleans

Wu Chuang, SITU China

A Confluence of Tech and Talent: Rural Online Entrepreneurship and Return Migration

Wesley W. Koo, INSEAD

Charles Eesley, Stanford University

Education, Income, and Work Status: Necessary Conditions to Entrepreneurship in Latin America?

Ronald M. Miller, Utah Valley University

Maureen S. Andrade, Utah Valley University

David Benson, Utah Valley University

Ryan Schill, Utah Valley University

Angela Schill, Utah Valley University

Facilitator: **Ronaldo Parente**, Florida International University

13:45 - 14:45

Room SL 102

Research Bazaar #5: Behavioral Strategy, Corporate Governance and TMT

A systematic review of Family Business and Consumer Behaviour

Augusto Bargoni, University of Turin

Ilan Alon, University of Ariel

Alberto Ferraris, University of Turin

International Business and Social (Dis)Embeddedness

Alex Bitektine, JMSB – Concordia University

Pavlina Jasovska, University of Technology Sydney

Maladaptation - The Unintended Outcomes when Organizations Shape their Environment

Maximiliane Sachenbacher, University of Lugano, Switzerland

Designing a Glass Organization: Boundary Choices for Coordination and Control in Decentralized Organizations

Ying-Ying Hsieh, Imperial College Business School
Anu Wadhwa, Imperial College Business School

Subjective Task Complexity and Managerial Cognition: The Role of Cognitive Integration and Cognitive Load for Information Processing

Philip Mundlos, Philipps-University Marburg
Torsten Wulf, Philipps-University Marburg

Facilitator: Steffen Brenner, Copenhagen Business School

13:45 - 14:45
Room SL 103

Research Bazaar #6: Competitive Strategy

Strategy of Negotiation: The Limited Advantage of Bargaining Power

Eli Gimmon, Tel Hai College
Amit Gayer, Tel Hai College
Aiche Avishay, Western Galilee College

From Dualism to Duality: Rethinking Ontology and Epistemology on the Strategy-Identity Nexus

Yentl Dudink, Vrije Universiteit Amsterdam

Coordinating Contraction and Expansion for Growth

Niron Hashai, Reichman University
Netnael Drori, The College of Law and Business
Christian Asmussen, Copenhagen Business School

Revitalizing the Dynamics of Strategy and Competitive Advantage

Moshe Farjoun, York University, Canada

Turning the Historical Lens upon Commercial Aviation: Technology, Bottlenecks, and Market Transformation in Strategic Management

Brent Goldfarb, University of Maryland
David Kirsch, University of Maryland

Facilitator: Lien De Cuyper, University of Amsterdam

14:45 - 15:00 Coffee Break

Parallel Sessions H

15:00 - 16:15

Paper Session 18: Ecosystems Interdependencies

Room SL 101

Chair: Elisabeth Mueller, IESEG School of Management

Ecosystem Interdependencies as Drivers of Acquisitions

(E&I Best Paper Nomination)

Nathalie Burford, INSEAD

Andrew Shipilov, INSEAD

Nathan Furr, INSEAD

Organizing for Value Creation and Managing Risk: Study of Indian Pharmaceutical Ecosystem

Mayank Aggarwal, Ahmedabad University

Organizational Metamorphosis and Coopetition as Drivers of Innovation Ecosystem Emergence

Israel Drori, Vrije Universiteit Amsterdam

Dovev Lavie, Bocconi University

Startup Funding Decisions in The Eyes of Investors and Entrepreneurs: Effects of Co-Founders Functional Backgrounds

Ofer Mintz, Tel Aviv University and University of Technology Sydney

Peter Lenk, University of Michigan

Yitong Wang, Alibaba

Anna Jenkins, University of Queensland

Discussant: Brian Wu, University of Michigan

15:00 - 16:15

Paper Session 19: Firm-Employee Tensions and Fit

Room SL 102

Chair: Yusuf Hassan, University of Birmingham

"This is HR Money Time": The Role of Human and Social Capital Mechanisms in Explaining Strategic Human Resources Management in the Covid-19 Crisis

Batia Ben-Hador, Ariel University

Ronit Yitshaki, Ariel University

**Organizational Ethics of Care and Employee Invention Disclosure:
The Mediating Role of Felt Obligation**

Sarit Erez, Tel Aviv University

Yaniv Shani, Tel Aviv University

Carmeli Abraham, Tel Aviv University

**What the Organization Demands, I am able A Person-Environment
Fit Examination of ADHD and Employee Intrapreneurship**

Reginald Tucker, Louisiana State University

Graham H. Lowman, Kennesaw State University

Lu Zuo, University of Alabama

**Leading the Way to Innovation. The Connection between
Leadership Style and Intrapreneurial Behaviors via the Mediation
of Organizational Support and The Moderation of Environmental
Competition Intensity**

Galit Klein, Ariel University

Discussant: Amir Goldberg, Stanford University

15:00 - 16:15

Room SL 103

Paper Session 20: Society & Innovation

Chair: Rohit Prabhudesai, Goa Institute of Management

**Curating 1,000 Flowers as they Bloom: Leveraging Pluralistic
Efforts to Diffuse Social Innovations**

Esther Leibel, Boston University

“For the Public Benefit”: Who Should Control our Data?

Sarit Markovich, Northwestern University

Yaron Yehezkel, Tel-Aviv University

**Platform Governance and Worker Mistreatment: Evidence from
Lab-in-the-Field Experiments in Singapore**

Vanessa Burbano, Columbia University

Wesley Koo, INSEAD

Jiao Luo, University of Minnesota

The Effect of Role Models on Increasing Female Participation in STEM Entrepreneurship

Jon Eckhardt, University of Wisconsin–Madison

Brent Goldfarb, University of Maryland

Minah Park, University of Wisconsin–Madison

Subra Tangirala, University of Maryland

Discussant: Ivana Naumovska, INSEAD

16:15 - 16:30 Coffee Break

16:30 - 17:30 **Keynote Session and Award Ceremony**

Room SL 103

Aharon Cohen Mohliver, LBS – presents keynote speaker

Russ Coff, University of Wisconsin-Madison
“Cracks in the Microfoundations: How we were wrong a bout human capital”

Best Papers Announcement and Concluding Remarks

17:30-18:15

Room SL 103

Announcement of the Best PhD Proposal Award Winner Sponsored by Ono Academic College

Gil Avnimelech, Vice Dean Faculty of Business Administration, Ono Academic College

Announcement of the Best Entrepreneurship Paper Award Winner Sponsored by Adelson School of Entrepreneurship

Yossi Maaravi, Dean Adelson School of Entrepreneurship, Reichman University

Dovev Lavie, Bocconi University - In memory of Avi Fiegenbaum
**Announcement of the Avi Fiegenbaum Best Strategy
Paper Award Winner**

Sponsored by the Fiegenbaum Family

Niron Hashai, Dean Arison School of Business, Reichman
University

Concluding Remarks

Gil, Natalie, Aharon, ISC2022 Organizers

Ithai Stern, ISC Advisory Committee, INSEAD

18:15-18:45 Light Dinner (Dining Area)

18:45 ISC Bus departs from Reichman University to Hotels

**We look forward to
seeing you at the next
ISC, December 2024**

