

PIER LUIGI GIARDINO

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SHORT BIO

I am a Ph.D. candidate in management at the University of Trento. My research and publications address corporate misconduct, behavioral strategy, and strategic decision making.

EDUCATION

Ph.D., Economics and Management <i>University of Trento</i>	2021 – 2025
M.Sc., Business Administration cum laude <i>University of Rome “Tor Vergata”</i>	2019 – 2021
B.Sc., International Business and Management* <i>Higher School of Economics – Saint Petersburg</i>	2018 – 2019
B.Sc., Business Administration and Economics* <i>University of Rome “Tor Vergata”</i>	2016 – 2019

*Dual degree program

OTHER EDUCATIONAL EXPERIENCES

Summer school in “Teaching Methods” <i>Italian Academy of Business Administration (AIDEA)</i>	11-16/09/2023
Summer school in “Qualitative Fields Methods” <i>London School of Economics</i>	1-18/08/2023
Intensive course in “Foundations of Strategy” <i>Copenhagen Business School</i>	18-26/04/2023
Erasmus+ exchange programme <i>University American College Skopje</i>	09/2020 – 01/2021
Student exchange programme <i>Indian Institute of Management – Bangalore</i>	07/2020 – 09/2020

TEACHING EXPERIENCES

Guest lecturer <i>VIVES University of Applied Sciences</i>	21-25/11/2022
Teaching assistant <i>University of Trento</i>	2022 – 2024

PUBLISHED ARTICLES

1. Cristofaro, M., Giardino, P.L., and Barboni, L. (2025). Growth Hacking: A scientific approach for data-driven decision-making. *Journal of Business Research*, in press.
2. Giardino, P.L. (2025). Marketing automation and decision-making: The role of heuristics and AI in marketing (Book review). *Journal of Management History*, in press
3. Cristofaro, M., Giardino, P.L., Camilli, R., and Hristov, I. (2024). Understanding Behavioral Strategy: A historical evolutionary perspective in 'Management Decision'. *Management Decision*, 62(13), 426-455.
4. Cristofaro, M., Giardino, P.L., Camilli, R., and Hristov, I. (2023). Unlocking the sustainability of medium enterprises: A framework for reducing cognitive biases in sustainable performance management. *Journal of Management & Organization*, 1-31.
5. Giardino, P.L., Delladio, S., Baiocco, S., and Caputo, A. (2023). Beyond myth: A systematic literature review on the emergence of unicorn firms. *Journal of Small Business and Enterprise Development*, 30(6), 1156-1177.
6. Cristofaro, M., Neck, C.P., Giardino, P.L., and Neck, C.B. (2023). Self and shared leadership in decision quality: A tale of two sides. *Management Decision*, 69(9), 2541-2563.
7. Makupa, S.A.K, Cristofaro, M., and Giardino, P.L. (2023). Workplace inclusivity: A literature review from a Strategy-as-Practice perspective. *Corporate Governance and Research & Development Studies*, 1, 61-83.
8. Giardino, P.L., Cristofaro, M., and Marullo, C. (2022). Managing open innovation projects: An evidence-based framework for SMEs and large companies cooperation. *Management Research Review*, 46(8), 1163-1183.
9. Cristofaro, M., Giardino, P.L., Misra, S., Pham, Q.T., and Phan, H.H. (2022). Behavior or culture? Investigating the use of cryptocurrencies for electronic commerce across the U.S. and China. *Management Research Review*, 46(3), 340-368.
10. Cristofaro, M., Giardino, P.L., Malizia, A.P., and Mastrogiorgio, A. (2022). Affect and cognition in managerial decision making: A systematic literature review of neuroscience evidence. *Frontiers in Psychology*, 13, 762993.
11. Cristofaro, M., Giardino, P.L., and Leoni, L. (2021). Cognitive biases' influence on employees' product creativity and product performance: Evidence from Italian manufacturing technology firms. *Journal of Manufacturing Technology Management*, 33(4), 675-695.
12. Pham, Q.T., Phan, H.H., Cristofaro, M., Misra, S., and Giardino, P.L. (2021). Examining the intention to invest in cryptocurrencies: An extended application of the theory of planned behavior on Italian independent investors. *International Journal of Applied Behavioral Economics*, 10(3), 59-79.
13. Cristofaro, M., Giardino, P.L., and Leoni, L. (2021). Strengths, weaknesses, opportunities, and threats of online teaching during COVID-19 pandemic: Results of a Delphi survey. *International Journal of Information and Operations Management Education*, 7(2), 93-112.
14. Cristofaro, M., Giardino, P.L., and Leoni, L. (2021). Back to the future: A review and editorial agenda of the International Journal of Business Research and Management. *International Journal of Business Research and Management*, 12(1), 16-33.
15. Cristofaro, M., Giardino, P.L., and Leoni, L. (2021). Reflective and intuitive thinking: How do they influence learning and performance in simulation gaming?. *International Journal of Information and Operations Management Education*, 7(1), 45-65.
16. Cristofaro, M., and Giardino, P.L. (2020). Core self-evaluations, self-leadership, and the self-serving bias in managerial decision making: A laboratory experiment. *Administrative Sciences*,

10(3), 64-87.

17. Cristofaro, M., Giardino, P.L., and Leoni, L. (2020). The influence of core self-evaluations on group decision making processes: A laboratory experiment. *Administrative Sciences*, 10(2), 29-44.
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ARTICLES UNDER REVIEW

18. Selivanovskikh, L., Giardino, P.L., Cristofaro, M., Bao, Y., Yan, W. and Wang, L. (YYYY). Strategic ambiguity: A systematic review, a typology, and a dynamic capability view. *Management Decision*.
19. Cristofaro, M., Augier, M., and Giardino, P.L. (YYY). From insight to oversight: The paradox of AI's influence on cognitive biases in strategic decision-making. *Long Range Planning*.
20. Cristofaro, M., Giardino, P.L., and Muldoon, J. (YYYY). Entrepreneurial decision-making, AI, and prior knowledge effects on opportunity recognition, assessment, and exploitation. *Technology in Society*.
21. Cristofaro, M. and Giardino, P.L. (YYYY). Surfing the AI Waves: The historical evolution of Artificial Intelligence in management and organizational studies and practices. *Journal of Management History*.
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BOOK CHAPTERS

22. Giardino, P.L. (2024). Oltre l'ordinario: Alla scoperta delle startup unicorno. In Cucari N. & Franzese M. (Eds) *Essere startupper. Il primo manuale diffuso sulle startup* (pp. 282-291). McGraw Hill. ISBN: 9788838612589
23. Bucci, F.S., Cristofaro, M., and Giardino, P.L. (2022). Infodemia e pandemia: La cognitive warfare ai tempi del SARS-CoV-2. In *Difesa e Sicurezza dell'Italia: Strategie di Sistema* (pp.353–359). Rome, Italy: Centro Studi per la Difesa. ISBN: 9788831203807
24. Giardino, P.L. (2021). Applying bi-cooperative games in managerial decision-making processes: A theoretical explanation and implication for practice. In *Emotion, Cognition and Their Marvelous Interplay in Managerial Decision Making* (pp.118–141). Newcastle upon Tyne, United Kingdom: Cambridge Scholars Publishing. ISBN: 1527567206
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CONFERENCE PROCEEDINGS

25. Giardino, P.L. and Caputo, A. (2024). Do personality traits matter in executives' misconduct?: A literature review. *British Academy of Management 2024 Conference*. ISBN: 978-9-9956413-7-2
26. Giardino, P.L. and Caputo, A. (2024). Corporate misconduct: Looking at executives' personality traits. *Management International Conference*, pp. 203-206. University of Primorska Press. ISBN: 978-961-293-322-7
27. Makupa, S., Cristofaro, M., and Giardino, P.L. (2023). Inclusivity as a strategic practice. An original review. *Proceeding of 2nd conference in Business Research & Management (BRM) "Business research in the new normal"*, pp. 61-72. Aracne. ISBN: 9791221808780
28. Cristofaro, M., Neck, C.P., Giardino, P.L., and Neck, C.B. (2022). An investigation on leadership and decision quality. *Referred Electronic Conference Proceedings of Sinergie – Sima Management Conference*. pp.441-446. Fondazione CUEIM. ISBN: 9788894713602
29. Cristofaro, M., Neck, C.P., Giardino, P.L., and Neck, C.B. (2022). A study on the link between shared leadership and decision quality. *Proceeding of 1st conference in Business Research & Management (BRM) "Emerging issues after COVID-19 time"*, pp. 17–23. Aracne. ISBN:
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CONFERENCES

1. Giardino, P.L., and Caputo, A. (2024). Do personality traits matter in executives' misconduct?: A literature review. *British Academy of Management annual conference*, 2-6 September 2024 (Nottingham Business School, United Kingdom).
2. Giardino, P.L., and Caputo, A. (2024). Dark personality traits and corporate misconduct: A theory of planned behavior perspective. *EAWOP SGM on Dark Personalities in Organizations*, 17-19 July 2024 (Seeburg Castle University, Austria).
3. Giardino, P.L., and Caputo, A. (2024). (ir)Responsible management: A systematic review of apical decision-makers' personality traits. *European Academy of Management annual conference*, 25-28 June 2024 (University of Bath, United Kingdom).
4. Giardino, P.L., and Caputo, A. (2024). Do executive actions reflect their personality traits?: A review of organizational misconduct. *Sinergie-SIMA annual conference*, 13-14 June 2024 (University of Parma, Italy).
5. Giardino, P.L. and Caputo, A. (2024). Corporate misconduct: Looking at executives' personality traits. *Management International Conference*, 5-8 June 2024 (University of Trento, Italy).
6. Giardino, P.L. (2024). What's the role of top decision-makers' personality traits in the occurrence of organizational misconduct? A systematic literature review. *Paper development workshop in knowledge management*, 17 May 2024 (University of Rome "Tor Vergata", Italy).
7. Giardino, P.L., Delladio, S., Baiocco, S., and Caputo, A. (2023). Where from and How do Unicorns Emerge? *XIII Annual International Academic Conference "Foresight and STI Policy"*, 9-16 November 2023 (Higher School of Economics, Virtual).
8. Giardino, P.L. (2023). Corporate misconduct in the fintech industry: A multilevel perspective. *Strategy Jam*, 27-28 June 2023 (University of Connecticut, Virtual).
9. Giardino, P.L., Delladio, S., and Caputo, A. (2023). Behind the door to Narnia: A systematic literature review of high-growth firms management team. *European Academy of Management annual conference*, 14-16 June 2023 (Trinity Business School, Ireland).
10. Mukupa, S.A.K., Cristofaro, M., and Giardino, P.L. (2023). Inclusivity: A literature review from a Strategy-As-Practice perspective. *2nd Conference in Business Research & Management (BRM): Business research in the new normal*, 25-26 May 2023 (University of New York Tirana, Albania).
11. Cristofaro, M., Hristov, I., Giardino, P.L., and Camilli, R. (2022). Biases and sustainable performance management systems: An analysis of Italian medium companies. *R&D Management annual conference*, 11-13 July 2022 (University of Trento, Italy).
12. Cristofaro, M., Neck, C.P., Giardino, P.L., and Neck, C.B. (2022). An investigation on leadership and decision quality. *Sinergie-SIMA annual conference*, 30-1 July 2022 (Bocconi University, Italy).
13. Giardino, P.L. (2022). Managing open innovation with 'agility': Qualitative evidence from Italian SMEs and LCs. *European Academy of Management Doctoral Colloquium 2022*, 13-14 June 2022 (Zurich University of Applied Sciences, Switzerland).
14. Cristofaro, M., Neck, C.P., Giardino, P.L., and Neck, C.B. (2022). A study on the link between shared leadership and decision quality. *1st conference in Business Research & Management (BRM): Emerging issues after COVID-19 time*, 26-27 May 2022 (University of Castilla-La

Mancha, Spain).

15. Cristofaro, M, Leoni, L., and Giardino, P.L. (2021). Cognitive biases, employees' product creativity, and product performance in manufacturing technology firms. *Western Academy of Management annual conference*, 21-24 April 2021 (Virtual).
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ACADEMIC HONORS, AWARDS, and RECOGNITIONS

Outstanding reviewer award – Management Decision (2024)

Outstanding reviewer award – Management Research Review (2024)

Outstanding reviewer award – Journal of Management History (2024)

Best paper award – 2nd Conference in Business Research & Management (2023)

Best reviewer award – International Journal of Business Research Management (2022)

Best paper award (finalist) – European Academy of Management Doctoral Colloquium (2022)

PROFESSIONAL SERVICES and AFFILIATIONS

Ad hoc reviewer for “Business Research Quarterly”, “International Journal of Business Research Management”, “Journal of Management & Organization”, “Journal of Management History”, “Journal of Neuroscience, Psychology, and Economics”, “Journal of the International Council for Small Business”, “Management Decision”, “Management Research Review”, “Strategic Change”, “Technology in Society”.

Affiliated to “Academy of Management”, “European Academy of Management”, “British Academy of Management”, “Società Italiana di Management”.

Executive Communications Director for the “Management History” division at the Academy of Management.

Organizer for “R&D Management Conference 2023 Track 5.7 Fair and inclusive transition for SMEs in the digital era”.

Thesis support for Gloria Maria Rapagna (a.y. 2022/2023), Giulia Russo (a.y. 2023/2024).

PUBLIC ENGAGEMENT

Cristofaro, M., Giardino, P.L., and Barboni, L. (29th November 2024). Growth Hacking: Come i dati diventano decisioni vincenti. *Mark Up*. Available at: <https://www.mark-up.it/growth-hacking-come-i-dati-diventano-decisioni-vincenti/>
