

FABRICE CAVARRETTA

Assistant Professor Management and Entrepreneurship
ESSEC Business School
Avenue Bernard Hirsch BP 105 - 94021 Cergy Pontoise Cedex

Tel: +33 6 09 59 46 74 E-mail : Cavarretta (at) essec.fr

EDUCATION

- 2003-2008 **INSEAD** Fontainebleau, France
Ph. D. in Management (Organizational Behavior)
Committee: Bruce Kogut (chair), Henrik Bresman, Christoph Loch, Randal Peterson
Dissertation: "Team Diversity and Performance Variability"
- Université Paris-Dauphine** (joint) Paris, France
Doctorat de Gestion (DMSP) **Committee:** Isabelle Huault (chair), Isabelle Royer,
Raymond-Alain Thiétart, Rodolphe Durand, Christophe Loch
- 1994-1996 **HARVARD BUSINESS SCHOOL** Boston, MA
Master of Business Administration, First Year Honors
- 1989-1991 **ENSTA / STANFORD UNIVERSITY** Paris, France / Palo Alto, CA
Master of Science in Computer Engineering
- 1985-1988 **ECOLE POLYTECHNIQUE** Paris, France
Bachelor of Arts in Mathematics and Physics

ACADEMIC INTERESTS

Research: Organizational Theory; team composition; perspectives focusing on extremely low (e.g. Governance) or high (e.g. Creativity, Entrepreneurship) organizational performance; social networks.

Teaching: Organizational Behavior and Organizational Theory; Entrepreneurship.

PUBLICATIONS

"Impact of intrateam diversity on team performance". In George T. Solomon (Ed.), Proceedings of the Sixty-Sixth Annual Meeting of the Academy of Management, ISSN 1543-8643 (2007).

"Quels compromis pour composer l'équipe entrepreneuriale". In H. Bouchikhi (Ed.), L'Art d'Entreprendre : des Idées pour Agir 55, 2008, Paris: Pearson Education.

"Quels compromis pour composer l'équipe entrepreneuriale", Les Echos, Cahier Entreprendre, p11-12, 5 Juin 2008

"Le marché des systèmes de paiements électroniques", Systèmes et Sécurité 4(4), 1996, in collaboration with J. da Silva.

WORK IN PROGRESS

“Distinguishing extreme vs. average performance in nascent firms: Putting risk back into entrepreneurship research”, manuscript in preparation, in collaboration with Alicia Robb.

“Better, Best Or Worst Team? Linking Intra-Team Diversity to Extreme Team Performance”, INSEAD Working Paper 2007/56/OB

“Getting disoriented by performance variability: a peek through the looking-glass separating averages and extreme outcomes”, INSEAD Working Paper 2008/04/OB

“Distinguishing the social and knowledge risks induced by team diversity”, manuscript in preparation.

“Mechanisms of stratification in social networks: two competing social dilemmas around brokerage”, Working Paper.

“Considering risk in executive education: an empirical multimethod study”, manuscript in preparation, in collaboration with Uta Jüttner, Stefan Michel, Anne Stringfellow

ACADEMIC CONFERENCE PRESENTATIONS

Academy of Management Annual Meeting (AOM 2008), Anaheim, CA, “Distinguishing the social and knowledge risks induced by team diversity” (OMT Division).

European Group for Organizational Studies Annual Meeting (EGOS 2008), Amsterdam, Netherland, “Getting disoriented by performance variability: a peek through the looking-glass separating averages and extreme outcomes”.

Conference International de Management Stratégique (AIMS 2008), Sofia Antipolis, France, “Getting disoriented by performance variability: a peek through the looking-glass separating averages and extreme outcomes”

Organization Science Winter Conference (OSWC 2008), Squaw Creek, CA, “Getting disoriented by performance variability: a peek through the looking-glass separating averages and extreme outcomes” (panel presentation).

Academy of Management Annual Meeting (AOM. 2007), Philadelphia, PA, “Impacts of intrateam diversity on team performance” (OMT Division); selected in the Best Paper Proceedings.

Interdisciplinary Network for Group Research Annual Conference (INGroup July 2007), Lansing, MI, “Impacts of intrateam diversity on team performance”.

European Group for Organizational Studies Annual Meeting (EGOS 2007), Vienna, Austria, “Two ways to take chances on team composition”.

Academy of Management Annual Meeting (AOM 2006), Atlanta, GA, “Mechanisms of stratification in social networks: two competing social dilemmas around brokerage” (OMT Division).

Academy of Management Learning and Education conference on “Executive Education: Challenges and Opportunities” (3-4 July 2006), IMD, Lausanne, “Risk in executive education: simultaneous increases in failures and successes using a facilitation style”.

ACADEMIC INVITED PARTICIPATIONS AND WORKSHOPS

Member of the NORC Data Enclave for the Kaufman Firm Survey (KFS). Invited participant to the enclave training in Washington, DC (March 2008).

Research on Managing Groups and Teams RMGT Annual Conference, Theme: Diversity (May 2007), Cornell University, NY, invited participant.

West Coast Research Symposium on Technology Entrepreneurship (Sept. 2006), Seattle, WA, Doctoral Consortium Participant.

Santa Fe Institute Complex Systems Summer School (June 2006), Santa Fe, NM, invited participant.

ACADEMIC AFFILIATIONS AND ACTIVITIES

Membership

Academy of Management

INFORMS

American Sociological Association

EGOS

Reviewer

Administrative Science Quarterly

Organization Science

National Science Foundation (NFS)

Conferences Reviews: Academy of Management Annual Meeting, American Sociological Association Annual Meeting

Doctoral Consortia

Doctoral Consortium AOM/OMT-ODC-MOC, Philadelphia, 2007

Dissertation Proposal Workshop, AOM/OMT Division, Atlanta, 2006

New Doctoral Student Consortium, AOM, New Orleans, 2004

HONORS AND AWARDS

Fellowship to the Complex Systems Summer School, Santa Fe Institute, June 2006

INSEAD Scholarship, 2003-2007

Le Nouvel Economist, 2001 (French business magazine): selected among “the 50 leaders of tomorrow”

TASA (Headhunter), Finalist or the “Best Manager of the Year” award, 1999

Harvard Business School Fellowship, 1995-1996; First Year Honors, 1996

Arthur Sachs Scholarship for Harvard Business School, 1994-1996

Ranking in French Competitive Examination in Sciences: 11th Nationwide

REPORTS

Web site on "Tools for Organizational Theory Scholars" at <http://ot.cavarretta.com>

"Method and system for enlisting the help of other people via a communications network". Patent Filed 09/988,435, USPTO (2001), Washington, DC, jointly with A. de Changy

"High-definition and digital television market," Matra/Strategic Studies (1991), ENSTA final thesis.

"Expert system simulation of Spinoza's Ethics," EDF Research Center(1988), Polytechnique final thesis.

SELECTED INVITED PRESENTATIONS

ESSEC Alumni Association (G9), Panel Presenter, "Methods of payment in e-business," June 2003

L'Echangeur (Retailing Industry Conference), Panel Presenter, "The Future of e-commerce," June 1999

Harvard Business School Cyberposium, Panel Presenter, "Doomed future for New Business Models?," Spring 1998

SELECTED PRESS REVIEW

Interviewed or cited in books

Trumbull, G. (2004). Silicon and the State : French innovation policy in the Internet age. Washington, D.C., Brookings Institution Press.

Briançon, P. (2002). Messier Story. Paris, Grasset.

Durand, R. (2001). Amazon contre BOL. Innover dans les services : De l'évident à l'impensable. A. Dumont. Paris, Village Mondial.

Godeluck, S. (1999). Le Boom de la netéconomie. Paris, Agridécisions.

Interviewed in press (comprehensive mention list at <http://pr.cavarretta.com>)

Rose, F. (2000). "Vivendi's High Wireless Act". Wired Magazine

Various mentions in Le Monde, Les Echos, Challenge, L'Expansion (1998-2002) [top generalist newspapers and business magazines]

Consulted for Governmental hearings or reports

Ministère de l'Industry - Jean-Michel Yolin (1999). Internet et les PME. Paris.

Conseil d'état - Isabelle Falque-Pierrotin (1998). Internet et les réseaux numériques. Paris.

Rapport au Premier Ministre - Patrice Martin Lalande(1998). L'Internet :un vrai défi pour la France.

TEACHING EXPERIENCE

As Faculty

- 2007- **ESSEC** (Cergy-Pontoise, France)
MBA Organizational Behavior core course.
MBA Entrepreneurship elective course.
Executive Education – Women’s Entrepreneurship Program – Business Planning
- 1990-1991 **Lycée Buffon** - Instructor Computer Science
1987-1988 **Ecole Polytechnique Feminine** - Instructor Mathematics

Other Teaching

Guest Lecturer – Suffolk University, Boston (MA), ESSEC and CNAM (Paris)

INDUSTRY EXPERIENCE

- 2001-2003 **IPROPI.COM** Paris, France
Founder/CEO
The startup brought to the market an innovative social network service
- 1996-2000 **VIVENDI UNIVERSAL** Paris, France
98-00 **Managing Director BOL FRANCE** (Joint-Venture with BERTELSMANN A.G.)
96-97 **Division Director, Consumer Internet Access (CEGETEL)**
- 1991-1994 **SCHNEIDER ELECTRIC** Grenoble, France
92-94 **Production Manager.**
91-92 **Technology Department Director.**

OTHER PROFESSIONAL EXPERIENCES

Boards / Advisory

- 1997-2002 **G Partners (VC)**, Member of the Investment Committee Bruxelles, Belgium
2000 **Texas Pacific Group (Private Equity)**, Ad hoc advisor London, UK
1999-2000 **Envol (Venture Capital)**, Ad hoc advisor Paris, France
1998-2000 **Viventures (Venture Capital)**, Ad hoc advisor London, UK
1991-curr **Hexagone SA (Manufacturing)**, Advisor to the CEO Rennes, France

Internships

- Sum. 1996 **Morgan Stanley, Investment Banking Division** London, UK
Spr. 1990 **Corporate Value Associates** Paris & Frankfurt, Germany
1988-1989 **Oracle Corporation**, Software Engineer. San Francisco, CA

Military

- 1991-1994 **National War College (reserve)**, Certified Staff Officer Paris, France
1991-1994 **49th Regiment of Infantry (reserve)**, Dty. Company Commander Grenoble, France
1986 **152nd Infantry Regiment** - Deputy Platoon Leader Colmar, France
Fall 1985 **Infantry Cadet School** - Officer Certification Saint Cyr Coëtquidan