Guoli Chen is a Professor of Strategy at INSEAD. He received his PhD in Strategic Management from the Pennsylvania State University. He teaches Strategy, Value Innovation, Incentives Design, and Corporate Governance courses to the MBA, PhD, and Executive Education programme participants.

Guoli's research focuses on the influence of CEOs, top executives, and boards of directors on firms' strategic choices and organisational outcomes, as well as the interaction and dynamics in the top management team and CEO-board relationships. He is interested in organisational growth, renewal, and corporate development activities, such as IPOs, M&As, innovation, globalisation. He has published in several top academic journals, such as Administrative Science Quarterly, Academy of Management Journal, Strategic Management Journal, Organization Science, Journal of Business Venturing, Leadership Quarterly, and Strategic Organization. His papers have received awards at the Academy of Management Conference and Strategic Management Society Conference. He was a representative-at-large of the Corporate Strategy and Corporate Governance interest group of the Strategic Management Society and serves on the editorial board of the Academy of Management Journal.

Before starting his academic career, Guoli worked as an investment banker at Daiwa Securities SMBC. He provided financial consulting in the areas of IPOs, fundraising, and company restructuring.

**RESEARCH AREAS**

CEOs and Top Management Teams, CEO Succession, Executive Compensation, Corporate Governance and Board of Directors, Organisational Renewal and Growth

**TEACHING AREAS**

Strategy Implementation and Organisational Change, Corporate Strategy and Corporate Governance
PUBLICATIONS

- Back to School: CEOs’ Pre-career Exposure to Religion, Firm’s Risk-Taking, and Innovation
- Seeing the Unseen: Behind Chinese Tech Giants’ Global Venturing
- Hedge Fund Investor Activism And Human Capital Loss
- The “Butterfly Effect” in Strategic Human Capital: Mitigating the Endogeneity Concern About the Relationship Between Turnover and Performance
- Does Nepotism Run in the Family? CEO Pay and Pay?Performance Sensitivity in Indian Family Firms
- Generalist Versus Specialist CEOs and Acquisitions: Two-sided Matching and the Impact of CEO Characteristics on Firm Outcomes
- That Could Have Been Me: Director Deaths, CEO Mortality Salience, and Corporate Prosocial Behavior
- Chief Sustainability Officers and Corporate Social (Ir)responsibility
- The CEO and CFO Pairing That Makes Mergers More Successful
- CEO Attributes and Firm Performance: A Sequential Mediation Process Model
- The Differential Effects of CEO Narcissism and Hubris on Corporate Social Responsibility
- Firm-specific Knowledge Assets and Employment Arrangements: Evidence from CEO Compensation Design and CEO Dismissal
- Uber vs. Didi: The Race for China’s Ride-hailing Market
- Sunac’s Acquisition of Greentown in the Chinese Real Estate Market (C)
- Sunac’s Acquisition of Greentown in the Chinese Real Estate Market (B)
- Sunac’s Acquisition of Greentown in the Chinese Real Estate Market (A)
- Female Board Representation and Corporate Acquisition Intensity
- Narcissism, Director Selection, And Risk-Taking Spending
- Initial Compensation of New CEOs Hired in Turnaround Situations
- Passing Probation: Earnings Management by Interim CEOs and Its Effect on Their Promotion Prospects
- Making the Same Mistake all Over Again: CEO Overconfidence and Corporate Resistance to Corrective Feedback
- How CEO Hubris Affects Corporate Social (Ir)responsibility
- Modernizing without Westernizing: Social Structure and Economic Action in the Indian Financial Sector
- CEO Narcissism and the Impact of Prior Board Experience on Corporate Strategy
- When the Role Fits: How Firm Status Differentials Affect Corporate Takeovers
- Can you Believe it? Managerial Discretion and Financial Analysts’ Responses to Management Earnings Forecasts
- Executive Accountability Around the World: Sources of Cross-national Variation in Firm Performance–CEO Dismissal Sensitivity
- CEO Replacement in Turnaround Situations: Executive (Mis)fit and Its Performance Implications
- How much prestige is enough? Assessing the value of multiple types of high-status affiliates for young firms
- Expatriate Utilization and Foreign Direct Investment Performance: The Mediating Role of Knowledge Transfer
- CEO Elitist Association: Toward a New Understanding of an Executive Behavioral Pattern
- Puttin’ on the Ritz: Pre-IPO Enlistment of Prestigious Affiliates as Deadline-Induced Remediation