

## Debtanu Lahiri, Ph.D.

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### Current Position

Assistant Professor of Strategy (Research Track) 09/2022 onwards  
 Nova School of Business and Economics, Lisbon

### Education

- Ph.D. in Strategy and Business Policy  
HEC Paris, France

*Dissertation Title:* Corporate politics, Social activism, and Corporate social performance: Three essays underscoring firms' complex relationships with non-market stakeholders.

*Dissertation committee:* Jean-Philippe Bonardi (HEC Laussane), Jordan Siegel (University of Michigan - Ross), Jiao Luo (University of Minnesota - Carlson), Olivier Chatain (HEC Paris), Bertrand Quélin (co-supervisor, HEC Paris), Gonçalo Pacheco de Almeida (co-supervisor, HEC Paris).

09/2017 – 06/2022
- Research Master in Management Science  
HEC Paris, France

09/2017 – 08/2019
- Post Graduate Diploma (Master) in Human Resource Management  
XLRI - Xavier School of Management, India

06/2013 – 03/2015
- Bachelor of Engineering in Civil Engineering  
Jadavpur University, India

07/2007 – 04/2011

### Research Interests

Corporate Political Actions   Social Activism   Sustainability   Geo-Politics   Global Strategy

### Publications

[1] *The Half-Life of Political Capital: An Examination of the Temporal Effects of Board Political Connections* (Hawk, A; **Lahiri, D**; Pacheco de Almeida, G - equal contribution, authors listed in alphabetical order): published at *Strategic Management Journal*, 44(13)

Does corporate political activity (CPA) help *sustain* performance? Prior literature does not address this question, only whether CPA increases profits – with mixed results over short timescales. We theorize about how political capital affects the regression-to-the-mean of profits through firm and industry persistence mechanisms. Using data on over 6,000 firms from 14 democratic countries, we estimate time-varying, firm-specific performance persistence coefficients with random-coefficient models – and profit volatility measures. Triangulation over various identification methods suggests that the half-life of political capital is shorter than expected, and also compared with other strategy interventions. Political connections are marginally effective at sustaining performance and reducing volatility, delaying profit convergence by only 0.180 years – and with no effect beyond seven years. These modest CPA benefits are further curbed by legislative constraints and political stability.

### Ongoing Projects

[1] *Activists' actions on politically connected companies* [Real Title Withheld] (**Lahiri, D**): Preparing for submission

[2] *Firms political partisanship and social behavior amidst heightened societal polarization* [Real Title Withheld] (**Lahiri, D**): Advanced analysis and drafting

[3] *Forms of CPA and their differential impact on sustaining competitive advantage* (Hawk, A; **Lahiri, D**; Pacheco de Almeida, G - equal contribution, authors listed in alphabetical order): Drafting

[4] *Firms' Internationalization Strategies in response to forces of Deglobalization: Role of Corporate Political Activity and Organizational Political Ideology* (**Lahiri, D**): Theorization and data cleaning.

[5] *The (Geo)politics of Accelerating Technology Transfer* (Hawk, A; **Lahiri, D**; Pacheco de Almeida, G - equal contribution, authors listed in alphabetical order): Theorization.

### Presentations of (co-)authored papers

[1] *Choose your Friends Wisely: Social Movement Activism, Board Political Connections and Political Polarization* (**Lahiri, D**)

- Annual Conference of the Strategic Management Society (SMS), Istanbul, 2024

[2] *Forms of CPA and their differential impact on sustaining competitive advantage* (Hawk, A; **Lahiri, D**; Pacheco de Almeida, G - equal contribution, authors listed in alphabetical order)

- Strategy seminar at Harvard Business School, 2024<sup>1</sup>

<sup>1</sup> presented by co-author Pacheco de Almeida, G

[3] *Firms' CSR Strategies in the face of Institutional De-prioritization of Sustainability Policies* (**Lahiri, D**)

- Annual Conference of the Strategic Management Society (SMS), London, 2022
- Annual Meeting of the Academy of Management (AOM), Boston, 2023

[4] *Incidence of Activist Actions on Politically Connected Companies: Examining a 'cost' of connection* (**Lahiri, D**)

- Annual Meeting of the Academy of Management (AOM), 2021 (Virtual)
- Strategy seminar at Bocconi University, Milan, 2021 (Virtual)
- Strategy seminar at Nova School of Business and Economics, Lisbon, 2021
- Strategy seminar at IE Business School, Madrid, 2021

[5] *The Half-Life of Political Capital: An Examination of the Temporal Effects of Board Political Connections* (**Lahiri, D**; Hawk, A; Pacheco de Almeida, G)

- Strategy seminar at TUM School of Management, 2022 (Virtual)<sup>1</sup>
- Strategy seminar at INSEAD, 2021 (Virtual)<sup>+</sup>
- Strategy seminar at The Fuqua Business School, Duke University, 2021 (Virtual)<sup>1</sup>
- Annual Conference of the Strategic Management Society (SMS), 2020 (Virtual)
- Annual Meeting of the Academy of Management (AOM), 2020 (Virtual)
- Annual Meeting of the Academy of Management (AOM), 2019 (Boston)

<sup>1</sup> presented by co-author Pacheco de Almeida, G

### Participation in Workshops and Consortia

- Formal Modelling Workshop at Bocconi University, Milan, 2020
- SMS Research Methods Community Consortium Series, Virtual, 2021
- AOM - STR Dissertation Consortium, Virtual, 2021
- SEI Doctoral Consortium, Barcelona, 2021

## Awards and Honors

- Recipient of the *Best Reviewer Award*, Competitive Strategy Interest Group, Strategic Management Society (SMS) Annual Conference, 2021 (Virtual)
- Recipient of the *Best Reviewer Award*, Annual Meeting of the Academy of International Business (AIB), 2019 (Copenhagen)
- Co-recipient (with Prof. Gonçalo Pacheco de Almeida) of research grant of \$6,000 from HEC Paris in Qatar and Qatar Foundation, 2020
- Recipient of the HEC Paris PhD Scholarship, 2017 - 2022

## Teaching (and Associated Activities)

- Instructor: Strategy (core), Master/International Master of Management, Nova SBE, 02-05/2024
- Instructor: Strategy (core), Master/International Master of Management, Nova SBE, 02-05/2023
- Instructor: 'Non-Market Strategies' standalone session, MSc in Sustainability and Social Innovation, HEC Paris, 01/2021
- Instructor: 'Research and Writing Tools for Master Thesis' (Standalone session 1.5h), MSc in Strategic Management, HEC Paris, 01/2021
- Master Thesis tutor, MSc - Strategic Management, HEC Paris, 11/2019 - 06/2020
- Teaching Assistant, MBA elective course 'Strategy Beyond Markets', instructed by Prof. Susan Perkins, HEC Paris, 09/2018
- Teaching Assistant, MBA elective course 'Advanced Strategy', instructed by Prof. Gonçalo Pacheco de Almeida, HEC Paris, 09/2020 - 10/2020

## Academic Service (Reviewer)

- Journal(s): Ad-hoc Reviewer for *Business and Society*, *Organization Studies* and *Strategic Management Journal*
- Conferences: Strategic Management Society (SMS) Annual Conference - 2024, Annual Meeting of the Academy of Management (AOM) - 2022, Annual Meeting of the Academy of Management (AOM) - 2021, Strategic Management Society (SMS) Annual Conference - 2021, Annual Meeting of the Academy of Management (AOM) - 2020, Strategic Management Society (SMS) Annual Conference - 2020, Annual Meeting of the Academy of Management (AOM) - 2019, Annual Meeting of the Academy of International Business (AIB) - 2019

## Industry Experience

- HR Generalist at Energo Engineering Projects Limited, Gurgaon, India: 05/2015 - 12/2016
- Summer Intern, Human Resources, Tata Steel, Jamshedpur, India: 05/2014 - 06/2014
- Construction Manager at JUSCO (A Tata Enterprise), Jamshedpur, India: 07/2011 - 05/2013

## Software

- **Stata:** *Advanced proficiency*
- **R, Python:** *Intermediate proficiency*
- **Wolfram Mathematica:** *Intermediate proficiency*

## Test Scores

**1. TOEFL:** 114/120, 06/2016; **2. GMAT:** 740/800 (Quant 51 | Verbal 39), 11/2015

## Languages

**1. English:** *Full professional proficiency*, **2. Bengali:** *Native*, **3. Hindi:** *Intermediate*

## Personal Details

**Citizenship:** Indian, **Gender:** Male

## Referees

### **Prof. Gonçalo Pacheco de Almeida**

Professor of Strategy and Negotiation  
The Dieter Schwarz Foundation Chaired Professor  
Academic Director of the MBA Strategy Specialization  
HEC Paris  
[pachecodealmeida@hec.fr](mailto:pachecodealmeida@hec.fr)

### **Prof. Bertrand Quelin**

Professor of Strategic Management  
Bouygues Chaired Professor  
HEC Paris  
[quelin@hec.fr](mailto:quelin@hec.fr)

### **Prof. Jordan Siegel**

Professor of Strategy  
University of Michigan, Ross School of Business  
[sijordan@umich.edu](mailto:sijordan@umich.edu)

### **Prof. Olivier Chatain**

Professor of Strategic Management  
HEC Paris  
[chatain@hec.fr](mailto:chatain@hec.fr)