

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 è Assistant Professor presso il Dipartimento di Management and Technology dell'Università Bocconi.

La sua ricerca si concentra principalmente sulla comprensione dei meccanismi comportamentali alla base dell'ingresso e della dinamica di mercato. In una linea di ricerca, indaga su come le preferenze temporali e le attitudini verso l'ambiguità influenzino l'ingresso imprenditoriale e le decisioni dei finanziatori di investire nelle startup. In una ricerca correlata, esamina l'impatto dei sistemi di incentivi e delle pratiche organizzative sulle decisioni dei candidati e sulla produttività dei dipendenti. Per analizzare questi fenomeni, adotta una prospettiva comportamentale, con un'enfasi particolare sul ruolo dell'incertezza, del tempo e delle preferenze sociali. Dal punto di vista empirico, il suo lavoro utilizza principalmente metodologie e modelli tratti dall'economia sperimentale e dalle scienze decisionali. Le sue ricerche sono state pubblicate in riviste come Management Science, Organization Science, Strategic Management Journal, Journal of Risk and Uncertainty e Strategic Organization. Il suo lavoro è stato riconosciuto con il Best Empirical Paper Award della Entrepreneurship Division presso l'Academy of Management nel 2016 e il Best Dissertation Award (secondo posto) presso INFORMS Technology, Innovation Management and Entrepreneurship nel 2018. Inoltre, fa parte del comitato di revisione editoriale di Strategic Management Journal, Organization Science e Strategy Science.

Ha conseguito un Dottorato in Strategia e Management presso HEC Paris, e nel 2022 è stato Visiting Scholar presso la Olin Business School della 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