BIOGRAPHY

Dr. Quy Nguyen Huy is a professor of strategy at INSEAD since 1998. He is known as a pioneering world scholar in linking social-emotional factors to the performance of strategic change and organizational innovation. Dr. Huy’s research on strategic change, strategy execution, and organizational innovation has won ten international awards and was published in prestigious scholarly and practice journals such as Administrative Science Quarterly, the Academy of Management Journal, Academy of Management Review, Harvard Business Review, MIT Sloan Management Review, Organization Science, and Strategic Management Journal. Dr. Huy’s research on middle managers was published in and selected by Harvard Business Review as “Breakthrough Ideas for Today’s Business Agenda.”

Dr Huy’s pioneering research on how collective emotions and emotional capital enhance organizational innovation and strategy execution has been applied by numerous organizations worldwide, both in the private and nonprivate sectors. Dr. Huy has done executive development, teaching, consulting or coaching for a wide range of profit and non-profit organizations worldwide, including Aerospatiale Matra, Alcan, the Aga Khan Foundation, Alcan, Alstom, Arcelor Mittal, Astra Zeneca, Bell Canada Enterprises, British Telecom, Electricité et Gaz de France, Fiat, Fujitsu, Google, Hewlett Packard, IBM, HIV Aids Alliance, Intesalat, the International Federation of Red Cross Red Crescent, LG Electronics, Lufthansa, Marconi, Matsushita, Motorola, Petrobras, the Royal Bank of Canada, Sasken, Standard Chartered Bank, Sicredi, Siemens, United Arab Emirates Civil Service, and Via Rail Canada.

Huy was originally trained as an electrical engineer then in corporate finance. He worked for 16 years in various managerial functions with several large information technology firms in North America. His managerial career covered systems and software engineering; sales and marketing of digital platforms;
and corporate finance, where he dealt with institutional investors and credit rating agencies and worked on joint ventures, mergers and acquisitions, and turnarounds of firms with turnover up to 10 billion dollars. Huy is also a Chartered Financial Analyst (CFA). He specialized in the determination of cost of capital, analysis of very large capital projects, capital structure and debt financing, and valuation of business ventures and risks.

**RESEARCH AREAS**


**TEACHING AREAS**

Strategy Execution Stress Tests, Managing Strategic Change and Innovation

**PUBLICATIONS**

- Why Do Some Multinational Firms Respond Better Than Others to the Hostility of Host Governments? Proximal Embedding and the Side Effects of Local Partnerships
- Multinationals Need Closer Ties as Globalization Retreats
- No Change Is an Island: How Interferences Between Change Initiatives Evoke Inconsistencies That Undermine Implementation
- Regulating Top Managers' Emotions During Strategy Making: Nokia’s Socially Distributed Approach Enabling Radical Change from Mobile Phones to Networks in 2007-2013
- Strategic Change and Renewal
- How to Reduce the Risk of Colliding Change Initiatives
- Emotions, Time, and Strategy: The Effects of Happiness and Sadness on Strategic Decision-Making Under Time Constraints (101954)
- What We Share Is Who We Are and What We Do: How Emotional Intimacy Shapes Organizational Identification and Collaborative Behaviors
- Exploring the Affective Underpinnings of Dynamic Managerial Capabilities: How Managers’ Emotion Regulation Behaviors Mobilize Resources for Their Firms
- The More You Care, the Worthier I Feel, the Better I Behave: How and When Supervisor Support Influences (Un)Ethical Employee Behavior
- Emotional Practices: How Masking Negative Emotions Impacts the Post-Acquisition Integration Process
- The More You Care, the Worthier I Feel, the Better I Behave: How and When Supervisor Support Influences (Un)Ethical Employee Behavior
- Emotional Practices: How Masking Negative Emotions Impacts the Post-Acquisition Integration Process
- Time in Strategic Change Research
- Integrating Emotions and Affect in Theories of Management
- How Middle Managers Manage the Political Environment to Achieve Market Goals: Insights from China’s State-Owned Enterprises
- The Process of Postmerger Integration: A Review and Agenda for Future Research
- Curtailing the Harmful Effects of Workplace Incivility: The Role of Structural Demands and Organization-Provided Resources
- Distributed Attention and Shared Emotions in the Innovation Process: How Nokia Lost the Smartphone Battle
- Assessing Collective Affect Recognition via the Emotional Aperture Measure
- From Support to Mutiny: Shifting Legitimacy Judgments and Emotional Reactions Impacting the Implementation of Radical Change
● The Key to Social Media Success Within Organizations
● Emotions and Strategic Organization: Opportunities for Impactful Research
● Improving the Odds of Publishing Inductive Qualitative Research in Premier Academic Journals
● How Middle Managers’ Group-focus Emotions and Social Identities Influence Strategy Implementation
● Where are the New Theories of Organization?
● The Truth about Middle Managers: Who They Are, How They Work, Why They Matter (Book Review)
● Emotional Aperture and Strategic Change: The Accurate Recognition of Collective Emotions
● How Entrepreneurs use Symbolic Management to Acquire Resources
● An Emotion-Based View of Strategic Renewal
● The Rhythm of Change
● Emotional Balancing of Organizational Continuity and Radical Change: The Contribution of Middle Managers
● Time, Temporal Capability, and Planned Change
● In Praise of Middle Managers
● Emotional Capability, Emotional Intelligence, and Radical Change