



ORGANISATIONAL BEHAVIOUR

## GIANPIERO PETRIGLIERI

Academic Director, Initiative for Learning Innovation and Teaching Excellence

Associate Professor of Organisational Behaviour

[Personal Website](#) [CV](#)

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### BIOGRAPHY

Gianpiero Petriglieri ([@gpetriglieri](#)) is an Associate Professor of Organisational Behaviour at INSEAD. He directs the [Management Acceleration Programme](#), the school's flagship Executive Education programme for emerging leaders, and is the Academic Director of the [INSEAD Initiative for Learning Innovation and Teaching Excellence](#).

Gianpiero's award-winning research and teaching focus on what it means, and what it takes, to become a leader. He is particularly interested in the development and exercise of leadership in the age of "nomadic professionalism," in which people have deep bonds to work but loose affiliations to organizations, and authenticity and mobility have replaced loyalty and advancement as hallmarks of virtue and success.

Gianpiero's [research](#) has appeared in the Administrative Science Quarterly, Academy of Learning & Education, and Organization Studies. He also writes regularly for the [Harvard Business Review](#), where five of his [essays](#) have been included among the "ideas that shaped management" in the last decade. His work has been featured in a range of media including the BBC, Financial Times, The Economist, Businessweek, and The Washington Post. He has chaired the World Economic Forum's Global Agenda Council on new models of leadership and has been named as one of the 50 most influential management thinkers in the world by [Thinkers50](#).

Building on this research, Gianpiero has contributed to refining a unique approach to experiential leadership development that aims to accelerate the development of individual leaders as well as to strengthen leadership communities within and across organisations. Alongside the Management Acceleration Programme, he designs and directs customized leadership development programmes for multinationals in a variety of industries. He also [speaks widely](#) on how to live, lead, and learn "on the move" without losing one's roots.

In the INSEAD MBA, Gianpiero teaches the core course "Ethics: Value-based leadership for cosmopolitans." He taught the "Leading People and Groups" core course for five years, receiving the students' Outstanding Teacher Award, and has earned numerous Dean's Commendations for Teaching Excellence in MBA and Executive Education. His executive programmes have also received school- and industry-wide awards for excellence in the practice of executive education.

A Medical Doctor and Psychiatrist by training, Gianpiero has worked as an executive coach, practiced as a psychotherapist, and served on the staff of group relations conferences in Europe and the United States. He has held Visiting Professor positions at the Harvard Business School, and at Copenhagen Business School. You can learn more about Gianpiero's work on [his webpage](#) or connect to him on [LinkedIn](#) .

## RESEARCH AREAS

Leadership Development, Identity Dynamics, Systems Psychodynamics, Personal and Professional Learning & Development

## TEACHING AREAS

Leadership, Team Dynamics, Personal and Professional Development and Change, Coaching and Group Facilitation Skills

## PUBLICATIONS

- [Agony and Ecstasy in the Gig Economy: Cultivating Holding Environments for Precarious and Personalized Work Identities](#)
- [Fast Tracks and Inner Journeys: Crafting Portable Selves for Contemporary Careers](#)
- [Thriving in the Gig Economy: How Successful Freelancers Manage the Uncertainty](#)
- [Can Business Schools Humanize Leadership?](#)
- [The Talent Curse](#)
- [Leadership and Identity: An Examination of Three Theories and New Research Directions](#)
- [The Unwanted Self: Projective Identification in Leaders' Identity Work](#)
- [Identity Workspaces for Leadership Development](#)

## CASE WEBSITES

- [Katelyn Neilson, MBA](#)
- [Ten Years Later](#)