

Lidiia Pletneva

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ACADEMIC AFFILIATION

2023 – present **London School of Economics and Political Science (LSE)**
Assistant Professor of Organizational Behavior
Department of Management

EDUCATION

2018 – 2023 **ESSEC Business School** – Ph.D. in Management (Organizational Behavior)
2018 – 2020 **ESSEC Business School** – M.R., Business Administration
2007 – 2012 **Russian A.I. Herzen State Pedagogical University** – Equivalent to
Bachelor’s and Master’s Degrees in Business Management

RESEARCH INTERESTS

Work-life interface, the meaning of work, job crafting, grief-work interface, qualitative research methods.

DISSERTATION

From grieving to career change: How personal grief-inducing events affect professional life

Committee Members: Anca Metiu (ESSEC Business School), Gianpiero Petriglieri (INSEAD), Amy Wrzesniewski (Yale School of Management), Elisa Opetri (ESSEC Business School), Karoline Strauss (ESSEC Business School), Ruthanne Huising (Emlyon Business School)

Defended on May 26th, 2023.

PUBLICATIONS

Refereed journals:

Pletneva, L., 2024. Turning Work into a Refuge: Job Crafting as Coping with Personal, Grief-Inducing Events. *Academy of Management Journal* ^{*,**,***}

* Featured by: the *Academy of Management Insights*, *HRDirector*, *HR Magazine*, *Research for the World*;

** Is in the top three 2024 Most Read AMJ Articles;

*** Recognized by 2025 Rosabeth Moss Kanter Award for Excellence in Work-Family Research as one of the top 15 best research papers published in 2024 among over 5,000 articles.

Book chapters:

[Published in Russian] **Pletneva, L.**, 2014. “Tasks for Independent Scientific and Research Work of Students in the Course Human Resource Management.” In Panfilova A., & Trapitsin S. (eds.), *Innovative Human Resource Management in Educational Institutions*: 345-365. Russia: Svoje Izdatel'stvo.

Best Papers Proceedings:

Pletneva, L., 2022. Work as Refuge: Job Crafting as Coping with Personal Grief-Inducing Events. In *Academy of Management Best Papers Proceedings* (Vol. 2022, No. 1, p. 14780). Briarcliff Manor, NY 10510: Academy of Management. [abridged 6-pages version of the paper]

WORK UNDER REVISION & REVIEW

Hinz, J., & **Pletneva, L.** Social Process of Grief in Organizations.* (R&R) *Journal of Management, special call for qualitative papers*

Hinz, J., **Pletneva, L.**, & Dhar, U. Compassionate Leadership in Response to Grief at Work.* (under 1st review). *Journal of Organizational Behavior, special issue on Grief in Organizations*

Zhong, M.R., Zhang H.H., & **Pletneva, L.** Grief & Social Support Networks.* (under 1st review). *Journal of Organizational Behavior, special issue on Grief in Organizations*

*Manuscript names are redacted to protect blind peer-review

WORK IN PROGRESS

Pletneva, L., & Hinz, J. Humanizing Work: How Personal Grief-Inducing Events Affect Professional Life. *,**

* Winner of the Best Student Paper Award at the Thirteenth International Conference on Emotions and Work life 'EMONET XIII', 2023

** Finalist for 2023 MOC Best Student Paper Award, AOM

Awan, M.A., Khan, U.A., **Pletneva, L.** Disidentification from the Desirable: Case of Recovery Workers at Rehab Centres.

Soane, E., Edmondson, V., **Pletneva, L.**, & Ziegelbauer K. Safety, Profitability and Performance: How a Nested Tension Creates Organizational- and Individual-Level Trade-Offs and Paradox.

Pletneva, L., & Strauss, K. Getting distracted or processing it? Antecedents to work (non-)immersion when grieving.

Pletneva, L., & Metiu, A. Grieving the past: An ethnography of abrupt job relocation.

Pletneva, L., & Operti E. "I am (not) here for you": How employee's grief affects coworkers.

OTHER PROCEEDINGS

Pletneva, L., 2023. From Grieving to Career Change: How Personal Grief-inducing Events Affect Work Identity. In *Academy of Management Proceedings* (Vol. 2023, No. 1, p. 10719). Briarcliff Manor, NY 10510: Academy of Management.

Barnes, L.Y., Freidin, H., Hoyt Hendricks, H., **Pletneva, L.** and Rocheville, K., 2022. Grief at the Work-Life Interface. In *Academy of Management Proceedings* (Vol. 2022, No. 1, p. 14505). Briarcliff Manor, NY 10510: Academy of Management.

Hendricks, H.M., Hinz, J., **Pletneva, L.** and Yoon, S., 2021. Emerging Research Directions Exploring Grief in Organizations. In *Academy of Management Proceedings* (Vol. 2021, No. 1, p. 10805). Briarcliff Manor, NY 10510: Academy of Management.

CHAired CONFERENCE SESSIONS

Stillwell, E.E., Pletneva, L., Hinz, J., & Heng, Y.T., (August, 2024) Understanding and Supporting Grief in the Professional Environment. Symposium, *84th Annual Meeting of the Academy of Management*, Chicago.

Pletneva L., & Jha N. (August, 2023) Grief, Stress, and Well-being. Symposium, *83rd Annual Meeting of the Academy of Management*, Boston.

Pletneva L., & Stillwell, E. E. (August, 2022) Grief at the Work-Life Interface. Symposium, *82nd Annual Meeting of the Academy of Management*, online.

Pletneva L. (August, 2022) Recovery, Resilience, and Growth in the Workplace. Paper session, *82nd Annual Meeting of the Academy of Management*, online.

PEER-REVIEWED CONFERENCE PRESENTATIONS

Pletneva, L. (June, 2024) Humanizing identity: How personal grief-inducing events affect work identity. *ECPP*, Innsbruck, Austria.

Pletneva, L. (June, 2024) Humanizing relationships: How personal grief-inducing events affect professional life. *EGOS*, Milan, Italy.

Pletneva, L. (August, 2023) From grieving to career change: How personal grief-inducing events affect work identity. Accepted for paper session presentation at the *83rd Annual Meeting of the Academy of Management*, Boston.

Pletneva, L. (August, 2023) Work-as-refuge: Job crafting as coping with personal grief-inducing events. Accepted for symposium presentation at the *83rd Annual Meeting of the Academy of Management*, Boston.

Pletneva, L. (June, 2023) From grieving to building more meaningful relationships: How personal grief-inducing events affect work identity. *EGOS*, Cagliari, Italy.

Pletneva, L. (April, 2023) From grieving to career change: How personal grief-inducing events affect work identity. *Human Relations 75th Anniversary Conference*, London, UK.

Pletneva, L. (August, 2022) Work-as-refuge: Job crafting as coping with personal grief-inducing events. Paper session presentation at the *82nd Annual Meeting of the Academy of Management*, online.

Pletneva, L. (August, 2022) From grieving to career change: How personal grief-inducing events affect work identity Symposium presentation at the *82nd Annual Meeting of the Academy of Management*, online.

Pletneva, L. (July, 2022) From grieving to career change: How personal grief-inducing events affect work identity. Paper session presentation at *EGOS, Vienna, Austria*.

Pletneva, L. (June, 2022) Work-as-refuge: Job crafting as coping with personal grief-inducing events. Paper session presentation at the *Thirteenth International Conference on Emotions and Worklife 'EMONET XIII', Lancaster, UK*.

Pletneva, L. (June, 2022) From grieving to career change: How personal grief-inducing events affect work identity. Paper session presentation at the *Thirteenth International Conference on Emotions and Worklife 'EMONET XIII', Lancaster, UK*.

Pletneva, L. (August, 2021) Work as refuge: Job crafting as coping with difficult life events. Symposium presentation at the *81st Annual Meeting of the Academy of Management*, online.

ACADEMIC AWARDS & HONORS

- 2025 2025 Rosabeth Moss Kanter Award for Excellence in Work-Family Research recognition as one of the top 15 best research papers published in the work-family domain in 2024 among over 5,000 articles (for the paper *Turning Work into a Refuge: Job Crafting as Coping with Personal, Grief-Inducing Events*).
- 2024 Outstanding Reviewer Award for MOC division, AOM, 2024
- 2024 LSE Department of Management Annual Contribution Reward for 2023-2024 academic year
- 2024 LSE Department of Management Recognition in Teaching for 2023-2024 academic year
- 2024 Finalist for the 2024 EDAMBA Thesis Competition
- 2023 Finalist for 2023 MOC Best Student Paper Award, AOM (for the paper *From grieving to career change: How personal grief-inducing events affect work identity*)
- 2022 The 2022 MOC Best Student-Led Paper Award, AOM (for the paper *Work as Refuge: Job Crafting as Coping with Personal Grief-Inducing Events*).
- The Best Student Paper Award at the Thirteenth International Conference on

- 2022 Emotions and Worklife ‘EMONET XIII’ (for the paper *From grieving to career change: How personal grief-inducing events affect work identity*).
- 2022 Designation as a “Best Paper” for MOC Division at AOM (for the paper *Work as Refuge: Job Crafting as Coping with Personal Grief-Inducing Events*).
- 2022 Nomination for the 2022 William H. Newman Award, AOM (for the paper *Work as Refuge: Job Crafting as Coping with Personal Grief-Inducing Events*).
- 2018 The Alexey Malyshev Russian and Eurasian Studies Award to a member of the Colorado College community whose contributions and leadership have strengthened the Russian and Eurasian studies program.
- 2017 The Alexey Malyshev Russian and Eurasian Studies Award to a member of the Colorado College community whose contributions and leadership have strengthened the Russian and Eurasian studies program.
- 2016 The Alexey Malyshev Russian and Eurasian Studies Award to a member of the Colorado College community whose contributions and leadership have strengthened the Russian and Eurasian studies program.
- 2015 The Best Training Resource Manual at the Field Award. All-Russia Exhibition, Moscow. For monograph *Innovative human resource management in educational institutions* (Panfilova A., Trapitsin S., Dolmatov A., Churilina I., Bavina P., Egorova E., Mikhalchenko S., Smirnova V., Agapova E., Apevalova Z., **Pletneva L.**, Rubashov A., Kolesnikov U.).
- 2011 The Empress Maria Fyodorovna Award of Russian A.I. Herzen State Pedagogical University Academic Council for participating in charity activities in the field of education and training.

SELECTED TEACHING EXPERIENCE

London School of Economics and Political Science:

Masters: MG4L4: Building Positive Workplaces: Fostering Wellbeing and Meaning at Work, Jan – April, 2026

Masters: MG4C2: Organizational Behavior, Sept – Dec 2023 (in person), Sept – Dec 2024 (in person)

ESSEC Business School:

Masters: MGTP31101: People and Organizations (aka Organizational Behavior), Jan – March 2023 (in person), Jan – March 2022 (hybrid)

BBA: MGTM12200: People and Organizations (aka Organizational Behavior), Jan – March 2023 (in person)

Colorado College:

BBA: RS150: Interactive Communication Practice for Travel and Study in Russia; RS103: Elementary Russian; RS205: Intermediate Russian; RS307: Advanced Russian, 2015 – 2018 (in person).

PROFESSIONAL SERVICE

2025 – present Ad-hoc reviewer: Academy of Management Review
 2024 – present LSE Representative within the London Qualitative Community
 2022 – present Conference Sessions (Co)-Chair and Facilitator: AOM Annual Meetings
 2019 – present Reviewer: AOM Annual Meetings (OB and MOC Divisions); EGOS; Emotions and Worklife (EMONET) conference, POS Conference
 2022 – 2023 PhD Student Mentor: PhD Peer Mentoring Program MOC-UP, AOM
 2022 – 2023 PhD Student Mentor: ESSEC Business School
 2021 – 2023 PhD Student Representative: ESSEC Business School

PROFESSIONAL MEMBERSHIP

Academy of Management (AOM)
 Community of Scholars, Center for Positive Organizations (POS)
 European Group for Organizational Studies (EGOS)
 Community of Scholars, Emotions and Worklife (EMONET)

SELECTED PROFESSIONAL EXPERIENCE & CERTIFICATES

2015 – 2018 **Colorado College** – Cultural Program Coordinator & Russian Language
 Aug. June Instructor
 Colorado Springs, CO
 Organized and hold cultural events for an audience ranging from 10 to 200; designed educational curriculum; taught Russian Language and Culture.
 2012 – 2015 **Consortium Kodeks** – Leadership and HR Trainer & Consultant
 Feb. Aug. St.Petersburg, Russia
 Designed and actualized educational programs for managers on HR practices; conducted trainings and individual sessions on HR practices.
 2010 – 2013 **Nevsky Institute of Language and Culture** – Certificate of an Instructor of
 Sept. June Russian as a Foreign Language
 St. Petersburg, Russia

LANGUAGE SKILLS

Russian (native), English (fluent)