

Maciej Workiewicz

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Education

2017	Ph.D., Management, INSEAD, France
2008	MBA, INSEAD, France
2002	M.A., International Economics and Politics, Warsaw School of Economics, Poland

Positions Held

2019 – present	Associate Professor of Management, ESSEC Business School, France
2016 – 2019	Assistant Professor of Management, ESSEC Business School, France

Research Interests

Organization design, Behavioral strategy, Organizational learning and adaptation, Future of work and organizations, Artificial Intelligence, Formal theory, Complex systems

Research and Publications

A. Research Published in Refereed Journals (Authors In Alphabetical Order Unless Mentioned Otherwise)

1. Sen P. & Workiewicz M. & Puranam P. 2025. Can LLMs Aid Analogical Reasoning for Strategic Decisions? A Comparative Study. *Strategy Science*, Articles in Advance: pp. 1-19.
2. Keil T. & Posen HE. & Workiewicz M. 2023. Aspirations, Beliefs, And A New IDEA: Building On March's Other Model Of Performance Feedback. *Academy of Management Review*. 48(4): 749-771
3. Workiewicz M. 2023. On Fads, Fashions, and Follies of Flat Organizing and Why Managers Still Matter. *Journal of Organization Design*: 1-3.
4. Ketkar H & Workiewicz M. 2022. Power To The People: The Benefits And Limits Of Employee Self-Selection In Organizations. *Strategic Management Journal* 43(5): 935-963.
5. Billinger S, Workiewicz M. 2019. Fading hierarchies and the emergence of new forms of organization. *Journal of Organization Design* 8(1): 17.
6. Levinthal DA. & Workiewicz M. 2018. When two bosses are better than one: nearly decomposable systems and organizational adaptation. *Organization Science* 29(2): 207–224.
7. Dong J. & March JG. & Workiewicz M. 2017. On organizing: an interview with James G. March. *Journal of Organization Design* 6(14).
8. Burton RM. & Håkonsson DD. & Nickerson J. & Puranam P. & Workiewicz M. & Zenger T. 2017. GitHub: exploring the space between boss-less and hierarchical forms of organizing. *Journal of Organization Design* 6(10).
9. Aggarwal V. & Posen HE. & Workiewicz M. 2017. Adaptive capacity to technological change: The microfoundational approach. *Strategic Management Journal* 38(6): 1212-1231.
10. Almeida Costa A. & Workiewicz M. & Szulanski G. (random order). 2016. On the foundations of organizational knowledge: Interview with Professor Sidney G. Winter. *Journal of Management Inquiry* 25(2): 223-231.

B. Articles Published in Refereed Conference Proceedings

11. Pham D. & Rios L. & Workiewicz M. 2022. When do firms learn by hiring? How complexity moderates the value of distant knowledge. Academy of Management Proceedings, 82nd Annual Meeting of the Academy of Management, Seattle, WA
12. Levinthal DA. & Workiewicz M. 2017. Near decomposability and organizational structure: The adaptive rationality of multi-authority. Academy of Management Proceedings, 77th Annual Meeting of the Academy of Management, Atlanta, GA

13. Aggarwal VA. & Posen HE. & Workiewicz M. 2015. The origin of capabilities? A microfoundational theory of firm heterogeneity. Academy of Management Proceedings, 75th Annual Meeting of the Academy of Management, Vancouver, Canada
14. Workiewicz M. 2013. Known unknowns and unknown unknowns: Experiential learning in novel worlds. Academy of Management Proceedings, 73rd Annual Meeting of the Academy of Management, Lake Buena Vista, FL
15. Workiewicz M. & Aggarwal VA. 2012. Skill vs. Luck: Disentangling capability building and adaptation in organizational learning (authors in the order of contribution). Academy of Management Proceedings, 72nd Annual Meeting of the Academy of Management, Boston, MA

B. Working Papers in the Review Process

16. Pham D. & Rios L. & Workiewicz M. 2022. The Effects of Knowledge Distance and Knowledge Complexity on Learning From Hiring. Available at SSRN: https://papers.ssrn.com/abstract_id=3849956 *Under 3rd round review at Strategic Management Journal*
17. Sengul M. & Workiewicz M. 2021. Information processing in multiauthority organizations: Evidence from manufacturing firms in France. *Under 3rd round review at Organization Science*

C. Working Papers in Preparation

18. Pham D. & Rios L. & Workiewicz M. 2022. Remote Access Memories: How Remote Work Will Impact Organizational Learning and What Firms Can Do About It. Available at SSRN: https://papers.ssrn.com/abstract_id=4032764 *to be submitted to the special issue on remote work at Organization Science*
19. Keil T. & Posen HE. & Workiewicz M. Triggers or prisms: The role goal levels in organizational learning. *Target journal: Academy of Management Review*
20. Kwak T. & Workiewicz M. Symptom-based search: Building on Carnegie School's other definition of locality. *Target journal: Organization Science*

Invited Presentations

- 2025: ESADE, Barcelona
- 2023: ETH Zurich
- 2022: Katz Graduate School of Business at the University of Pittsburgh, Singapore Management University, Seoul National University Business School
- 2021: Frankfurt School of Finance and Management, Bayes Business School - City, University of London (formerly Cass Business School)
- 2019: NOVA School of Business and Economics, Rotterdam School of Management
- 2018: SKEMA Business School
- 2017: University of Lugano, Aarhus University
- 2016: HEC Paris
- 2015: Bocconi University, ESADE Business School, RSM Rotterdam, Frankfurt School of Finance and Management, IE Business School, Strategy Department, University of Southern Denmark, Católica Lisbon School of Business & Economics, ESSEC Business School

Visiting Positions

- HEC Paris, Visiting Scholar, January to July 2023
- INSEAD Singapore, Visiting Scholar, October to December 2022

Academic Honors and Awards

- Winner of the Behavioral Strategy Interest Group Best Paper Award and The Conference Best Paper Finalist at the Annual SMS Conference in San Francisco for "The Influence Of Prior Knowledge: How Existing Knowledge Characteristics Moderate Learning From New Hires", 2025
- Outstanding ERB Reviewer Award, Strategic Management Journal, 2024
- Awarded Dean's Scholar Grant, ESSEC Business School, 2023
- Outstanding ERB Reviewer Award, Organization Science, 2023

- Awarded Scientific Committee Research Grant for a project “Beyond Artificial Intelligence”, 2023
- Recipient of the ESSEC Foundation Daniel Tixier Pedagogical Experience Award, 2023
- Honorable Mention for the paper "A Cognitive Model of Problemistic Search" (with T. Keil and H. Posen) for the Behavioral Strategy IG at the SMS Annual Conference in Minneapolis, MN (2019)
- Received the ESSEC Foundation's Teaching Award:
 - voted the most favored professor in the 2017-2018 academic year
 - nominated for the most favored professor in the 2016-2017 academic year
- Nomination for the SMS Annual Conference Best Paper Prize for “Project screening and resource allocation in boss-less firms”, Houston, 2017
- Nomination for the Best Paper at the Academy of Management Meeting (BPS Division), 2014
- Outstanding Reviewer Awards:
 - Academy of Management, STR Division, 2023
 - Strategic Management Society, Knowledge and Innovation Interest Group, 2014 and 2016
 - Academy of Management, OMT Division, 2013
- Scholarships:
 - INSEAD - full funding for the Wharton, University of Pennsylvania campus exchange (2013)
 - INSEAD - full finding for the Emerging Scholars Workshop at the Mack Institute for Innovation Management at Wharton, Philadelphia, PA (2012)
- Awarded “Passed with Distinction” in the Ph.D. Strategy Comprehensive Exam, INSEAD, 2012

Teaching

Classroom instructor

- Strategy in the Age of AI, Masters in Management Program, ESSEC Business School, 2022
- Strategy Capstone Simulation, Masters in Management Program, ESSEC Business School, 2022
- Management and Strategy, Masters in Management Program, ESSEC Business School, since 2017
- Strategic Management core course in the Global MBA program, ESSEC Business School, 2018-2020
- Machine Learning for Research - Spring School for doctoral students and faculty, ESSEC Business School, 2018, 2020
- PhD courses: Competitive Strategy and Organizational Theory, ESSEC Business School, since 2017
- Prices and Markets MBA tutorial, INSEAD, January-February 2012 (student evaluation 4.79/5.00)
- Python Programming Bootcamp for faculty and Ph.D. students, INSEAD, May 2015

Business Case Development

- Wei-Ru Chen, Javier Gimeno, Maciej Workiewicz, and Juan-Jose de la Torre, 2012, Nokia and the New Mobile Ecosystem (A): Competing in the Age of Internet Mobile Convergence, *INSEAD Cases*, Fontainebleau, France

Professional Services and Memberships

- Senior Editor at *Organization Science* (since 2025)
- Editorial Board Member, *Journal of Organization Design* (since 2018), *Organization Science* (since 2021), *Strategy Science* (since 2020), and *Strategic Management Journal* (since 2023)
- Associate Editor, *Journal of Organization Design* (since 2021)
- Representative at Large for the Behavioral Strategy Interest Group at the Strategic Management Society (2023-2025)
- Guest Editor, *Journal of Organization Design*, Special Issue: Fading Hierarchies and the Emergence of New Forms of Organization
- Ad-hoc reviewer for *Academy of Management Journal*, *Management Science*, and *Strategic Organization*
- Representative at Large for the Competitive Strategy Interest Group at the Strategic Management Society (2020-2022)
- Elected to the STR Teaching Committee at the Academy of Management (2021-2023)

- Track Chair and Session Chair (BPS) *Academy of Management* annual conference, Atlanta GA, 2017
- Co-organizer of an Annual ODC Conference “Organization Design in the Age of Artificial Intelligence”, Harvard Business School, August 11, 2019
- Produced and conducted a video interview with Professor James G. March for the Knowledge and Innovation Interest Group of the SMS (September 2013).
- Produced and conducted a video interview with Professor Sidney G. Winter for the Knowledge and Innovation Interest Group of the SMS (November 2011).
- Member of Academy of Management, Organization Design Community, Strategic Management Society, and Theoretical Organizational Models Society