

**Fabrice
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Education

Ph.D. in Management (Organizational Behavior) - INSEAD
Dissertation : "Linking Team Diversity to Extreme Organizational Outcomes"
Master of Business Administration - First Year Honors - Harvard Business School
Master of Science in Computer Engineering-ENSTA/Stanford University
Bachelor of Arts in Mathematics and Physics - Ecole Polytechnique - Paris

Research Areas

Organizational Theory linking team dynamic to extreme outcomes. Aiming to contribute to perspective focusing on extremely low (e.g. Governance) or high (e.g; Creativity, Entrepreneurship) organizational outcomes. Social networks, both as a method and an alternative view of team composition.

Publications

✉ Academic Publications

Articles

"When "It depends" amounts to more than simple contingent relationships: Three canonical forms of inversions" (F. Cavarretta, L. Trinchler, D. Choi, S. Hannah), *Journal of Organizational Behavior*

"Task complexity and shared value orientation: exploring the moderators of a social dilemma in team social networks" (F. Godart, F. Cavarretta, M. Thieman), *Industrial and Corporate Change*

"Debunking the false dichotomy of leadership idealism and pragmatism: Critical evaluation and support of newer genre leadership theories" (S. Hannah, J. Sumanth, P. Lester, F. Cavarretta), *Journal of Organizational Behavior*, Jul 2014, Vol. 35, Issue 5, p. 598-621

"Who Changes Course? The Role of Domain Knowledge and Novel Framing in Making Technology Changes" (N. Furr, F. Cavarretta, S. Garg), *Strategic Entrepreneurship Journal*, Sep 2012, Vol. 6, Issue 3, p. 236-256

"Too much of a good thing? Resources effects in new ventures" (F. Cavarretta, N. Furr), *Frontiers of Entrepreneurship Research*, Jun 2011, Vol. 31, Issue 3, p. 85-99

"A framework for examining leadership in extreme contexts" (S. Hannah, M. Uhl-Bien, B. Avolio, F. Cavarretta), *The Leadership Quarterly*, Dec 2009, Vol. 20, Issue 6, p. 897-919

"Le marché des systèmes de paiements électroniques" (F. Cavarretta), *Systèmes et Sécurité*, Jan 1996, Vol. 4, Issue 4

Book Chapters

Quels compromis pour composer l'équipe entrepreneuriale. In: *L'Art d'Entreprendre : des Idées pour Agir* . Paris (France) : Pearson Education, Hamid Bouchikhi. 2008, p. 55-55

▣ Professional Publications

Books

Oui, la France est un paradis pour entrepreneurs. paris (France) : Plon, 2016
(<http://www.cavarretta.fr/fpe/en>)

▣ Working Papers

"Leadership beyond the Tipping Point: Toward the Discovery of Inversions and Complementary Hypotheses" (F. Cavarretta, S. Hannah, R. Piccolo, M. Uhl-Bien). Essec Research Center, DR-1519 Oct 15.

"An Inquiry into the Epistemic Properties of Entrepreneurs' Theories of Action" (F. Cavarretta, N. Furr). Essec Research Center, DR-1415 Nov 14.

▣ Other Publications

Articles published in Conference Proceedings

"Task complexity and value orientation: Exploring the moderators of a dilemma in social networks", With F. Godart, M. Thieman. In : *AOM Annual Meeting Proceedings*, AOM Annual Meeting. Orlando (USA) : Academy of Management, 2013, p. 1-6

"Distinguishing Extreme vs. Average Performance in Nascent Firms: Putting Risk Back into Entrepreneurship Research", With A. Robb. In : *Frontiers of Entrepreneurship Research*, Babson College Entrepreneurship Research Conference. Babson Park (USA) : Digital Knowledge at Babson, 2009

"Impact of intrateam diversity on team performance". In : *Proceedings of the Sixty-sixth Annual Meeting of the Academy of Management*, Sixty-sixth Annual Meeting of the Academy of Management. Philadelphia (U.S.A.) : George T. Solomon (Ed.), 2007

Press Articles

"Quels compromis pour composer l'équipe entrepreneuriale". *Les Echos*, 05 Jun 2008, p. 11-12