

Giuseppe Soda

Full Professor



Knowledge Group: Leadership, Human Resources and Digital Technologies

Research Domains: Organization Design

Teaching Domains: Organizational Design, Change Management,
Organizational Social Network

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Biography

Giuseppe “beppe” Soda is a Full Professor of Organization Theory & Social Network Analysis at Università Bocconi in Milan and at SDA Bocconi, where he served as Dean from 2016 to 2022. His career at Università Bocconi includes numerous institutional responsibilities, such as directing the Organization and Personnel Area and the Claudio Dematté Research Division at SDA Bocconi, leading the Department of Management & Technology at Università Bocconi, and serving as Chairman of the Board of Directors of the SDA Bocconi Asia Center based in Mumbai, India.

Prof. Soda's intensive research activity explores the interaction between organizational architectures and social networks. His scientific contributions have significantly advanced our understanding of the origins and evolution of organizational networks and have been published in the most prestigious international academic journals, including Administrative Science Quarterly, Management Science, Organization Science, Academy of Management Journal, and Strategic Management Journal.

He has served on and is currently on the editorial boards of international academic journals; he is the editor of the Leading Management book series (EGEA - SDA Bocconi) and has edited the "Management" series published by Corriere della Sera and Egea.

Internationally, after six years as a member of the Board of the EFMD-EQUIS accreditation system, he was recently appointed Associate Director at the European Foundation for Management Development (EFMD). He is also an elected member of the Board of the Graduate Management Admission Council (GMAC®), the international association of management schools that owns the GMAT test.

Prof. Soda holds a PhD in Business Administration from Università Bocconi, completed a post-doc at Carnegie Mellon University (Pittsburgh, PA, USA), and has been a Visiting Professor at IE Business School (Madrid, SP) and London Business School.

Articles in Scholarly Journals

Prismatic Trust: How Structural and Behavioral Signals in Networks Explain Trust Accumulation

SODA, G., A. ZAHEER, M. PARK, B. MCEVILY, M. SUBRAMANI, "Prismatic Trust: How Structural and Behavioral Signals in Networks Explain Trust Accumulation", *Management Science*, 2025, vol. 71, no. 5, pp. 3966-3982

In the network of the conclave: Social connections and the making of a pope

SODA, G., A. IORIO, L. RIZZO, "In the network of the conclave: Social connections and the making of a pope", *Social Networks*, 2025, vol. 83, pp. 215-232

The Ties That Nurture: Expressive Simmelian Ties, Instrumental Brokerage, and Individual Performance

TORTORIELLO, M., G. SODA, M. GOMEZ-SOLORZANO, "The Ties That Nurture: Expressive Simmelian Ties, Instrumental Brokerage, and Individual Performance", *Academy of Management Journal*, 2025

The organization of R&D work and knowledge search in intrafirm networks

GOMEZ-SOLORZANO, M., G. SODA, M. FURLOTTI, "The organization of R&D work and knowledge search in intrafirm networks", *Industrial and Corporate Change*, 2024, vol. 33, no. 3, pp. 694-711

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

STEAD, D., T. PEDERSEN, G. SODA, "Keep or Drop? The Origin and Evolution of Knowledge Relationships in Organizations", *British Journal of Management*, 2022, vol. 33, no. 3, pp. 1517-1534

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

JACOBSEN, D. H., D. STEAD, G. SODA, "Intra-Organizational Network Dynamics: Past Progress, Current Challenges, and New Frontiers", *Academy of Management Annals*, 2022, vol. 16, no. 2, pp. 853-897

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

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

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

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Network Structure, Collaborative Context, and Individual Creativity

SODA, G., D. STEAD, T. PEDERSEN, "Network Structure, Collaborative Context, and Individual Creativity", *Journal of Management*, 2019, vol. 45, no. 4, pp. 1739-1765

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

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Globally networked: Intraorganizational boundary spanning in the global organization

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

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

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Cosa fa la differenza nei risultati aziendali

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Il downsizing nelle imprese europee tra il 2002 e il 2014

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

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

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

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

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

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

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The Genesis and Dynamics of Organizational Networks

AHUJA, G., G. SODA, A. ZAHEER, "The Genesis and Dynamics of Organizational Networks", *Organization Science*, 2012, vol. 23, no. 2, pp. 434-448

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

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The contribution of network research to managerial culture and practice

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

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SODA, G., D. COMI, "Posizionarsi nella rete delle alleanze strategiche per generare innovazione", Economia & Management, 2008, no. 6, pp. 51-68

A Relational Approach to Organization Design

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

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

SODA, G., G. BAGNATO, T. REINA, "Talenti o brocchi? La selezione del personale e le performance individuali", Economia & Management, 2004, no. 2, pp. 97-108

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

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La prospettiva relazionale: concetti di base e principali implicazioni metodologiche

SODA, G., "La prospettiva relazionale: concetti di base e principali implicazioni metodologiche", Annali di storia dell'impresa, 1999, vol. 10, pp. 454-490

Rivoluzione tecnologica e inerzie organizzative

SODA, G., "Rivoluzione tecnologica e inerzie organizzative", Sviluppo & Organizzazione, 1998, no. 169, pp. 25-41

Inter-firm Networks: Antecedents, Mechanisms and Forms

SODA, G., A. GRANDORI, "Inter-firm Networks: Antecedents, Mechanisms and Forms", Organization Studies, 1995, vol. 16, no. 2, pp. 183-214

Strategie organizzative di internazionalizzazione e ruolo dell'intervento pubblico

SODA, G., "Strategie organizzative di internazionalizzazione e ruolo dell'intervento pubblico", Sviluppo & Organizzazione, 1994, no. 145, pp. 75-90

Editorials in Journal

La leadership che semina futuro - Grounded Leadership for Uncertain Times

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Quanto vale investire nella formazione

SODA, G., "Quanto vale investire nella formazione", Economia & Management, 2016, no. 4, pp. 2-8

L'onda dei Big Data: minaccia o opportunità

BORGONOVO, E., B. BUSACCA, G. SODA, "L'onda dei Big Data: minaccia o opportunità", Economia & Management, 2015, no. 1, pp. 3-6

Occupiamoci degli alberi per salvare la foresta

SODA, G., "Occupiamoci degli alberi per salvare la foresta", Economia & Management, 2014, no. 4, pp. 3-6

A che servono le fabbriche

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

PERRONE, V., G. SODA, "Riorganizzare per riformare. Il disegno di una PA efficace ed efficiente", Economia & Management, 2012, no. 6, pp. 3-8

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

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

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

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Se la cattiva finanza affonda il capitale umano

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Other

Network analysis identified Prevost as a Conclave frontrunner, better than bookmakers and AI - La network analysis ha indicato Prevost come papabile meglio dei bookmaker e dell'AI

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Proceedings/Presentations

Network Strategies Within Organizations

GÓMEZ-SOLÓRZANO, M., A. IORIO, G. SODA, "Network Strategies Within Organizations" in 84th Annual Meeting of the Academy of Management, August 9-13, 2024, Chicago, IL, United States of America

Stepping Out of Your Comfort Zone? Need for Cognitive Closure, (in) Formal Structures, and Individual Performance

IORIO, A., M. GÓMEZ-SOLÓRZANO, G. SODA, "Stepping Out of Your Comfort Zone? Need for Cognitive Closure, (in) Formal Structures, and Individual Performance" in Academy of Management 83rd Annual Meeting, 4-8 August, 2023, Boston, MA, United States of America

Emotional Energy and Structural Holes

BURT, R. S., S. OPPER, G. SODA, "Emotional Energy and Structural Holes" in Intra-Organizational Networks Conference (ION Conference), April 14-16, 2023, Lexington, KY, United States of America

The Ties that Nurture: Expressive Simmelian Ties, Instrumental Brokerage, and Individual Performance

SODA, G., M. TORTORIELLO, M. GÓMEZ-SOLÓRZANO, "The Ties that Nurture: Expressive Simmelian Ties, Instrumental Brokerage, and Individual Performance" in Intra-Organizational Networks Conference (ION Conference), April 14-16, 2023, Lexington, KY, United States of America

Whistleblower as Broker: Social Networks of the 2017 Hollywood Whistleblowers

NAKAMURA, A., T. MENON, G. SODA, "Whistleblower as Broker: Social Networks of the 2017 Hollywood Whistleblowers" in 82nd Annual Meeting of the Academy of Management - August 5-9, 2022, Seattle, WA, United States of America

At Face Value: The Effect of Facial Traits on Social Networks and Job Performance Evaluations

NETCHAEVA, E., A. IORIO, G. SODA, "At Face Value: The Effect of Facial Traits on Social Networks and Job Performance Evaluations" in 82nd Annual Meeting of the Academy of Management - August 5-9, 2022, Seattle, WA, United States of America

Network Strategies Within Organizations: How Does Knowledge Similarity Breed Connection?

IORIO, A., G. SODA, "Network Strategies Within Organizations: How Does Knowledge Similarity Breed Connection?" in Strategic Management Society 42nd Annual Conference, September 17-20, 2022, London,

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

SODA, G., A. ZAHEER, M. PARK, B. MCEVILY, M. R. SUBRAMANI, "Accumulating Trust in Networks: The Interplay Between Social Structure and Networking Behavior" in Academy of Management Annual Meeting , 30 July-3 August, 2021, (online)

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

NAKAMURA, A., G. SODA, "Stand up or stand by: The effects of network positions on whistle-blowing" in Academy of Management Annual Meeting: Broadening Our Sight - August 7-11, 2020, (online)

What Makes Knowledge Diffuse within the Lab? The Role of Autonomy and Person-Project Fit

FURLOTTI, M., M. GÓMEZ-SOLÓRZANO, G. SODA, "What Makes Knowledge Diffuse within the Lab? The Role of Autonomy and Person-Project Fit" in EURAM 2020 Online Conference, December 4-6, 2020, (online)

The Ties that Nurture: Expressive Simmelian Ties, Instrumental Brokerage, and Individual Performance

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What Drives Knowledge Interactions at the Lab? Autonomy and Incentives

SODA, G., M. D. GOMEZ-SOLORZANO, C. PANICO, "What Drives Knowledge Interactions at the Lab? Autonomy and Incentives" in Academy Of Management Annual Meeting - August 4-8, 2017, Atlanta, GA, United States of America

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What Goes Around at the Lab? Autonomy, Incentives, and Knowledge Interactions

GÓMEZ-SOLÓRZANO, M., C. PANICO, G. SODA, "What Goes Around at the Lab? Autonomy, Incentives, and Knowledge Interactions" in Strategic Management Society Special Conference, March 31-April 1, 2017, Milano, Italy

Leader - Follower relationship quality in a global environment: Network attributes of leaders

SMYRLAKIS, N., G. SODA, A. MEHRA, "Leader - Follower relationship quality in a global environment: Network attributes of leaders" in 76th Annual Meeting of the Academy of Management, August 5-9, 2016, Anaheim, CA, United States of America

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

TORTORIELLO, M., G. SODA, A. IORIO, ""It is How You Broker: Behavioral Orientation, Structural Holes and Individual Performance"" in Academy Of Management Annual Meeting - August 7-11, 2015, Vancouver, Canada

Integrating Social Capital and Social Identity Perspective: implication for Knowledge Exchange

MONTI, A., G. SODA, "Integrating Social Capital and Social Identity Perspective: implication for Knowledge Exchange" in 73rd Annual Meeting of the Academy of Management, August 9-13, 2013, Lake Buena Vista, FL, United States of America

What's behind product innovation? Disentangling product knowledge architecture

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

SODA, G., A. ZAHEER, "The interplay of formal and informal organizational architecture: implications for performance" in Academy Of Management Annual Meeting: 'Dare to care' - August 6-10, 2010, Montreal, Canada

Product Knowledge as Network Structure: Evolutionary patterns

SODA, G., "Product Knowledge as Network Structure: Evolutionary patterns" in INSEAD Conference on Network Evolution 2.0: Networks, Innovation and Entrepreneurship - October 22-23, 2010, Fontainebleau, France

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

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

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Self-monitoring, task autonomy, and contextual performance appraisal

SODA, G., L. BIZZI, "Self-monitoring, task autonomy, and contextual performance appraisal" in Academy Of Management Annual Meeting: 'The question we ask' - August 8-13, 2008, Anaheim, CA, United States of America

Organizing for Innovation in Cultural Industries: Linking Knowledge Brokering with Product Development

PROVERA, B., G. VERONA, G. SODA, "Organizing for Innovation in Cultural Industries: Linking Knowledge Brokering with Product Development" in 9th International Conference on Arts and Cultural Management - July 8-11, 2007, Valencia, Spain

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

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Articles in national/international newspapers

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Musk, il padre padrone che copia dalla politica

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Il potere delle relazioni e la chimica sociale

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Coronavirus, perché ad Harvard hanno sbagliato

CAMUFFO, A., A. GAMBARDELLA, G. SODA, "Coronavirus, perché ad Harvard hanno sbagliato", Il Sole 24 Ore, 1 April 2020

La corruzione funziona come un network

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All'Italia servirebbe uno vero Start-up Act

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La rete invisibile sui mercati

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La corruzione? Rischia di uccidere l'impresa

SODA, G., "La corruzione? Rischia di uccidere l'impresa", Il Sole 24 Ore, 11 June 2010

Prefaces, Postfaces, short Introductions

La formazione che fa la differenza

SODA, G., "La formazione che fa la differenza" in Manager del futuro., V. Baglieri (Ed.), Egea, pp. 1-6, 2023

Research Notes or short Articles in Journals

Un ecosistema della formazione per alimentare il cambiamento

SODA, G., "Un ecosistema della formazione per alimentare il cambiamento", Harvard Business Review Italia, October 2023

Il social network aziendale: l'invisibile diventa conoscenza

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

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

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Edited Books

L'Economista con il sorriso: Chi era Francesco Daveri

FORNARI, E., M. MENEGATTI, G. SODA (Eds.), "L'Economista con il sorriso: Chi era Francesco Daveri" - 2022, Egea, Milano, Italy

Organizzazione: teoria, progettazione e cambiamento, Italian edition of Gareth Jones, Organization: Theory, Design and Change

SODA, G. (Ed.), "Organizzazione: teoria, progettazione e cambiamento, Italian edition of Gareth Jones, Organization: Theory, Design and Change" - 2007, Egea, Milano, Italy

Contribution to Chapters, Books or Research Monographs

Network Trust

MCEVILY, B., A. ZAHEER, G. SODA, "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

Private Capital Marketplaces and IPOs

CUMMING, D., S. ADHAMI, G. GIANFRATE, G. SODA, "Private Capital Marketplaces and IPOs" in The Oxford Handbook of IPOs., Douglas Cumming (Ed.), Oxford University Press, pp. 696-719, 2019

Reti sociali e network

SODA, G., "Reti sociali e network" in Organizzazione Aziendale., S. Salvemini (Ed.), Egea, chap. 13, pp. 353-377, 2017

Network Structure, Collaborative Context, and Individual Creativity

PEDERSEN, T., D. STEA, G. SODA, "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

Perceived Organizational Identification and Prototypicality as Origins of Knowledge Exchange Networks

SODA, G., A. MONTI, "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

La progettazione relazionale di una forma organizzativa

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Governing with Multiple Principals: An Empirically-Based Analysis of Capital Providers Preferences and Superior Governance Structures

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