Ambra MAZZELLI

Associate Professor

Academy: Innovation

Research center: Knowledge, Technology and Organization

Campus: Sophia Antipolis

Email: ambra.mazzelli@skema.edu

Research interests

Social Identity, Goals and Motivation, Strategic Decision Making, Entrepreneurship, Behavioral Strategy, Inequality

Education

2016 PhD in Management, Lancaster University Management School, Great Britain

Experience

Full-time academic positions

Since 2022 Associate Professor, SKEMA Business School, France

Other academic affiliations and appointments

Since 2025 Cornell SC Johnson Smith Family Business Initiative Fellows, Cornell University, United States of America

Publications

Peer-reviewed journal articles

FOSS, N. and MAZZELLI, A. (2026). Organizational Adaptation Under Goal Multiplicity: Toward an Integration of Dominant Coalition and Problemistic Search Theories. *BRQ Business Research Quarterly*, 29.

AVERSA, P., CENNAMO, C., MAZZELLI, A. and LORENZONI, G. (2026). How Strategic Leaders Drive Firms in Ecosystems: Envisioning Value, Orchestrating Knowledge, and Shifting Roles. *Journal of Management Studies*.

MAZZELLI, A. and FOSS, N. (2025). How learning and legitimacy goals influence inter-firm imitation in R&D investment decisions. *BRQ Business Research Quarterly*, 28(2), pp. 349-370.

FOSS, N. and MAZZELLI, A. (2024). Bringing managers and management back into strategy: Interfaces and dynamic managerial capabilities. *Journal of Business Research*, 186, pp. 114947.

MAZZELLI, A., MILLER, D., LE BRETON-MILLER, I., DE MASSIS, A. and KOTLAR, J. (2023). Outcome-based imitation in family firms' international market entry decisions. *Entrepreneurship Theory and Practice*, 47(4), pp. 1059–1092.

MAZZELLI, A. (2023). Why managers matter: the paradox of organizing. *Journal of Organization Design*, 12, pp. 31-36.

MAZZELLI, A., DE MASSIS, A., MESSENI PETRUZZELLI, A., DEL GIUDICE, M. and KAHN, Z. (2020). Behind ambidextrous search: The microfoundations of search in family and non-family firms. *Long Range Planning*, 53(6), pp. 101882.

MAZZELLI, A., NASON, R., DE MASSIS, A. and KOTLAR, J. (2019). Causality rules: Performance feedback on hierarchically related goals and capital investment variability. *Journal of Management Studies*, 56(8), pp. 1630-1654.

NASON, R., MAZZELLI, A. and CARNEY, M. (2019). The Ties that Unbind: Socialization and Business-Owning Family Reference Point Shift. *Academy of Management Review*, 44(4), pp. 846-870.

MAZZELLI, A., NASON, R. and CARNEY, M. (2019). Breadth and depth in family business research: A response to Jaskiewicz, Combs, and Ketchen. *Academy of Management Review*, 44(4), pp. 918-922.

MAZZELLI, A., KOTLAR, J. and DE MASSIS, A. (2018). Blending in while standing out: Selective conformity and product innovation introduction in family firms. *Entrepreneurship Theory and Practice*, 42(2), pp. 206-230.

Books and book editor

MAZZELLI, A., FOSS, N. and WEBER, L. (2024). *Behavioral Strategy*. Cambridge University Press.

Book chapters

MAZZELLI, A. (2015). Behavioural theory and the family business. In: *Theoretical perspectives on family businesses.* 1st ed. Edward Elgar Publishing.

Conference proceedings

MAZZELLI, A. and NASON, R. (2023). Race, Status, and Entrepreneurial Intentions. *Academy of Management Proceedings*, 2023(1), pp. 17730.

Conference presentations

MAZZELLI, A. (2026). Offshore Data Leaks as a Window into Family Wealth Management. In: Unlocking Private Wealth as a Resource for Solving Global Crises, VW Foundation Theme Week “Strained Resources, Multiple Crises”. Hannover.

MAZZELLI, A. and LEE, Y.T. (2026). When Boardroom Ties Help or Hurt: Performance Feedback and M&A Outcomes. In: SMS 46th Annual Conference. Berlin, Germany.

FAVARON, S. and MAZZELLI, A. (2025). Celebrity, Transgression, and Performance Rebound: Evidence from Professional Basketball. San Francisco, California.

MAZZELLI, A. and FAVARON, S. (2025). Celebrity, Transgression, and Performance Rebound: Evidence from Professional Basketball. In: SMS 45th Annual Conference. San Francisco.

MONTORI, E., MAZZELLI, A. and CARTER, J. (2025). Breaking Free or Breaking Up: Racial Discrimination and Black Founders’ Entrepreneurial Journeys. In: AOM Annual Meeting 2025. Copenhagen.

MAZZELLI, A., ILSEVEN, E. and FOSS, N. (2025). Preventing and Recovering from Cooperation Breakdowns: Prosociality and Organizational Design. In: AOM Annual Meeting 2025. Copenhagen.

MAZZELLI, A., NASON, R., MAI, K. and YEPREMYAN, A. (2024). Race, status, and entrepreneurial intentions. In: DRUID24. Nice.

MAZZELLI, A., NASON, R., MAI, K. and YEPREMYAN, A. (2024). Race, status, and entrepreneurial intentions. In: INSEAD Doriot Entrepreneurship Conference 2024. Abu Dhabi.

MAZZELLI, A., ILSEVEN, E. and FOSS, N. (2024). Reeling in the burnout: Organization design as a regulator of burnout in interdependent task environments. In: SMS 44th Annual Conference. Istanbul.

MONTORI, E., MAZZELLI, A. and CARTER, J. (2024). Redefining Necessity: Racial discrimination and necessity entrepreneurship. In: 40th EGOS Colloquium. Milan.

MONTORI, E., MAZZELLI, A. and CARTER, J. (2024). Redefining Necessity: Racial discrimination and necessity entrepreneurship. In: 2024 BCERC. Munich.

MAZZELLI, A. and NASON, R. (2023). Race, Status, and Entrepreneurial Intentions. In: AOM Annual Meeting 2023. Boston.

MAZZELLI, A., NASON, R. and CARTER, J. (2023). Black and White Don't Matter if you Speak Green… and other Inter-identity Narrative Practices among Black Entrepreneurs. In: MOC Best Paper in Entrepreneurial Cognition, AOM Annual Meeting 2023. Boston.

Faculty research seminar presentations

MAZZELLI, A., NASON, R., MAI, K. and YEPREMYAN, A. (2026). Race, Status, and Entrepreneurial Intentions. In: Venice School of Management, Università Ca' Foscari Venezia. Venice.

Other research activities

Senior or associate editor

Since 2025 BRQ Business Research Quarterly

PhD supervision

Since 2023 E. MONTORI, SKEMA Business School, PhD thesis, Thesis co-director