Bruno CIRILLO

Associate Professor

Academy: Innovation

Research center: Knowledge, Technology and Organization

Campus: Sophia Antipolis

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Research interests

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, Promotion

Education

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

Full-time academic positions

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

Since 2025	JoM Editorial Review Board member, SAGE Publications, United States of America
Since 2025	Knowledge, Technology & Organisation Research Centre Director, SKEMA Business School, France
Since 2023	SMJ Editorial Review Board member, Strategic Management Society, United States of America
Since 2022	SEJ Editorial Review Board member, Strategic Management Society, United States of America
Since 2021	Organization Science Editorial Review Board member, Institute for Operations Research and the Management Sciences (INFORMS), United States of America
Since 2018	JMS Editorial Review Board member, WILEY, United States of America
2024 - 2025	Representative-at-large for the Strategic Human Capital Interest Group (IG) of the Strategic Management Society (SMS)., Strategic Management Society, United States of America
2005 - 2007	Research Assistant, Università degli Studi "Gabriele d'Annunzio", Italy

Research grants, Awards and Honors

Awards and Honors

2026	Best Reviewer Award, Journal of Management, Journal of Management, United States of America
2026	SEJ Outstanding Reviewer Award, Strategic Entrepreneurship Journal, Strategic Management Society, United States of America
2025	SEJ Outstanding Reviewer Award, Strategic Entrepreneurship Journal., Strategic Management Society, United States of America
2024	SEJ Outstanding Reviewer Award, Strategic Entrepreneurship Journal., Strategic Management Society, United States of America
2024	Best Paper Finalist, Academy of Management, TIM division., Academy of Management (AOM), United States of America
2023	Outstanding ERB Reviewer Award, Organization Science., Institute for Operations Research and the Management Sciences (INFORMS), United States of America
2018	SKEMA Best Research Award, SKEMA Business School, France
2018	EBS-SITE Best Paper award - 2nd prize, EBS Paris - European Business School, Germany
2013	TIM Best Dissertation Award, Academy of Management (AOM), United States of America

Publications

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

CIRILLO, B. (2025). SMS 2025 San Francisco Workshop: Junior Faculty Paper Development Workshop. San Francisco.

CIRILLO, B., TZABBAR, D. and BRESCHI, S. (2025). The Differential Impacts of Technological and Collaboration Centralities on Knowledge Employee Promotions. In: Bocconi Strategic Human Capital Workshop. Milan.

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 Hign-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 Hign-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 Hign-tech Industries. In: Sumantra Ghoshal conference. London.

CIRILLO, B., BRESCHI, S. and PRENCIPE, A. (2012). Unleashing Explorative Potential: The Spin-out Effect in Hign-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

Editorial board member

Since 2025	Journal of Management
Since 2023	Strategic Management Journal
Since 2023	Strategic Entrepreneurship Journal
Since 2021	Organization Science
Since 2014	Journal of Management Studies

Organization of a conference or a seminar

2025	SMS Junior Faculty Paper Development Workshop, United States of America
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

2024 - 2025	Representative-at-Large for the Strategic Human Capital Interest Group of the Strategic Management Society, United States of America
2013 - 2025	Strategic Management Society
2009 - 2023	Academy of Management Association, TIM and BPS divisions