

CLEO SILVESTRI

Research Associate (Postdoctoral Researcher)

Imperial College London • Business School
South Kensington Campus, London, SW7 2AZ
0044 7492888003 • cleo.silvestri13@imperial.ac.uk
www.cleosilvestri.com

ACADEMIC EMPLOYMENT

01/2020 – Present Imperial College London **Research Associate (Postdoctoral Researcher)**
Management & Entrepreneurship Department
Tasks: Individual research and teaching support

EDUCATION

10/2014 – 10/2019 Imperial College London **PhD**
Innovation & Entrepreneurship Department
Supervisors: Markus Perkmann & Paola Criscuolo
Committee: Mark Kennedy, Nelson Phillips, Rhonda Reger

09/2017 – 03/2018 Northwestern University **Visiting Scholar**
Management & Organizations Department
Academic Host: Klaus Weber

09/2011 – 02/2014 Università Alma Mater
Studiorum di Bologna **Master's Degree in Industrial Engineering**
Grade: 110/110 cum laude (First class honours)
Thesis: "Is there a University 'Brain Gain' from Hybrid
Academic Entrepreneurship?"

09/2007 – 04/2011 Università degli Studi di
Firenze **Bachelor's Degree in Industrial Engineering**
Thesis: "Feasibility Study for the Realization of a Logistic
Platform of a Regional Healthcare Service"

RESEARCH INTERESTS

- Impression management, symbolic management, reputation, status (individual and organizational level)
- Novelty evaluation and social (e)valuation
- Multiple institutional logics, dual identities, hybrid organizations
- Individual and organizational identities, images, and organizational identification

PUBLICATIONS AND WORKS IN PROGRESS

- Perkmann, M., Fini, R., Ross, J-M., Salter, A., **Silvestri, C.**, Tartari, V., 2015, Accounting for Universities' Impact: Using Augmented Data to Measure Academic Engagement and Commercialization by Academic Scientists, *Research Evaluation*, Vol: 24, Pages: 380-391, ISSN: 0958-2029
- Perkmann, M., Fini, R., Ross, J-M., Salter, A., **Silvestri, C.**, Tartari, V., 2015, Accounting for Impact at Imperial College London: A Report on the Activities and Outputs by Imperial Academics Relevant for Economic and Social Impact, *Technical Report – Imperial College London*

Working papers:

- **Silvestri, C.**, Criscuolo, P., Perkmann, M., & Weber, K., "When Behavior Does Not Conform: The Role of Status in Professionals' Image Conformity" (Title disguised). *Renwriting for resubmission*
- **Silvestri, C.**, Perkmann, M., & Criscuolo, P. "Individuals' Identification with Organizations Governed by Multiple Identities" (Title disguised). *Under review at Journal of Management Studies*
- Yu, M., **Silvestri, C.**, Dong L., & Mishina, Y. "Safety in Numbers? How Reputation and Salience of Misconduct Change the Effect of Group Size on Punishment" – *Nominated for SMS Best Paper 2020*
- Jourdan, J., **Silvestri, C.**, & Perkmann, M. "Singing a Different Tune: Distinction Dynamics among Film Critics". *Writing first draft*
- Bacco, F., **Silvestri, C.**, Cattani, G., & Ferriani, S. "The Role of Selectors' Knowledge Structures in Novelty Evaluation". *Data collection*

CONFERENCE PRESENTATIONS

- Jourdan, J., **Silvestri, C.**, & Perkmann, M. “Singing a Different Tune: Distinction Dynamics among Film Critics”.
 - Mallen Virtual Conference, November 2020
- Bacco, F., **Silvestri, C.**, Cattani, G., & Ferriani, S. “Generalists vs. Specialists: The Role of Selectors’ Knowledge Structures in Novelty Evaluation”
 - EGOS Virtual Colloquium, July 2020
 - In: AOM Annual Virtual Meeting, OMT Division, Symposium: “Microfoundations of Novelty Evaluation: The Interplay between Novel Ideas and their Audiences”, August 2020 (Presenter and organizer with Francesca Bacco)
- Yu, M., **Silvestri, C.**, Dong L., & Mishina, Y. “Safety in Numbers? How Reputation and Salience of Misconduct Change the Effect of Group Size on Punishment”
 - Virtual Paper and Idea Development Workshop, April 2020
 - SMS Annual Virtual Meeting, October 2020
- **Silvestri, C.**, Perkmann, M., Criscuolo, P., & Weber, K.,. “Careers Embedded in Multiple Institutional Logics: the Construction of a Professional Image”.
 - In: AOM Annual Meeting, OMT, STR, OB Divisions. Symposium: “Impression and Symbolic Management at the Intersection of Multiple Levels of Analysis”. August 2018, Chicago, IL, USA. (Presenter and organizer)
 - SMS Annual Meeting, 22-25 September 2018, Paris, France.
- **Silvestri, C.**, & Perkmann, M. “The Role of Dominant and Peripheral Organizational Identities”
 - In: AOM Annual Virtual Meeting, MOC Division, Symposium: “Organizational Identity Comparison, Organizational Identification and Organizational Commitment: Differences across Contexts and Measurements”, August 2020. (Presenter and organizer with Peter Foreman)
- **Silvestri, C.**, Perkmann, M., & Criscuolo, P. “Organizational Identification in Hybrid Organizations”
 - EGOS Colloquium, July 2016, Naples, Italy.
 - The 1st IESE-LUISS Conference on Responsibility, Sustainability and Social Entrepreneurship, April 2017, Rome, Italy.
 - EGOS Colloquium, July 2017, Copenhagen, Denmark.
 - In: AOM Annual Meeting, OMT Division, Symposium: “Organizational Values: Developing a Dormant Concept in Organization Studies”, August 2017, Atlanta, GA, USA.
 - AOM Annual Meeting, August 2018, Chicago, IL, USA.

INVITED PRESENTATIONS

- Jourdan, J., **Silvestri, C.**, & Perkmann, M. “Singing a Different Tune: Distinction Dynamics among Film Critics”. Creative Industries Conference, February 2021
- **Silvestri, C.**, Criscuolo, P., Perkmann, M., & Weber, K. “When Behavior Does Not Conform: The Role of Status in Professionals’ Image Conformity”. School of Management, University of Bath, December 2020
- **Silvestri, C.**, Perkmann, M., Criscuolo, P., & Weber, K. “The Strategic Construction of a Broad Professional Image”. Reputation Symposium, Saïd Business School, University of Oxford, August 2019

TEACHING EXPERIENCE

Tutor (Teaching & Coaching)

- **Global Online MBA:** Corporate Innovation, Imperial College London (2019 – 2020) – *average rating 4.3/5.0*
- **Global Online MBA:** Digital Business, Imperial College London (2016 – 2020) – *average rating 4.7/5.0*
- **Summer School:** Entrepreneurial Smart Camp, Imperial College London (2015) – *rating 4.7/5.0*
- **MSc Strategic Marketing:** Business Simulation with Markstrat (2017)

Teaching Assistant

- **MSc International Management:** Innovation & Technology Strategy; Competitive & Corporate Strategy (2019 – 2020)
- **Business for Professionals of Engineering and Science:** Managing Innovation (2018 – 2021)
- **MSc Economics & Strategy for Business:** Corporate Strategy & Leadership; Corporate Strategy; Global Strategy; Strategy Implementation (2015 – 2020)
- **MSc Innovation, Entrepreneurship and Management:** Business Models and Intellectual Property; Managing Innovation (2017 – 2020)

GRANTS AWARDED

Together with Maxine Yu, Lin Dong and Yuri Mishina:

- Lille Economics Management (LEM) research laboratory grant (2020)
- Management & Entrepreneurship Department, Imperial College Business School grant (2021)

EXTERNAL WORKSHOPS AND TRAININGS

- Virtual Paper and Idea Development Workshop, “Advancing Management Theory with Sports Data” (2020)
- Reputation Symposium Paper Development Workshop, Saïd Business School, University of Oxford (2019)
- Medici Summer School, “Organizations as Vehicles and Settings for Social Change” – Bologna (2018)
- Alberta Institutions Conference PhD Workshop (2018)
- OMT Doctoral Consortium (2017)
- Edinburgh Writing Workshop (2017)
- Essex Summer School – Survival Analysis and Event History Modelling (two-week course - July 2017)
- SCANCOR PhD Workshop on Institutional Analysis - Stockholm (2016)

SERVICE TO THE ACADEMIC COMMUNITY

- Student representative (Doctoral Program at Imperial College Business School)
- Organizer of “Academic speed-dating events” across Imperial College Business School, Cass Business School, Kings College, University College London, London Business School, and London School of Economics
- Organizer of “PhD Reading Group in OB/OT” at Imperial College Business School
- Ad hoc reviewer for Journal of Business Ethics and the Academy of Management Meetings
- Active member of Academy of Management Meetings (AOM), European Group for Organizational Studies (EGOS), Strategic Management Society (SMS)

REFERENCES

Prof. Markus Perkmann

Imperial College London
Business School
London SW7 2AZ, UK
+44 207 594 1955
m.perkmann@imperial.ac.uk

Dr. Julien Jourdan

Management & Human Resources
HEC Paris
1 Rue de la Libération,
Jouy-en-Josas, France
jourdan@hec.fr

Prof. Paola Criscuolo

Imperial College London
Business School
London SW7 2AZ, UK
+44 20 7594 1582
p.criscuolo@imperial.ac.uk

Prof. Klaus Weber

Northwestern University
Kellogg School of Management
Evanston 60208, IL
+1 847-491-2201
klausweber@kellogg.northwestern.edu
