

Florence Honoré

Wisconsin School of Business
4250G Grainger Hall
975 University Ave.
Madison, WI 53706

Email: honore@wisc.edu

Academic Appointments

University of Wisconsin-Madison

Associate Professor in Management & Human Resources (2025-present)
Robert Pricer Chair in Enterprise Development (2026-present)
Sabbatical Leave - visiting SKEMA Business School (present)
Assistant Professor in Management & Human Resources (2017-2025)
John and Anne Oros Term Professor (2023-2025)
One-year tenure extensions granted in 2020 and 2021

Iowa State University

Assistant Professor in Management (2015-2017)

Education

Ph.D. University of Minnesota 2015

Ph.D. in Business Administration
Department of Strategic Management and Entrepreneurship

M.S. Université Libre de Bruxelles 2008

M.S. Business Engineering, major in Finance
Exchange program at the University of Lethbridge

B.A. Université Libre de Bruxelles 2006

B.A. Business Engineering

Journal Articles

Chattopadhyay, S., Honoré, F. and Won, S. • 2025. Free range startups? Market scope, academic founders and the role of general knowledge in AI. *Strategic Management Journal*, 46(4): 1027-1079

Honoré, F. and Ganco, M. 2023 Entrepreneurial Teams' Acquisition of Talents: Evidence from Technology Manufacturing Industries Using a Two-Sided Approach. *Strategic Management Journal*, 44(1) 141-170. Special Issue. Published online in 2020.

Video Abstract available at <https://www.youtube.com/watch?v=w00YzYi5VqA>

Honoré, F. 2022 Joining Forces: How Can Founding Members' Prior Experience Variety and Shared Experience Increase Startup Survival? *Academy of Management Journal*, 65(1) 248-272

Video Abstract available at: <https://vimeo.com/507110305>

Fudge Kamal, D., Honoré, F. and Nistor, C. • 2021. When the Weak are Mighty: A Two-Sided Matching Approach to Alliance Performance Outcome. *Strategic Management Journal*, 42(5) 917-940.

Video Abstract available at <https://www.youtube.com/watch?v=haGMIwwM70w>

Gambardella, A., Ganco, M. and Honoré, F. • 2015. Using What You Know: Patented Knowledge in Incumbent Firms and Employee Entrepreneurship. *Organization Science*, 26(2) 456-474.

Honoré, F., Munari F. and van Pottelsberghe, B. 2015. Corporate Governance Practices and Companies' R&D Intensity: Evidence from European Countries. *Research Policy*, 44(2) 533-543.

Book Chapters and Best Paper Conference Proceedings

Ganco, M., Honoré, F., Raffee, J., 2019. Entrepreneurial Team Assembly: Knowledge Transfer, Customer Transfer, and Matching Models, Oxford Handbook on Entrepreneurship and Collaboration.

Honoré, F. Entrepreneurial Teams' Acquisition of Talents and Performance: A Two-Sided Approach. *Academy of Management Proceedings* 2016:1 16285, doi: 10.5465/AMBPP.2016.263

Honoré, F. Founding Teams' Prior Shared Experience and Start-Up Performance. *Academy of Management Proceedings* 2015:1 17395 doi: 10.5465/AMBPP.2015.47

Working Papers

Honoré, F., Wang H. and Ganco M. • The Small First Firm Effect: Early Career Experience and Employees' Transition to Entrepreneurship.

Habegger, J. Honoré, F and Agarwal, R. The Other Half: How does Non-VC Hub Location Affect Startups' Access to Initial Equity Investment? <https://ssrn.com/abstract=5489286>

Habegger, J. and Honoré, F. Who calls the shots? Entrepreneur and Investor Roles in Early-Stage Initial Investment Syndicate Formation

Chattopadhyay, S., Han, Y., Honoré, F. and Won, S. • Getting a 25th Hour: Fine-Tuning Pre-Trained LLMs to Classify Text Data for Strategy Research. <https://ssrn.com/abstract=4996983>

Honoré, F. and Kulchina, E. • The Impact of Startup Employment on Individuals' Earnings.

Chattopadhyay, S., Honoré, F. and Zhou, J. • Software Startups' Patenting and Venture Capital Responses During the Early Years of Machine Learning

• Denotes equal contribution

Work in Progress

The Impact of Generative AI on Individuals' Career Choices and Entrepreneurship Intentions with Chang Liu

Management and Organizational Practices in Startups with Alex Son

Conference Presentations

Research Paper Presentations

Who calls the shots? The strategic choice of initial investment syndication
ISA. Boston, 2025

The impact of startup employment on individuals' earnings
LEED. Copenhagen, 2024.

Firms, Employees & Labor Market Inequality in Comparative Perspective. Madrid, 2024

- SMS. Toronto, 2023. Presented by co-author Elena Kulchina
People and Organizations Conference, 2022. Co-presented with Elena Kulchina
Career Experiences, the Breadth of Technological Applicability and Entrepreneurial Success
AoM. Chicago 2024. Paper presentation.
SMS. London, 2022. Presented by co-author, Shinjinee Chattopadhyay.
Academy of Management – symposium. Seattle, 2022
SMS. Milan, 2022
- Management and Organizational Practices in Startups
AoM. Chicago, 2024. Presented by doctoral student, Alex Son
Academy of Management – symposium. Seattle, 2022
- The Effect of the First Employer on Entrepreneurial Transitions
AoM. Chicago, 2024. Paper presentation.
SMS. Virtual Toronto, 2021. Presented by doctoral student, Haifeng Wang.
- In the Starting Gates: New Firms' First Partner Selection
SMS. Toronto, 2023
- Entrepreneurship, Mobility and the Management of Human Capital: The Effect of Family Constraints.
SMS. Minneapolis, 2019
- LEHD and entrepreneurship studies
FSRDC Conference. Madison, 2019
- Can my enemies' friends be my friends? Allying with competitors' partners
SMS. Paris, 2018
SMS. Oslo, 2018
- Mapping the intellectual structure of governance research: A citation analysis
SMS. Houston, 2017
- Entrepreneurial Teams' Acquisition of Talents and Performance: A Two-Sided Approach
Academy of Management (two-sided matching models symposium). Chicago, 2018
Duke Strategy Conference. Durham, 2016
Academy of Management. Anaheim, 2016
Nominated for the William H. Newman Award Academy of Management 2016
annual meeting paper based on a recent dissertation
SMS. Madrid, 2014
- A Two-Sided Matching Approach for Status-Motivated Supply Relationships: Foal-Sharing Contracts in the Thoroughbred Horse Industry
SMS. Berlin, 2016
ISA. Minneapolis, 2016
- The Performance Effects of Disrupting Founding Teams' Prior Shared Experience through Job Hoppers
SMS. Madrid, 2014
DRUID. Copenhagen, 2014
SMS. Copenhagen, 2014
- Geek Minds Think Alike: Team Composition and Performance in Technological Spin-Outs.
Multidisciplinary Academic Research Summit. Minneapolis, 2013
Great Lakes Entrepreneurship Network Conference. Columbus, 2013
- Patented Knowledge within Incumbent Firms and Employee Entrepreneurship
SMS. Prague, 2012
Academy of Management. Boston, 2012
Babson College ERC. Fort Worth, 2012
Great Lakes Entrepreneurship Network Conference. London, Ontario, 2011
- Corporate Governance Practices and Companies' R&D Intensity: Evidence from European Countries

Academy of Management. San Antonio, 2011

Research Panel Presentations

From Startups to Scale-Up

SMS. Toronto, 2023

Registry Data in Strategic Management Research: Opportunities, challenges, and Insights Using National Registry Data

SMS. Toronto, 2023

Startup Employees: Current Research and Future Research Directions

Academy of Management. Boston, 2023

Workshop on two-sided matching models

SMS Research and Method community online event on May 24th, 2023

Methodological Frontiers: Leveraging New Methods and Data Sources

SMS. London, 2022

Symposia & Workshops Organization

How to conduct and publish abductive research in Strategy?

SMS. San Francisco, 2025. Managed on site by Prof. Pillai

How to Generate Impactful Data

AoM STR virtual series online event on June 27th, 2024

Empowering Real World Change through STR Teaching

AoM STR virtual series online event on May 1st, 2024

How to Measure the Impact of Strategy Research

AoM STR virtual series online event on Jan 29th, 2024

Specialization and Coordination in Teams with Evan Rawley

SMS Entrepreneurship & Strategy Insight Series online event on Nov 16th, 2023

How to Study Emerging Technologies

SMS. Toronto, 2023

Matthew Regions? Regional Variation in Entrepreneurial Finance

Academy of Management. Boston, 2023

Unpacking the Relationship(s) between Experience and Performance

Academy of Management. Boston, 2023

Leveraging human capital in inventions and new venture formation

Academy of Management. Seattle, 2022

Invited Presentations and Participations

Copenhagen Business School – Presenter on May 28th, 2026

Erasmus Rotterdam – Presenter on May 7th, 2026

HEC Paris – Presenter on September 25th, 2025

SKEMA Business School – Presenter on September 16th, 2025

London Business School – Presenter on October 8th, 2024

University of North Carolina – Presenter on April 22nd, 2022

University College London – Presenter on April 20th, 2022

University of Minnesota – Presenter on April 15th, 2022

University of Michigan – Presenter on February 18th, 2022

University of Maryland – Presenter on November 11th, 2021

SKEMA research workshop on Mobility and Organizational Outcomes – Presenter on October 1st, 2021.

Strategy, Innovation and Entrepreneurship Workshop (online presentations organized by faculty from ESADE, LBS, Bocconi, Pompeu Fabra and Copenhagen Business School) – Presenter on

March 16th, 2021.

SMS - SHC Junior Scholar Paper Development Workshop. Houston, 2017

Iowa State University, Federal Statistical Research Data Centers. Ames, March 2017

ISA – PDW early career. Industry studies scholars. Minneapolis, 2016

University of Wisconsin-Madison, Management and Human Resources Department, March 2015

BPS – Dissertation Consortium. Philadelphia, 2014

ACAC – Doctoral Workshop. Atlanta, 2014

Consortium for Competitiveness and Cooperation. Kansas City, 2013

Strategic Management Society Doctoral Student Workshop. Prague, 2012

West Coast Research Symposium Doctoral Workshop. Los Angeles, 2012

Academy of Management – Entrepreneurship Division: Doctoral Consortium. Boston, 2012

NBER Entrepreneurship Research Boot Camp. Cambridge, 2012

Smith Entrepreneurship Doctoral Consortium. College Park, 2011

Honors, Awards and Grants

Emerging Scholar in Innovation and Entrepreneurship Award from the Industry Study Association, 2023

Excellence in Embedding DEI in the Curriculum Award from the Wisconsin School of Business, 2023

Schulze 2021 Publication Award for my eiexchange.com publication

Erwin A. Gaumnitz Junior Faculty Research Award from the Wisconsin School of Business, 2021

Fall Competition, UW-Madison (doctoral student's PA), 2021.

Fall Competition, UW-Madison (doctoral student's PA), 2020.

Fall Competition, UW-Madison (Wisc FSRDC access and doctoral student's PA), 2019.

Junior Faculty Teaching Award, Department of Management, ISU, COB, March 2017.

Certificate of Distinction for the Heizer Best Dissertation Award from the Entrepreneurship Division of the Academy of Management 2016.

Kauffman Foundation Grant (\$650,193) The Antecedents and Consequences of Individuals' Mobility & Entrepreneurship – Co-investigator (2015-2018)

Doctoral Dissertation Fellowship – Graduate School (2013-2014)

McNamara Women's Fellowship – Carlson School of Management (2012-2014)

Belgian American Educational Foundation Fellowship (2009-2010)

Dean's List of Honors, University of Lethbridge (Fall 2006)

Media

[Shaping a Startup Team for Success - Science and Tactics with prof. Florence Honoré - Science of Business by Valueships - Podcast \(podigee.io\)](#)

Your Startup Team: Why Both Shared and Diverse Experiences Matter. EIX March 2021

<https://eiexchange.com/content/your-startup-team-why-both-shared-and-diverse-experiences-matter>

Teaching Experience

University of Wisconsin-Madison

MHR 723 Business Strategy: Masters (2018-2025) & Professional MBAs (2026-)

MHR 973 Seminar in Business Strategy: PhDs (2025)

MHR 715 Strategic Management of Innovation (2025)

MHR 415 Innovation and Corporate Entrepreneurship (2023-2025)

MHR 423 Strategic Management (2018-2024)

Discussion Workshop Participant (January, 2019)

Iowa State University (2015-2017)

MGMT 478 Strategic Management

University of Minnesota – Instructor (Spring 2012)

MGMT 3001 Fundamentals of Management

Academic Service

Editorial Review Board Member

Strategic Management Journal (Outstanding Reviewer in 2025)

Strategic Entrepreneurship Journal (Outstanding Reviewer in 2025)

Ad Hoc Reviewer

Academy of Management Journal, Management Science, Organization Science, Research Policy, Journal of Management Studies, Corporate Governance: An International Review and R&D Management

Academy of Management Meeting: STR and ENT Divisions

Strategic Management Society

Executive Committee Member

Strategic Management Division - AoM (2023-2025)

Research Committee Member

Technology Innovation Management Division - AoM (2023-2024)

Representative at large

Research Method Community of the Strategic Management Society (2025-2026)

Entrepreneurship & Strategy IG of the Strategic Management Society (2022-2023)

Mentor

STR junior faculty consortium (2024)

Inform and Technology Innovation Management – Mentor-reviewer (September 2023)

SMS SHC interest group – Mentor to 3 doctoral students (Fall 2021-Spring 2022)

ISA Early Career and Doctoral PDW (2021)

Academy of Management STR Dissertation Consortium (2020)

Member

Academy of Management: STR, ENT and TIM Divisions

Strategic Management Society

ISA (Best Paper Selection Committee, 2020)

PhD advisor (chair or co-chair)

Haifeng Wang, University of Wisconsin, 2024. Placement: Hong Kong Baptist University

PhD examiner

Mehdi Ibn Brahim, SKEMA, 2026. Placement: KU Leuven

Department and University Service

Women in Strategy and Entrepreneurship Research hosted by the Wisconsin School of Business

Conference organizer (May 2024)

Great Lake Entrepreneurship Network hosted by the Wisconsin School of Business

Conference organizer (May 2022)

University of Wisconsin-Madison – School of Business – MHR department

Doctoral Student mentoring

Haifeng Wang, Elton Li, Alex Son, Chang Liu and Jinting Zhou

Diversity, Equity and Inclusion Committee (Fall 2020-2024)

External speaker seminar series: co-organizer (Fall 2018-Spring 2025)

Research Lunch Seminar: organizer (Fall 2023-Spring 2025)

Ph.D. Committee (Fall 2017, 2018, 2021)

Recruiting Committee (Fall 2017, Fall 2020, Spring 2023 & Fall 2023)

Iowa State University – College of Business – Department of Management

Recruiting Committee (Fall 2016)

Business Learning Team – Presentation of the Management major (2015-2016)

University of Minnesota – Carlson School of Management

Representative on the Student Advisory Committee (2012-2015)

University of Minnesota – Graduate School

Representative on the Bologna Process Advisory Group (2010-2013)

Representative on the Council of Graduate Students (2009-2012)

Université Libre de Bruxelles – Cercle du Libre Examen ('Free Thinker Circle')

Representative of the Solvay Business School (2007-2008)

Work Experience

Université Libre de Bruxelles, Technology Transfer Office – Consultant (2009)

Deminor International in Brussels – Intern and Financial Analyst (2008-2009)

Université Libre de Bruxelles – Research assistant of Dr. Carine Peeters working on the offshoring survey of Belgian companies in collaboration with Duke University (CIBER) (2007)

Other Skills and Interests

Languages: French (native), English (fluent)

Software: Stata, SAS & Matlab

Special Sworn Status (access to US Census Bureau Data)

US and Belgian citizenships