Martin Kilduff
Deputy Director (Research), Head of Organizations and Innovation group, and Professor
UCL School of Management
University College London
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EDUCATION: Ph.D., M.S., Cornell University
M.B.A., B.A., Washington State University
M.A., University of Cambridge

JOURNAL ARTICLES

1. Tasselli, S., Kilduff, M., & Landis, B. 2018. Personality change: Implications for organizational behavior. *Academy of Management Annals.* In press.

2. Landis, B., Kilduff, M., Menges, J., & Kilduff, G. J. 2018. The paradox of agency: Feeling powerful reduces brokerage opportunity recognition yet increases willingness to broker. *Journal of Applied Psychology*. In press.

3. Tasselli, S., & Kilduff, M. 2018. When brokerage between friendship cliques endangers trust: A personality -- network fit perspective. *Academy of Management Journal*, 61: 802-825.

4. Kilduff, M., Crossland, C., Tsai, W., Bowers, M.T. 2016. Magnification and correction of the acolyte effect: Initial benefits and ex post settling up in NFL coaching careers. *Academy of Management Journal*, 59: 352-375.

5. Fang, R., Landis, B., Zhang, Z., Anderson, M.H., Shaw, J. D., & Kilduff, M. 2015. Integrating personality and social networks: A meta-analysis of personality, network position, and work outcomes in organizations. *Organization Science*, 26: 1243-1260. http://pubsonline.informs.org.libproxy.ucl.ac.uk/doi/pdf/10.1287/orsc.2015.0972

6. Brands, R. A., Menges, J., & Kilduff, M. 2015. The Leader-In-Social-Network Schema: Perceptions of network structure affect gendered attributions of charisma. *Organization Science*, 26: 1210-1225. http://pubsonline.informs.org.libproxy.ucl.ac.uk/doi/pdf/10.1287/orsc.2015.0965

7. Menges, J., & Kilduff, M. 2015. Group emotions: Cutting the Gordian knots concerning terms, levels-of-analysis, and processes. *Academy of Management Annals*, 9: 849-932. *Winner of the inaugural Best Paper Award for the 2015 volume*.

8. Menges, J. I., Kilduff, M., Kern, S., & Bruch, H. 2015. The awestruck effect: Followers suppress emotion expression in response to charismatic but not individually considerate leadership. *The Leadership Quarterly*, 26: 627-641.

9. Tasselli, S., Kilduff, M., & Menges, J. 2015. The micro foundations of organizational social networks: A review and an agenda for future research. *Journal of Management*, 41: 1361-1387. http://jom.sagepub.com.libproxy.ucl.ac.uk/content/41/5/1361.full.pdf+html

10.   Brands, R. A., & Kilduff, M. 2014. Just like a woman? Effects of gender-biased perceptions of friendship network brokerage on attributions and performance. *Organization Science*, 25: 1530-1548.
http://pubsonline.informs.org/doi/pdf/10.1287/orsc.2013.0880

11.   Burt, R. S., Kilduff, M., Tasselli, S. 2013. Social network analysis: Foundations and frontiers on advantage. *Annual Review of Psychology*, 64: 527-547.

12.   Toegel, G., Kilduff, M., & Anand, N. 2013. Emotion helping by managers: An emergent understanding of discrepant role expectations and outcomes. *Academy of Management Journal*, 56: 334-357.

13.   Balkundi, P., Kilduff, M., & Harrison, D. A. 2011. Centrality and charisma: Comparing how leader networks and attributions affect team performance. *Journal of Applied Psychology*, 96: 1209-1222.

14.   Kilduff, M., Mehra, A., & Dunn, M. 2011. From blue sky research to problem solving: A philosophy of science theory of new knowledge production. *Academy of Management Review*, 36: 297-317.

15.   Kilduff, M., & Chiaburu, D.S., & Menges, J.I. 2010. Strategic use of emotional intelligence in organizational settings: Exploring the dark side. *Research in Organizational Behavior*, 30: 129-152.

16.   Kilduff, M., & Brass, D. J. 2010. Organizational social network research: Core ideas and key debates. *Academy of Management Annals*, 4: 317-357.

17.   Kilduff, M., & Brass, D. J. 2010. Job design: a social network perspective. *Journal of Organizational Behavior*, 31: 309–318.

18.   Oh, H., & Kilduff, M. 2008. The ripple effect of personality on social structure: Self-monitoring origins of network brokerage. *Journal of Applied Psychology*, 93: 1155-1164.

19.   Kilduff, M., Crossland, C., Tsai, W., & Krackhardt, D. 2008. Organizational network perceptions versus reality: A small world after all? *Organizational Behavior and Human Decision Processes*, 107: 15-28.

20.   Toegel, G., Anand, N., & Kilduff, M. 2007. Emotion helpers: The role of high positive affectivity and high self-monitoring managers. *Personnel Psychology*, 60: 337-365.

21.   Balkundi, P., Kilduff, M., Michael, J., & Barsness, Z. 2007. Demographic antecedents and performance consequences of structural holes in work teams. *Journal of Organizational Behavior*, 28: 241-260.

22.   Kilduff, M., Tsai, W., & Hanke, R. 2006. A paradigm too far? A dynamic stability reconsideration of the social network research program. *Academy of Management Review*, 31: 1031-1048.

23.   Kilduff, M., & Oh, H. 2006. Deconstructing diffusion: An ethnostatistical examination of Medical Innovation network data reanalyses. *Organizational Research*

Methods, 9: 432-455.

24.   Balkundi, P., & Kilduff, M. 2005. The ties that lead: A social network approach to leadership. *Leadership Quarterly*, 16: 941-961.

25.   Ibarra, H., Kilduff, M., & Tsai, W. 2005. Zooming in and out: Connecting individuals and collectivities at the frontiers of organizational network research. *Organization Science*, 16: 359-371.

26.   Krackhardt, D., & Kilduff, M. 2002. Structure, culture and Simmelian ties in entrepreneurial firms. *Social Networks*, 24: 279-290.

27.   Kilduff, M., & Kelemen, M. 2001. The consolations of organization theory. *British Journal of Management*: 12: S55-S59.

28.   Mehra, A., Kilduff, M., & Brass, D. 2001. The social networks of high and low self-monitors: Implications for workplace performance. *Administrative Science Quarterly*, 46: 121-146.

29.   Kilduff, M., Angelmar, R., & Mehra, A. 2000. Top management team diversity and firm performance: Examining the role of cognitions. *Organization Science*, 11: 21-34.

30.   Welcomer, S.A., Gioia, D.A., & Kilduff, M. 2000. Resisting the discourse of modernity: Rationality and emotion in hazardous waste siting. *Human Relations*, 53: 1175-1205.

31.   Krackhardt, D., & Kilduff, M. 1999. Whether close or far: Social distance effects on perceived balance in friendship networks. *Journal of Personality and Social Psychology*, 76: 770-782.

32.   Mehra, A., Kilduff, M., & Brass, D.J. 1998. At the margins: A distinctiveness approach to the social identity and social networks of underrepresented groups. *Academy of Management Journal*, 41: 441-452.

33.   Kilduff, M., Funk, J., & Mehra, A. 1997. Engineering identity in a Japanese factory. *Organization Science*, 8: 579-592.

34.   Kilduff, M., & Mehra, A. 1997. Postmodernism and organizational research. *Academy of Management Review*, 22: 453-481.

35.   Kilduff, M., & Day, D. 1994. Do chameleons get ahead? The effects of self-monitoring on managerial careers. *Academy of Management Journal*, 37: 1047-1060 (summary of this article published in *Academy of Management Executive* (1995), 9: 89-90).

36.   Kilduff, M., & Krackhardt, D. 1994. Bringing the individual back in: A structural analysis of the internal market for reputation in organizations. *Academy of Management Journal*, 37: 87-108.

37.   Kilduff, M. 1993. Deconstructing *Organizations*. *Academy of Management Review*, 18: 13-31.

38.   Kilduff, M. 1992. The friendship network as a decision-making resource: Dispositional moderators of social influences on organizational choice. *Journal of Personality and Social Psychology*, 62: 168-80.

39.   Kilduff, M. 1992. Performance and interaction routines in multinational corporations. *Journal of International Business Studies*, 23: 133-145.

40.   Kilduff, M. 1990. The interpersonal structure of decision-making: A social comparison approach to organizational choice. *Organizational Behavior and Human Decision Processes*, 47: 270-288.

41.   Krackhardt, D., & Kilduff, M. 1990. Friendship patterns and culture: The control of organizational diversity. *American Anthropologist*, 92: 142-154.

42.   Kilduff, M., & Regan, D. 1988. What people say and what they do: The differential effects of informational cues and task design. *Organizational Behavior and Human Decision Processes*, 41: 83-97.

43.   Abolafia, M., & Kilduff, M. 1988. Enacting market crisis: The social construction of a speculative bubble. *Administrative Science Quarterly*, 33: 177-193.

44.   Regan, D., & Kilduff, M. 1988. Optimism about elections: Dissonance reduction at the ballot box. *Political Psychology*, 9: 101-107.

Non-Refereed Articles (editor's comments etc.):

45.   Boer, H., Holweg, M., Kilduff, M., Pagell, M., Schmenner, R., & Voss, C. 2015. Making a meaningful contribution to theory. *International Journal of Operations & Production Management*, 35: 1231-1252.

46.   Shipilov, A., Gulati, R., Kilduff, M., Li, S., & Tsai, W. 2014. Relational pluralism within and between organizations. *Academy of Management Journal*, 57: 449-459.

47.   Kilduff, M. 2007. The top ten reasons why your paper might not be sent out for review. *Academy of Management Review*, 32: 700-702.

48.   Kilduff, M. 2006. Publishing theory, *Academy of Management Review*, 31: 252-255.

49.   Kilduff, M. 2006. Change, development, and challenge at *AMR*. *Academy of Management Review*, 31: 8-9.

50.   Kilduff, M. & Dougherty, D. 2000. Change and development in a pluralistic world: The view from the classics. *Academy of Management Review*, 25: 777-782.

51.   Bouchikhi, H., Kilduff, M., & Whittington, R. 1997. Introduction. *Organization Studies*, 18: v-vii (introduction to special issue of this journal by the editors).

Practitioner articles:

52.   Tasselli, S., Kilduff, M., & Landis, B. 2018. Becoming more conscientious. *Harvard Business Review*. https://hbr.org/2018/03/becoming-more-conscientious

53.	Cross, R., Kase, R., Kilduff, M., & King, Z. 2013. Bridging the gap between research and practice in organizational network analysis: A conversation between Rob Cross and Martin Kilduff. *Human Resource Management*, 52: 627-644.

54.	Trevor, J. & Kilduff, M. 2012. Leadership fit for the information age. *Strategic HR Review*, 11: 150-155.

55.	Kilduff, M. 2011. The secret of charismatic leadership. *Financial Director*, online September 14. http://www.financialdirector.co.uk/financial-director/feature/2109078/secret-charismatic-leadership

56.	Kilduff, M. & Baker, D. 1984. Getting down to the brass tacks of employee motivation. *Management Review*, September: 56-61.

Refereed proceedings:

57.	Vernet, A., Kilduff, M., & Salter, A. 2013. Binoculars and blinders: Anticipating trends and breakthroughs in communities. *Academy of Management Proceedings*, 17165.

58.	Oh, H. & Kilduff, M. 1996. Physicians' adoption of new technology: The effects of deskilling and competition. *Electronic Proceedings of the Academy of Management*, Cincinnati, Ohio.

59.	Mehra, A. & Kilduff, M. 1995. The effects of demography and personality on friendship centrality. *Proceedings of the International Conference on Social Networks*, 3: 131-137.

60.	Kilduff, M. 1988. Decision making in context: Social and personality correlates of choices of organizations. *Best Papers Proceedings of the Forty Eighth Annual Meeting of the Academy of Management*: 211-215.

61.	Kilduff, M. 1986 Interorganizational relations as dramatistical enactments. *Proceedings of the Twenty-Third Annual Meeting of the Eastern Academy of Management*: 211-215.

BOOK CHAPTERS

62.	Vernet, A., Kilduff, M., & Salter, A. 2014. The two-pipe problem: Analyzing and theorizing about 2-mode networks. *Research in the Sociology of Organizations*, 40: 337-354.

63.	Kilduff, M., & Balkundi, P. 2011. A network approach to leader cognition and effectiveness. In A. Bryman, K. Grint, B. Jackson, & M. Uhl-Bien (Eds.), *Sage Handbook of Leadership*: 118-135. London: Sage.

64.	Kilduff, M. 2008. Using technology to improve the editorial process. In Y. Baruch, A. Konrad, H. Aguinis, & W. H. Starbuck (Eds.), *Opening the black box of editorship*: 97-103. London: Palgrave Macmillan.

65.   Kilduff, M., Crossland, C., & Tsai, W. 2008. Pathways of opportunity in dynamic organizational networks. In M. Uhl-Bien & R. Marion (Eds.), *Complexity leadership: Part 1: conceptual foundations: 83- 99.* Charlotte, NC: Information Age Publishing.

66.   Kilduff, M., & Mehra, A. 2008. Philosophy as core competence. In D. Barry & H. Hansen (Eds.), *The Sage Handbook of new approaches in management and organization*: 79-81. London: Sage.

67.   Kilduff, M., & Kelemen, M. 2004. Deconstructing discourse. In, D. Grant, C. Hardy, C. Oswick & L. Putnam (Eds.), *The Sage Handbook of organizational discourse*: 259-272. London: Sage.

68.   Day, D.V., & Kilduff, M. 2003. Self-monitoring personality and work relationships: Individual differences in social networks. In A.M. Ryan & M.R. Barrick (Eds.), *Personality and work*: 205-228. San Francisco: Jossey-Bass.

69.   Kilduff, M., & Kelemen, M. 2003. Bringing ideas back in: Eclecticism and discovery in organizational studies. *Research in the Sociology of Organizations*, 21: 89-109.

70.   Kilduff, M., & Corley, K. 2000. Organizational culture from a social network perspective. In N. Ashkanasy, C. Wilderom & M. Peterson (Eds.), *Handbook of organizational culture and climate*: 211-221. Thousand Oaks, CA: Sage.

71.   Kilduff, M. 2000. Hegemonic masculinity and organizational behavior. In R.T. Golembiewski (Ed.), *Handbook of organizational behavior*, 2nd. ed.: 599-609. New York: Marcel Dekker.

72.   Kilduff, M., & Mehra, A. 1996. Hegemonic masculinity among the elite: Power, identity, and homophily in social networks. In C. Cheng (Ed.), *Masculinities in organizations*: 115-129. Newbury Park, CA: Sage.

73.   Kilduff, M. 1993. The reproduction of inertia in multinational corporations. In S. Ghoshal & E. Westney (Eds.), *Organization theory and the multinational corporation*: 259-274. New York: St. Martin's Press.

BOOKS

74.   Kilduff, M., & Shipilov, A. (Eds.). 2011. *Organizational network research*. 4 vols. London: Sage.

75.   Kilduff, M., & Krackhardt, D. 2008. *Interpersonal networks in organizations: Cognition, personality, dynamics and culture*. New York: Cambridge University Press.

76.   Kilduff, M. & Tsai, W. 2003. *Social networks and organizations.* London: Sage. (Chinese translation published by Renmin University Press, Beijing, 2006.)

77.   Bouchikhi, H., Kilduff, M. & Whittingon, R. (Eds.). 1995. *Action, structure, and organizations.* Coventry, England: Warwick Business School Press (papers from workshop held in Paris, 1995).

BOOK REVIEWS

78.   Kilduff, M., & Lee, J.W. 2018. Review of *Getting new things done: Networks, brokerage, and the assembly of innovative action* (by D. Obstfeld). *Administrative Science Quarterly,* 63 (2): NP26-NP29.

79.   Kilduff, M., & Landis, B. 2011. Review of *Neighbor networks: Competitive advantage local and personal* (by R. S. Burt). *Administrative Science Quarterly*, 55: 677-679.

80.   Kilduff, M., & Brands, R. A. 2010. Review of *Exploring positive identities and organizations: Building a theoretical and research foundation* (Eds. L. M. Roberts & J. E. Dutton). *Administrative Science Quarterly*, 55: 347-349.

81.   Kilduff, M. 2007. Review of *Networks* (Vols. I & II) (Eds. G. Grabher & W. W. Powell). *Academy of Management Review*, 32: 993-994.

82.   Kilduff, M. 2001. Review of *The European corporation* (by R. Whittington & M. Mayer). *Administrative Science Quarterly*, 46: 338-340.

83.   Kilduff, M. 2000. Review of *Corporate social capital and liability*, (Eds. Leenders & Gabbay). *British Academy of Management News*, July: 17.

84.   Kilduff, M. 1997. Review of *Networks and Organizations*, (Eds. Nohria & Eccles). *Journal of Organizational and Occupational Psychology*, 70: 109-111.

85.   Kilduff, M. 1996. Making sense of sensemaking: Into the jungle with Karl Weick. Review essay on K.E. Weick's *Sensemaking in organizations. Journal of Management Inquiry*, 5: 246-249.

86.   Kilduff, M. 1996. Review of *Fit, failure and the hall of fame* (by R.E. Miles & C.C. Snow). *Academy of Management Review*, 21: 302-303.

87.   Kilduff, M. 1986. Review of *Organizational symbolism*, (Eds. Pondy et al.). *Administrative Science Quarterly*, 31: 159-162.

PRIOR ACADEMIC APPOINTMENTS

2008 – 2012	Diageo Professor of Management Studies, University of Cambridge Head of Organizational Behavior Group
2006 – 2008	Kleberg/King Ranch Centennial Professor of Management, University of Texas at Austin
1990 – 2006	Assistant, Associate and Professor of Management, Penn State Associate Dean for Research and Director of PhD. Programs, 2001-02
Summer 2004	Visiting Professor, HKUST, Hong Kong
May 2003	Visiting Professor, Keele University, England
April – July 2000	Visiting Professor of Organizational Behavior, London Business School

1988 – 1990   Assistant Professor of Organizational Behavior
                     European Institute of Business Administration (INSEAD), France

SELECTED SERVICE TO THE FIELD

Member of *Academy of Management Annals* Best Paper Selection Committee, 2018.
Member of *Academy of Management Discoveries* Best Paper Selection Committee, 2018.
Chair of *Academy of Management Review* Best Paper Selection Committee, 2017.
Chair Academy of Management's 2016 OB Division Lifetime Achievement Award Committee.
Member of the LSE 2014 Review Committee for the Department of Management.
Member Academy of Management's 2009 OB Division Lifetime Achievement Award Committee.
External examiner, OB programs, London Business School, 2013-2018.
External examiner, MRes programs, Cass Business School, 2012-2014.

INVITED PRESENTATIONS AND WORKSHOPS

Great expectations? The career effects of having worked with a star manager.
      i. University of Warwick, February 6, 2018.

Publishing in top journals: A guide for the perplexed
      i. Oxford Brookes University, UK, September 2005 in connection with British Academy
          of Management doctoral consortium.
      ii. SUNY Buffalo, March 3, 2006.
      iii. London Business School, Advanced Institute of Management postdoc workshop,
          March 24, 2006.
      iv. McGill University, April 7, 2006.
      v. University of Cambridge, May 23, 2007.
      vi. HEC Montreal, August 31, 2007.
      vii. Simon Fraser University, October 19, 2007.
      viii. University of Bath, 19, November 2008.
      ix. University of Geneva, May 19, 2009.
      x. University of Nottingham, October 9, 2009.
      xi. Aston University, January 25, 2010.
      xii. University of Ljubljana, November 18, 2010.
      xiii. National University of Ireland at Galway, February 3, 2011.
      xiv. Aarhus University, March 5 2014.
      xv. Coventry University, November 5, 2014.

Making a conceptual contribution.
      i. Judge Business School, University of Cambridge, March 14, 2013.
      ii. Paper Development Workshop for Balkan Scholars, Dubrovnik, April 12, 2013.
      iii. Institute of Manufacturing, University of Cambridge, July 18, 2013.
      iv. University of Glasgow, December 5, 2013.
      v. Free University, Amsterdam, April 5, 2016.
      vi. University College Dublin, December 15, 2017.

A philosophy of science theory of new knowledge production.
      i. University of Oxford, November 6, 2008.
      ii. University of Cambridge, November 10, 2008.
      iii. University of Nottingham, October 9, 2009.

iv. Tilburg University, October 30, 2009.
v. Danish Research Unit for Industrial Dynamics summer conference, London, June 17, 2010.
vi. University of Warwick, October 13, 2010.
viii. University College London, January 28, 2011.
ix. LSE, February 15, 2011.

From perception to reality: The role of motivation and cognition in organizational network change.
i. Cass Business School, June 2, 2016.

Brokerage between cliques: The effects of personality on interpersonal trust.
i. Free University, Amsterdam, April 4, 2016.

Serendipity vs. strategy: a tale of two theories
i. Erasmus University, The Netherlands, March 29, 2011.

The Puzzle of women: Stereotyping and sanctioning in the perception of social network roles
i.   Singapore Management University, April 19, 2011.

The awestruck effect: Transformational leadership and followers' emotion suppression
i. National University of Ireland at Galway, February 4, 2011.

Strong versus the weak: A meta-analysis of tie strength and individual effectiveness.
i. Department of Social and Developmental Psychology (SDP) Seminar Series, Cambridge University, March 18, 2011.

Virtual team organizing: Co-evolution of meanings and structure in software development
i. Plenary speech, 3rd Intra-Organizational Networks Conference, University of Kentucky, September 2008.

Constructing charisma: A social network approach to team leadership and performance
i. National University of Singapore, March 26, 2009.
ii. LSE, January 19, 2010.
iii. University of Cambridge, PPSIS seminar series, February, 26 2010.
iv. University of Oxford, Oxford Internet Institute & Nuffield College, March 8, 2010.
v. University of Manchester, June 9, 2010.

The charismatic and the chameleon: The personality of informal leaders re-examined
i. London Business School, April 30, 2009.

Are chameleons more changeable? How self-monitoring and the five-factor model relate to network and strategic change
i. Insead Conference on Network Evolution, Fontainebleau, France, October 24, 2008.

Brokering trust to enhance leadership: A Self-Monitoring Approach to Leadership Emergence
i. University of Western Australia, March 20, 2009
ii. Singapore Management University, March 23, 2009.

Magnification and correction of the acolyte effect: Initial benefits and ex post settling up in NFL coaching careers
i. IESE Business School, Barcelona, March 23, 2010.
ii. Insead Conference on Network Evolution, Fontainebleau, France, October 22, 2010.

iii. Cass Business School, City University, London, November 10, 2011.
iv. Aston University Business School, Birmingham, UK, January 19, 2012.
v. Imperial College, network training workshop, November 24, 2012.
vi. University of Manchester, Sociology Department, February 6, 2013.
vii. Topographies and topologies of knowledge, the 11th interdisciplinary symposium on knowledge and space, Institute of Geography, University of Heidelberg, June 15, 2013.
viii. Aarhus University, March 6 2014.
ix. Yonsei University, Korea University, May 2015.
x. ESMT Business School, Berlin, July 2015.

Community vs. competition: Debating the future of the social network research program
i. Keynote speech, Fifth annual UK social network conference, University of Greenwich, July 4, 2009.

When the boss provides therapy: Incongruent expectations of emotional help
i. University of Alberta, September 14, 2007.

Self-monitoring and brokerage in entrepreneurial networks.
i. Emory University, Intra-Organizational Network Conference, October 15, 2005.
ii. Cornell University, February 10, 2006.
iii. McGill University, April 7, 2006.

A small world after all? Network perceptions versus reality.
i. The University of Texas at Austin, Management Department Colloquium Series, November 18, 2005.
ii. London Business School, March 17, 2006.
iii. Notre Dame social capital conference, April 2, 2006.
iv. University of Kentucky, Intra-Organizational Network Conference, April 1, 2007.

Complexity and Leadership Workshops participant.
i. Center for Creative Leadership , Greensboro, NC, May 13-15, 2005.
ii. George Washington University, November 6-8, 2005.

Networks within organizations: *an overview of one research program*
University of Texas at Austin, January 23, 2006.

Network ties and business success: The case of Korean entrepreneurs. University of Maryland, April 9, 2004.

Lean on me: The role of negative information processor in organizations.
i. Keele University, UK, May 20, 2003.
ii. Penn State, Psychology Department, November 14, 2003.
iii. Hong Kong University of Science and Technology, July 6, 2004.
iv. Rice University, October 18, 2004.
v. University of Toronto Emotions Conference, May 20, 2005.

Organizations and networks: A research agenda. Frontiers of Organizational Research, National Science Foundation Workshop, Laguna Beach, California, November 7, 2003.

The structuralist legacy in organizational network research: A critical review.
i. Oxford University, UK, May 15, 2003.
ii. Washington University, October 10, 2003.

Personality and structural effects on performance. London Business School, June 8, 2000.

Deconstructing diffusion.
  i. Cornell University, February 18, 2000.
  ii. Keele University, UK, June 12, 2000.

Networks, individual differences, and critical pedagogy. Organizational Learning Workshop, Northwestern University, School of Education, February 12, 2000.

Professional networks and innovation adoption: Reanalyzing the classic on medical diffusion. Colloquium Series, Organizational Behavior Department, Kellogg Graduate School of Business, Northwestern University, November 17, 1999.

Identity narratives in organizations. Organizational Discourse and Change Workshop, Ohio State University, May 14, 1999.

Business bonds: The effects of social capital on small business decisions and success. Social and Decision Sciences Colloquium Series, Carnegie Mellon University, April 23, 1999.

Self-Monitoring, social networks, and performance. Social Network Seminar Series, Heinz School of Public Policy and Management, Carnegie Mellon University, April 22, 1999.

Self-monitoring and social networks. Industrial and Organizational Psychology Colloquium Series, Penn State, April 14, 1999.

Whether close or far: Social distance effects on perceived balance in friendship networks. Seminar Series, Department of Social and Behavioral Sciences, Carnegie Mellon University, February 2, 1998.

Dissonance versus knowledge as explanations of cognitive structuring in organizations. Behavioral Decision Group Seminar Series, Graduate School of Business, University of Chicago, March 13, 1995.

Structural and dispositional effects on managerial careers: An overview of research on an MBA cohort. Management Department Seminar Series, Fuqua School of Business, Duke University, February 27, 1995.

Do chameleons get ahead? The effects of self-monitoring on decision making and managerial careers. Management Department Seminar Series, Temple University, Philadelphia, PA, April 1, 1994.

Social influences on behavior: Are there two types of people in the world? Management Department Seminar Series, University of British Columbia, Vancouver, BC, September 13, 1993.

Session chair and discussion leader at workshop on *Networks and Markets: Pacific Rim Investigations.* Institute for Asian Research, University of British Columbia, Vancouver, BC, September 10-12, 1993.

An overview of the *"Bringing the individual back in"* debate. Organizational Behavior Seminar Series, London Business School, June 28, 1993.

Cross-cultural differences in perceptions of institutionalization. European Contributions to Organization Theory Workshop, European Institute of Business Administration (INSEAD), Fontainebleau, France, November 29, 1991.

Cross-cultural differences in managerial responses to institutionalization. Geography Department Seminar Series, Penn State, September 13, 1991.

Deconstructing Organizations. Organizational Behavior Seminar Series, European Institute of Business Administration (INSEAD), Fontainebleau, France, June 25, 1991.

Enactment and speculative bubbles. French Research on Organizations Group (FROG) Seminar Series, Ecole Polytechnique, Paris, France, February 15, 1990.

The reproduction of inertia in multinational corporations. Organization Theory and the Multinational Corporation Workshop, European Institute of Business Administration (INSEAD), Fontainebleau, France, September 2, 1989.

Session chair and discussion leader at *Symbolics of Leadership* workshop organized by the Standing Conference on Organizational Symbolism (SCOS), European Institute of Business Administration (INSEAD), Fontainebleau, France, June 28-30, 1989.

KEYNOTE SPEECHES

"Brokering across cliques: How personality affects trust."
    1st Innovation, Organization, and Strategy Conference, Università Ca'Foscari di Venezia, 17-18 December, 2015.

"Examining the Micro-Foundations of Social Networks: Do the People Make the Network?"
    Micro-Foundations of Social Networks workshop, Copenhagen Business School, June 12, 2014.

"Serendipity Versus Strategy: a Tale of Two Theories."
    i. 4th Intra-Organizational Networks Conference, University of   Kentucky, April 9, 2010.
    ii. Social network professional development workshop, Academy of   Management Conference, August 7, 2010.
    iii. Fourth Management and Social Networks Conference, University of   Geneva, February 16, 2012.
    iv. AIMS conference, Clermont Ferrand, France, June 11, 2013.

"Personality and Social Networks: Bringing the Individual Back in." Social network professional development workshop, Academy of Management Meetings, San Antonio, Texas, August 2011.

"Leadership for China: Two routes to effective leadership in a world of rapid change." World Brand Summit, Beijing, China, June 28th 2011.

"Publishing theory."
    British Academy of Management doctoral consortium, September 12, 2005, Oxford, UK.

"Enactment and International Management." International meeting of world-wide managers of the BP Group of companies. Antwerp, Belgium, May 1989.

"Social Networks and Human Resource Management." Spanish Association of Personnel Management, Valencia, Spain, October, 1989.

REVIEWING AND EDITING
Editor: *Academy of Management Review*, 2006-2008
Associate Editor: *Academy of Management Review*, 2002-2005
Associate Editor: *Administrative Science Quarterly*, 2003-2005, 2010-2016
Associate Editor: *British Journal of Management*, 2000-2002

Editorial Board Member: *Academy of Management Review*, 1993-1999
                      Administrative Science Quarterly, 1994-2003
                      Journal of Management Inquiry, 1994-1999
                      Human Relations, 2001-2003
                      Leadership Quarterly, 2016-

Co-editor, special issue of *Academy of Management Review*, 2000, on change and development;
Co-editor, special issue of *Organization Studies* (1997, vol. 18) on Action, structure, and organization.
Special Topic Forum Co-Editor, *Academy of Management Journal*, 2014, on relational pluralism.

HONORS
Best Paper Award for: Menges, J., & Kilduff, M. 2015. Group emotions: Cutting the Gordian knots concerning terms, levels-of-analysis, and processes. *Academy of Management Annals*, 9: 849-932.

RESEARCH GRANTS
2010-13 "Dynamics of distributed innovation" project with Prof. Ammon Salter, Imperial College, London: funds for a three year postdoc position funded by Economic and Social Research Council (as part of joint Cambridge University and Imperial College, London, establishment of Innovation Research Center).
2010-11 "The Effects of Network Perceptions on Leadership Effectiveness": $40,000 one-year grant funded by European Office of Aerospace Research and Development (EOARD).
2011-12 " The Effect of Enmity on Social Network Perceptions": $40,000 one-year grant funded by European Office of Aerospace Research and Development (EOARD).

PROFESSIONAL MEMBERSHIPS
Academy of Management; Society of Organizational Behavior (SOB); Macro-Organizational Behavior Society (MOBS).