

## Lidiia Pletneva

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### ACADEMIC AFFILIATION

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

### EDUCATION

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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

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

### DISSERTATION

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#### **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 26<sup>th</sup>, 2023.

### PUBLICATIONS

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#### **Refereed journals:**

**Pletneva, L.**, 2024. Turning Work into a Refuge: Job Crafting as Coping with Personal, Grief-Inducing Events. *Academy of Management Journal* <sup>\*,\*\*,\*\*</sup>

\* 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: Svoye 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**

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

\*Manuscript names are redacted to protect blind peer-review

## **WORK IN PROGRESS**

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**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.

Hinz, J., **Pletneva, L.**, & Dhar, U. Compassionate Leadership in Response to Grief at Work.

Zhong, M.R., Zhang H.H., & **Pletneva, L.** Grief & Social Support Networks.

Pletneva, L.: How employee's grief affects coworkers.

## **OTHER PROCEEDINGS**

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**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**

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Stillwell, E.E., Pletneva, L., Hinz, J., & Heng, Y.T., (August, 2024) Understanding and Supporting Grief in the Professional Environment. Symposium, *84<sup>th</sup> 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**

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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 75<sup>th</sup> 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**

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- 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*).
- 2022      The Best Student Paper Award at the Thirteenth International Conference on 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**

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London School of Economics and Political Science:

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

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**

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- 2025 – present Ad-hoc reviewer: AMR, AMJ
- 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**

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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**

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- 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

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### **LANGUAGE SKILLS**

Russian (native), English (fluent)