

# Bruno CIRILLO

Associate Professor

Academy: Innovation

Research center: Knowledge, Technology and Organization

Campus: SOPHIA

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## Research interests

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Artificial intelligence, Employee mobility, Employee entrepreneurship, Spinouts, Corporate venturing, Organizational learning, Information and Communication Technologies, Quantitative Research, Mixed Methods, Human capital, Relational capital, Corporate strategy

## Teaching interests

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Corporate entrepreneurship, Corporate venturing, Real options, Strategy

## Education

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| 2012 | Ph.D. in Business Administration and Management, Bocconi University, Italy                           |
| 2005 | Bachelor in Business Administration with honors, Università degli Studi "Gabriele d'Annunzio", Italy |

## Experience

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### **Full-time academic positions**

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| Since 2018  | Associate Professor, SKEMA Business School, France                                       |
| 2019        | Visiting Scholar, LeBow College of Business, Drexel University, United States of America |
| 2012 - 2018 | Assistant Professor, SKEMA Business School, France                                       |

### **Other academic affiliations and appointments**

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| 2005 - 2007 | Research Assistant, Università degli Studi "Gabriele d'Annunzio", Italy |
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### **Other professional experiences**

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| 2005 | Analyst Internship, Unione Industriali di Pescara (Confindustria), Italy |
| 2004 | Assistant Manager, Quartermaster SPA, Italy                              |

## Research grants, Awards and Honors

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### **Awards and Honors**

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| 2018 | EBS-SITE Best Paper award - 2nd prize, EBS Business School, Germany          |
| 2018 | SKEMA Best Research Award, SKEMA Business School, France                     |
| 2013 | TIM Best Dissertation Award, Academy of Management, United States of America |

## Peer-reviewed journal articles

ZUNINO, D., CIRILLO, B., WEZEL, F. and BRESCHI, S. (2024). New entrants, Incumbents, and the Search for Knowledge: The Role of Job Title Ambiguity in the U.S. Information and Communication Technology Industry, 2004–2014. *Industrial and Corporate Change*, 33(1), pp. 172-193.

ZAKARYAN, A., TZABBAR, D. and CIRILLO, B. (2023). Mind the Time: Failure Response Time, Variations in the Reasons for Failures, and Learning from Failure. *Industrial and Corporate Change*, 32(6), pp. 1245-1266.

TZABBAR, D., CIRILLO, B. and BRESCHI, S. (2022). The Differential Impact of Intrafirm Collaboration and Technological Network Centrality on Employees' Likelihood of Leaving the Firm. *Organization Science*, 33(6), pp. 2085-2540, C2-C3.

CIRILLO, B., TZABBAR, D. and SEO, D. (2020). A Bibliometric and Topic Modeling Analysis of the Structural Divide in the Multidisciplinary Research on Employee Mobility. *Advances in Strategic Management*, 41, pp. 15-36.

AGARWAL, R., BIDWELL, M., CIRILLO, B. and TZABBAR, D. (2020). Two perspectives on employee mobility: A conversation between Rajshree Agarwal and Matthew Bidwell. *Advances in Strategic Management*, 41, pp. 37-54.

CIRILLO, B. (2019). External Learning Strategies and Technological Search Output: Spinout Strategy and Corporate Invention Quality. *Organization Science*, 30(2), pp. 361-382.

CIRILLO, B., BRESCHI, S. and PRENCIPE, A. (2018). Divide to connect: Reorganization through R&D unit spinout as linking context of intra-corporate networks. *Research Policy*, 47(9), pp. 1585-1600.

CIRILLO, B., BRUSONI, S. and VALENTINI, G. (2014). The Rejuvenation of Inventors Through Corporate Spinouts. *Organization Science*, 25(6), pp. 1764-1784.

## Book chapters

CIRILLO, B. and VALENTINI, G. (2014). International Open Innovation: Taking Stock and Moving Forward. In: Rowe, F., & Te'eni, D. eds. *Innovation and IT in an international context*. 1st ed. Londres: Palgrave Macmillan.

## Editorials of a journal

TZABBAR, D. and CIRILLO, B. (2020). Introduction: An integrated perspective of employee intra- and inter-firm mobility. *Advances in Strategic Management*, 41, pp. 1-11.

## Conference proceedings

ZUNINO, D., CIRILLO, B., WEZEL, F.C. and BRESCHI, S. (2022). Job Titles and Mobility of Knowledge Workers. *Academy of Management Proceedings*, 2022(1), pp. 15804.

ARUSYAK, Z., TZABBAR, D. and CIRILLO, B. (2019). Learning and forgetting from failures and the contingent role of failure recovery duration.

TZABBAR, D., CIRILLO, B. and BRESCHI, S. (2018). The effect of social and knowledge interdependencies on employee mobility and entrepreneurship., 2018.

CIRILLO, B., FANI, V. and GIUSTIZIERO, G. (2018). Beware of Greeks bearing gifts: Firms' spinouts as means to capture competitors' knowledge., 2018.

ZAKARYAN, A. and CIRILLO, B. (2017). Experiential Learning and Knowledge Network Structures., 2017.

CIRILLO, B. (2014). Recombinant search through corporate spinouts: Evidence from the ICT Industry., 2014.

CIRILLO, B., BRESCHI, S. and PRENCIPE, A. (2012). Unleashing Explorative Potential: Spin-Outs as Linking Contexts of Inventors' Communities., 2012.

CIRILLO, B. (2012). Do Corporate Spin-Outs Benefit The Parent Organization?, 2012.

## Conference presentations

- ZUNINO, D., CIRILLO, B., WEZEL, F.C. and BRESCHI, S. (2023). New entrants, Incumbents, and the Search for Knowledge: The Role of Job Title Ambiguity in the U.S. Information and Communication Technology Industry, 2004-2014. In: Druid Society Annual Conference. Lisbon.
- ZUNINO, D., CIRILLO, B., WEZEL, F.C. and BRESCHI, S. (2022). Job Titles and Mobility of Knowledge Workers. In: Strategic Management Society. London.
- ZUNINO, D., CIRILLO, B., WEZEL, F.C. and BRESCHI, S. (2022). Job Titles and Mobility of Knowledge Workers. In: Israel Strategy Conference. Herzliya.
- CIRILLO, B. and TZABBAR, D. (2019). Are old-timers inhibitors or facilitators of change to firm's technological core? In: Carnegie School of Organizational Learning Conference. Pacific Grove, CA.
- ZAKARYAN, A., CIRILLO, B. and TZABBAR, D. (2019). Early success and future breakthrough generation. In: Carnegie School of Organizational Learning Conference. Pacific Grove, CA.
- TZABBAR, D., CIRILLO, B. and BRESCHI, S. (2018). When structural holes turn into black holes: The varying effects of collaborative and knowledge brokerage on inventors' mobility and spinout. In: INSEAD WORKSHOP ON INNOVATORS' MOBILITY. Fontainebleau.
- TZABBAR, D., CIRILLO, B. and BRESCHI, S. (2018). The effect of social and knowledge interdependencies on employee mobility and entrepreneurship. In: AOM American Academy of Management Conference. Chicago.
- CIRILLO, B., FANI, V. and GIUSTIZIERO, G. (2018). Beware of Greeks bearing gifts: Firms' spinouts as means to capture competitors' knowledge. In: AOM American Academy of Management Conference. Chicago.
- CIRILLO, B., FANI, V. and GIUSTIZIERO, G. (2018). Beware of Greeks bearing gifts: Firms' spinouts as means to capture competitors' knowledge. In: Strategic Management Society annual Conference. Paris.
- ZAKARYAN, A., CIRILLO, B. and TZABBAR, D. (2018). Early success and future breakthrough generation. In: AOM American Academy of Management Conference. Tel Aviv.
- CIRILLO, B. (2017). Les spin-out aux avant-postes de l'innovation. In: Conférence Ecosystème d'Innovation, SKEMA. Paris.
- TZABBAR, D., CIRILLO, B. and BRESCHI, S. (2017). Knowledge and Social Defences: The Effect on Knowledge and Social Interdependencies on Inventor Outward Mobility. In: DRUID Conference. New York City.
- TZABBAR, D., CIRILLO, B. and BRESCHI, S. (2017). Knowledge and Social Defences: The Effect on Knowledge and Social Interdependencies on Inventor Outward Mobility. In: Strategic Management Society annual Conference. Houston.
- ZAKARYAN, A. and CIRILLO, B. (2017). Organizational Learning and Knowledge Structures: The Interplay between Experiential and Cognitive Search. In: AOM American Academy of Management Conference. Atlanta.
- CIRILLO, B. (2014). Recombinant search through corporate spinouts: Evidence from the ICT Industry. In: AOM American Academy of Management Conference. Philadelphia.
- CIRILLO, B. (2014). Recombinant certainty in corporate spinout search. In: Strategic Management Society annual Conference. Madrid.
- CIRILLO, B. (2013). Corporate Rejuvenation through Technological Spin-outs: Evidence from High-tech Industries. In: Finalist TIM Dissertation Award, Academy of Management annual meeting. Orlando.
- CIRILLO, B., BRESCHI, S. and PRENCIPE, A. (2013). Recombinant Exploration: Corporate Spin-Outs as Linking Contexts of Inventors' Communities. In: SEI - Strategy, Entrepreneurship and Innovation Workshop. Lausanne.
- CIRILLO, B., BRESCHI, S. and PRENCIPE, A. (2013). Corporate Spin-Outs as Linking Contexts of Inventors' Clusters. In: EMAEE (European Meeting on Applied Evolutionary Economics). Sophia Antipolis.
- CIRILLO, B. (2012). Do Corporate Spin-out Benefit the Parent Organization? In: DRUID Conference. Copenhagen.
- CIRILLO, B. (2012). Unleashing Explorative Potential: The Spin-out Effect in High-tech Industries. In: AOM American Academy of Management Conference. Boston.

CIRILLO, B. (2012). Do Corporate Spin-out Benefit the Parent Organization? In: AOM American Academy of Management Conference. Boston.

CIRILLO, B. (2012). Do Corporate Spin-Outs Benefit The Parent Organization? In: Paper Development Workshop PDW SKEMA. Sophia Antipolis.

CIRILLO, B., BRESCHI, S. and PRENCIPE, A. (2012). Linking Communities of Inventors: The Spin-out Effect in High-tech Industries. In: Organization Science Winter Conference. Steamboat Springs.

CIRILLO, B., BRESCHI, S. and PRENCIPE, A. (2012). Unleashing Explorative Potential: The Spin-out Effect in High-tech Industries. In: KITES: New Frontiers in the Economics and Management of Innovation conference. Milan.

CIRILLO, B., BRESCHI, S. and PRENCIPE, A. (2012). Unleashing Explorative Potential: The Spin-out Effect in High-tech Industries. In: Sumantra Ghoshal conference. London.

CIRILLO, B., BRESCHI, S. and PRENCIPE, A. (2012). Unleashing Explorative Potential: The Spin-out Effect in High-tech Industries. In: DRUID Conference. Copenhagen.

CIRILLO, B., VALENTINI, G. and BRUSONI, S. (2011). Cool Again! Spin-outs and the Rejuvenation of Old-timers. In: AOM American Academy of Management Conference. San Antonio.

CIRILLO, B., VALENTINI, G. and BRUSONI, S. (2011). Cool Again! Oldtimers Rejuvenation through Corporate Spin-outs. In: InnoS&T EU-Project Final Conference. Munich.

CIRILLO, B., VALENTINI, G. and BRUSONI, S. (2011). Cool Again! Oldtimers Rejuvenation through Corporate Spin-outs. In: DRUID Winter Conference. Aalborg.

### **Faculty research seminar presentations**

CIRILLO, B., TZABBAR, D. and BRESCHI, S. (2023). The Differential Impact of Intra-Firm Collaboration and Technological Network Centralities on Promotions. SKEMA-HEC Paris Crossing Bridges workshop. Paris.

ZUNINO, D., CIRILLO, B., WEZEL, F.C. and BRESCHI, S. (2022). Job Title Ambiguity and Corporate Inventors' Mobility in the U.S. Information and Communication Technology Industry, 2000-2014. In: 23rd Taiwan Symposium on Innovation Economics and Entrepreneurship. Taiwan.

CIRILLO, B. and TZABBAR, D. (2019). Organizational Learning: The Contribution of Oldtimers to Changes in Firm's Technological Core. LeBow College of Business , PA, USA.

CIRILLO, B., TZABBAR, D. and BRESCHI, S. (2019). The Differential Impact of Intra-Firm Collaboration and Knowledge Network Centrality on Employees' Likelihood of Leaving the Firm. Stern School of Business , NY, USA.

CIRILLO, B., TZABBAR, D. and BRESCHI, S. (2019). The Differential Impact of Intra-Firm Collaboration and Knowledge Network Centrality on Employees' Likelihood of Leaving the Firm. Robert H. Smith School of Business, MD, USA.

CIRILLO, B., TZABBAR, D. and BRESCHI, S. (2018). When Structural Holes Turn Into Black Holes: The Varying Effects of Collaborative and Knowledge Brokerage on Inventors' Mobility and Spinout. CASS Business School, London, United Kingdom.

CIRILLO, B. (2015). Technological Search through Corporate Spinouts in the U.S. Information and Communication Technology Industry, 1975-2008. MTEI Seminar Series, EPFL, Lausanne , Switzerland.

CIRILLO, B. (2015). Technological Search through Corporate Spinouts in the U.S. Information and Communication Technology Industry, 1975-2008. Católica - Lisbon Research seminars, Lisbon, Portugal.

### **Published business cases**

CHEREAU, P. and CIRILLO, B. (2015). ARECO : A full steam ahead. The Case Centre.

## Other research activities

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### **Reviewer for:**

Strategic Management Journal, Strategic Entrepreneurship Journal, Academy of Management Journal, Organization Science, Management Science, Industrial and Corporate Change, Organization Science, Journal of Management Studies

### **Organization of a conference or a seminar**

2020 - 2022 AOM STR Junior Faculty Paper Development Workshop, United States of America  
2013 - 2022 Paper Development Workshop PDW SKEMA, France  
2014 SEI Faculty Workshop, France

### **Affiliations**

2013 - 2025 Strategic Management Society  
2009 - 2023 Academy of Management Association, TIM and BPS divisions