

Cédric Gutierrez

Assistant Professor



Knowledge Group: Leadership, Human Resources and Digital Technologies

Research Domains: Organization Design

Teaching Domains:

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Biography

Cédric Gutierrez is an Assistant Professor in the Department of Management and Technology at Università Bocconi.

His research primarily focuses on understanding the behavioral mechanisms underlying market entry and dynamics. In one line of inquiry, he investigates how temporal preferences and attitudes toward ambiguity affect (entrepreneurial) entry and financiers' decisions to invest in startups. In a related research stream, he examines the impact of incentive systems and organizational practices on job applicants' decision-making and employee productivity. To analyze these phenomena, he uses a behavioral perspective, with a particular emphasis on the role of uncertainty, time, and social preferences. Empirically, his work primarily employs methodologies and models drawn from experimental economics and decision sciences. His research has been published in Management Science, Organization Science, the Strategic Management Journal, the Journal of Risk and Uncertainty and Strategic Organization. It has been recognized by the 2016 Best Empirical Paper Award of the Entrepreneurship Division at the Academy of Management and the 2018 Best Dissertation Award (2nd place) at INFORMS Technology, Innovation Management and Entrepreneurship. He also serves on the editorial review board of Strategic Management Journal, Organization Science and Strategy Science.

He got a Ph.D. in Strategy and Management from HEC Paris and in 2022 he was Visiting Scholar at the Olin Business School, Washington University.

Articles in Scholarly Journals

Pay transparency and productivity

GUTIERREZ, C., T. OBLOJ, T. ZENGER, "Pay transparency and productivity", Strategic Management Journal, 2025, vol. 46, no. 8, pp. 1831-1860

Time Is Not Money! Temporal Preferences for Time Investments and Entry into Entrepreneurship

GUTIERREZ, C., R. SLOOF, D. CRILLY, "Time Is Not Money! Temporal Preferences for Time Investments and Entry into Entrepreneurship", *Organization Science*, 2024, vol. 35, no. 2, pp. 622–643

Unpacking Overconfident Behavior When Betting on Oneself

ABDELLAOUI, M., H. BLEICHRODT, C. GUTIERREZ, "Unpacking Overconfident Behavior When Betting on Oneself", *Management Science*, 2024, vol. 70, no. 10, pp. 7042-7061

Measuring natural source dependence

GUTIERREZ, C., E. KEMEL, "Measuring natural source dependence", *Experimental Economics*, 2024, vol. 27, no. 2, pp. 379-416

Better to have led and lost than never to have led at all? Lost leadership and effort provision in dynamic tournaments

GUTIERREZ, C., T. OBLOJ, D. H. FRANK, "Better to have led and lost than never to have led at all? Lost leadership and effort provision in dynamic tournaments", *Strategic Management Journal*, 2021, vol. 42, no. 4, pp. 774-801

The Impact of Overconfidence and Ambiguity Attitude on Market Entry

GUTIERREZ, C., T. ÅSTEBRO, T. OBLOJ, "The Impact of Overconfidence and Ambiguity Attitude on Market Entry", *Organization Science*, 2020, vol. 31, no. 2, pp. 308-329

Under a magnifying glass: On the use of experiments in strategy research

DI STEFANO, G., C. GUTIERREZ, "Under a magnifying glass: On the use of experiments in strategy research", *Strategic Organization*, 2019, vol. 17, no. 4, pp. 497-507

Temporal discounting of gains and losses of time: An experimental investigation

ABDELLAOUI, M., C. GUTIERREZ, E. KEMEL, "Temporal discounting of gains and losses of time: An experimental investigation", *Journal of Risk and Uncertainty*, 2018, vol. 57, no. 1, pp. 1-28

Articles in national/international newspapers

Stipendi a nudo: Così chi guadagna più degli altri lavorerà di più

GUTIERREZ, C., "Stipendi a nudo: Così chi guadagna più degli altri lavorerà di più", *La Repubblica - Affari&Finanza*, 15 September 2025

Proceedings/Presentations

Orchestrating a Cooperative Economy Platform as a Solution to Economic Inequality

LAVIE, D., G. L. BRADY, U. STETTNER, R. ILIES, C. GUTIERREZ, "Orchestrating a Cooperative Economy Platform as a Solution to Economic Inequality" in *The 85th Annual Meeting of Academy of Management*,

July 25-29, 2025, Copenhagen, Denmark

Gender Typing and Ambiguity Aversion: A New Perspective on Occupational Segregation

GUTIERREZ, C., C. LI, I. SOLAL, "Gender Typing and Ambiguity Aversion: A New Perspective on Occupational Segregation" in The 85th Annual Meeting of Academy of Management, July 25-29, 2025, Copenhagen, Denmark

Time Tells: Unraveling the Temporal and Risk Dynamics of Venture Capitalists

AMORE, M. D., O. GAROFALO, C. GUTIERREZ, V. MARTIN-SANCHEZ, V. PELUCCO, "Time Tells: Unraveling the Temporal and Risk Dynamics of Venture Capitalists" in 84th Annual Meeting of the Academy of Management, August 9-13, 2024, Chicago, IL, United States of America

Temporality and Social Entrepreneurship: The Role of Temporal Distance for Money and Social Outcomes

CRILLY, D., C. GUTIERREZ, K. W. JEONG, "Temporality and Social Entrepreneurship: The Role of Temporal Distance for Money and Social Outcomes" in 83rd Annual Meeting of the Academy of Management, 4-8 August, 2023, Boston, United States of America

Playing for Keeps: CEO Incentive Horizon and Executive Departure

SEZER, A., C. GUTIERREZ, "Playing for Keeps: CEO Incentive Horizon and Executive Departure" in 83rd Annual Meeting of the Academy of Management, 4-8 August, 2023, Boston, United States of America

A Time for Carrots and a Time for Sticks: Examining the Effects of Incentive Framing on Creativity

SEZER, A., C. GUTIERREZ, P. V. MANNUCCI, "A Time for Carrots and a Time for Sticks: Examining the Effects of Incentive Framing on Creativity" in 82nd Annual Meeting of the Academy of Management - August 5-9, 2022, Seattle, WA, United States of America

Unpacking Overconfident Behavior: Revisiting the Hard-Easy Effect

ABDELLAOUI, M., H. BLEICHRODT, C. GUTIERREZ, "Unpacking Overconfident Behavior: Revisiting the Hard-Easy Effect" in 82nd Annual Meeting of the Academy of Management - August 5-9, 2022, Seattle, WA, United States of America