

EMILY TRUELOVE

Harvard Business School
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POSITION

Harvard University July 2019-current
Assistant Professor, Organizational Behavior Unit, Harvard Business School

EDUCATION

Massachusetts Institute of Technology 2019
Ph.D. in Work and Organization Studies at MIT Sloan School of Management
Advisors: Katherine Kellogg (MIT), Wanda Orlikowski (MIT), Mike Tushman (HBS)

Harvard University 2008
Ed.M. in Human Development & Psychology

Johns Hopkins University 2004
B.A., English

PUBLISHED PAPERS IN PEER REVIEWED JOURNALS

Truelove, E. and Kellogg, K., 2016. The Radical Flank Effect and Technology Development During a Power Shift. *Administrative Science Quarterly*, 61: 662-701.

WORKING PAPERS AND WORKS IN PROGRESS

Truelove, E. Participation control: How organization members exercise control over crowds. (*2nd round revise & resubmit, Organization Science*)

Truelove, E. Collaboration inside incumbent firms experiencing digital transformation. (Revising manuscript and preparing for submission)

Truelove, E. The microdynamics of managing strategic paradoxes on top management teams. (Revising manuscript and preparing for submission)

Truelove, E. Acquired-firm employee retention: The role of intra-firm status threat. (Revising manuscript and preparing for submission)

WORK IN PROGRESS

Truelove, E. Think Before You Offer a Drink: Alcohol as a Cultural Tool in Different Stages of a Startup Organization. (Data analysis stage)

Truelove, E. Constructing Indispensability: How Historically Dominant Occupational Groups Inside Organizations Retain Power As External Conditions Shift. (Data analysis stage)

OTHER PUBLICATIONS

Books and Book Chapters

Hill, Linda A., Brandeau, G., **Truelove, E.**, and Lineback, K. 2014. *Collective Genius: The Art and Practice of Leading Innovation*. Boston: Harvard Business Review Press.

Hill, Linda A., Travaglini, M., Brandeau, G. and **Stecker (maiden name), E.** "Unlocking the Slices of Genius in Your Organization: Leading for Innovation." Chap. 21 in *Handbook of Leadership and Theory Practice*, edited by Nohria, N. and Khurana, R. Harvard Business Press, 2010.

Articles

Hill, Linda A., Brandeau, G., **Truelove, E.**, and Lineback, K. 2014. Collective Genius. *Harvard Business Review*.

- Winner of the HBR Warren Bennis Prize for the Best Leadership Article (2015)

Ready, D., and **Truelove, E.** 2011. The Power of Collective Ambition. *Harvard Business Review*.

Ready, D., and **Truelove, E.** 2011. Purpose and the Power of Collective Ambition. *Business Strategy Review*.

Ready, D., Conger, J., Hill, L.A., and **Stecker (maiden name), E.** 2010. The Anatomy of a High Potential," *Business Strategy Review*.

Teaching cases published as a faculty member at HBS:

Kathy Fish at Procter & Gamble: Navigating Industry Disruption by Disrupting from Within, HBS case #421-012

Teaching cases published as a research associate at HBS:

Lawson: Becoming the Community Store of 9,000 Japanese Communities, HBS case # 409-112

Systems Infrastructure at Google (A), HBS case #410-110

Systems Infrastructure at Google (B), HBS case #410-111

HCL Technologies (A), HBS case #408-004

HCL Technologies (B), HBS case #408-006

Vineet Nayar at HCL Unstructure 2008 (Video), HBS product #409712-VID

Philipp Justus at eBay Germany (C), HBS case #409-029

Kit Hinrichs at Pentagram (A), HBS case #408-127

Kit Hinrichs at Pentagram (A), HBS case #408-128

Kenny Kahn at Muzak (A), HBS case #408-057

Kenny Kahn at Muzak (A), HBS case #408-069

Dr. Iqbal Surve at Sekunjalo Investment Group (A), HBS case #407-019

Dr. Iqbal Surve at Sekunjalo Investment Group (B), HBS case #407-054

Dr. Iqbal Surve at Sekunjalo Investment Group (C), HBS case #407-055

Dr. Iqbal Surve at Sekunjalo Investment Group (D), HBS case #407-071

Willa Seldon at Tides Center (A), HBS case #406-072

Willa Seldon at Tides Center (B), HBS case #406-087

REFEREED & INVITED PRESENTATIONS

Truelove, E. (2020). Participation control: How organization members exercise control over crowds. Presented at a symposium on how technology shapes creativity-innovation processes at the Academy of Management Meeting, held virtually.

Truelove, E. (2018). Integrating the Crowd into the Firm Production Process: The Critical Role of Guided Mobilization. Presented at a symposium on how advances in digital technologies reconfigure organizational coordination processes at the Academy of Management Meeting, Chicago, IL.

Truelove, E. (2018). Integrating the Crowd into the Firm Production Process: The Critical Role of Guided Mobilization. Presented at the Open and User Innovation Conference at NYU Stern, New York, NY.

Truelove, E. (2018). Firm-Crowd Production: Reconfiguring Firm Offerings for the Digital Age. Presentation at the NYU-Columbia East Coast Doctoral Conference, NY, NY.

Truelove, E. (2017). Reconfiguring Innovation: Digital Disruption in the Advertising Industry. Presentation at CCC held at Wharton, Philadelphia, PA.

Truelove E. and Kellogg, K. (2014). The Radical Flank Effect and Cross-Occupational Collaboration During a Power Shift. Presented at a symposium on incumbent firm adaptation to technological change at the Academy of Management Meeting, Philadelphia, PA.

Truelove, E. and Kellogg, K. (2014). The Radical Flank Effect and Incumbent Firm Adaptation. Presented at the Wharton Mack Institute Technology and Innovation Conference, Philadelphia, PA.

Truelove, E. and Kellogg, K. (2013). The Radical Flank Effect and Incumbent Firm Adaptation. Presented at the Organization Studies Group Seminar, MIT Sloan, Cambridge, MA.

TEACHING EXPERIENCE

Teaching at Harvard Business School

- MBA program
 - LEAD, the core OB course in MBA required curriculum (Fall 2019)
- Executive education programs
 - Harvard Business Analytics Program (Spring 2020)

Teaching at MIT Sloan:

- Undergraduate programs
 - Managerial Psychology, MIT Sloan School of Management (Fall 2016)
- Executive education programs
 - TA for the following MIT courses: Leading Organizations (with Professor Hal Gregersen, MIT Sloan Executive Education); Developing Your Leadership Signature (with Professor Deborah Ancona, MIT Sloan Executive Education); Organizations Lab (with Professor Charlie Fine, MIT Sloan Executive Education)

Selection of Keynote Presentations and Workshops Designed and Delivered for Executive Audiences:

- American Express, New York, NY
- Texas Instruments, Chicago, IL
- Viacom International Media Networks, New York, NY
- Telus, Toronto, Canada
- Boston Patent Law Association, Boston, MA
- Constant Contact Small Business Innovation Loft, Boston, MA
- Akamai, Boston, MA

HONORS

OMT Best Symposium Award for “The Digital Frontier: How Digital Technologies Reconfigure Products, Organizations and Fields” (2017)

MIT Graduate Women of Excellence Award (2017)

Wharton Emerging Scholars Workshop Participant (2014)

Douglas McGregor Award, MIT Sloan (2013)

Fulbright Scholarship winner (South Korea, 2004-2005)

Phi Beta Kappa at Johns Hopkins University (2004)

PROFESSIONAL SERVICE & AFFILIATIONS

Ad hoc reviewer for *Administrative Science Quarterly* and *Organization Science*

Reviewer for INFORMS dissertation contest

Academy of Management OMT Group

Wharton Mack Institute Emerging Scholars Workshop Alumni Group

Boston Field Research Community Member

WORK EXPERIENCE

International Consortium of Executive Development Research (ICEDR) September 2009-June 2011
Researcher

Harvard Business School June 2005 – August 2009
Research Associate (Organizational Behavior Unit)

Universiti Sains Malaysia June 2004 – April 2005
English Language Lecturer, through Princeton in Asia Fellowship Program