

Sonali Kaur Bhatia

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EMPLOYMENT

CUNEF Universidad (Spain)

Assistant Professor, Department of Business Management Sept 2025–Present

IE Business School (Spain)

Adjunct Professor, Department of Strategy 2023-2025

LM Thapar School of Management (India)

Assistant Manager, Accreditation 2017–2019

Indian Institute of Management (India)

Academic Associate 2016–2017

Ministry of Commerce and Industry (India)

Economic Consultant 2013–2014

EDUCATION

IE Business School (Spain)

Ph.D. Candidate, Department of Strategy 2021-2026

Masters in Research Methodology in Management Science 2019–2021

TERI School of Advanced Studies (India)

M.Sc. Economics, Environmental and Resource Economics 2011–2013

University of Delhi (India)

B.A. Honor's Economics 2007–2010

FIELDS OF INTEREST

Corporate strategy, diversification, resource redeployment, organizational design

PUBLICATIONS AND CONFERENCE PROCEEDINGS

- **Bhatia, S.K.**, Giarratana, M.S., & Santalo, J. (2024). Examining the Impact of Capital Redeployment on Strategic Business Segment Disclosures. In *Academy of Management Proceedings* (Vol. 2024, No. 1, p. 14928). Valhalla, NY 10595: Academy of Management
- **Bhatia, S. K.** (2024). Unpacking the Organizational Factors Shaping Firm Value in Multi-Business Firms. In *Academy of Management Proceedings* (Vol. 2024, No. 1, p. 17203). Valhalla, NY 10595: Academy of Management

WORKING PAPERS

- **Bhatia, S.K.** & Pasquini, M. Between Integration and Flexibility: Rethinking Organizational Design for Synergy and Redeployment in Diversified Firms.
- **Bhatia, S.K.** & Mastrogiorgio, M. Unpacking the Organizational Factors Shaping Value in Multi-Business Firms- *in preparation for submission.*
- **Bhatia, S.K.**, Giarratana, M.S. & Santalo, J. Examining the Impact of Resource Redeployment and Synergy on Strategic Business Segment Disclosures.

ACADEMIC HONOURS

- Winner, IE Business School Teaching Excellence Award, 2022-23
- Nominated for Strategic Management Society Annual Conference Ph.D. Paper Prize for “Unpacking the Organizational Factors Shaping Firm Value in Multi-Business Firms”, 2024
- Nominated for Strategic Management Society Annual Conference Paper Prize for “Examining the Impact of Capital Redeployment on Strategic Business Segment Disclosures”, 2023
- Full Scholarship for Ph.D., IE Business School, 2019-2023
- “Alka Raj Memorial Award” for excellence in B.A. Honor’s Economics, 2009-10

PRESENTATIONS

- “Examining the Impact of Capital Redeployment on Strategic Business Segment Disclosures”, Academy of Management, Chicago. August 2024
- “Examining the Impact of Capital Redeployment on Strategic Business Segment Disclosures”, Strategic Management Society Annual Conference, Toronto. October 2023
- “Unpacking the Organizational Factors Shaping Firm Value in Multi-Business Firms”, Academy of Management, Chicago. August 2024
- “Unpacking the Organizational Factors Shaping Firm Value in Multi-Business Firms”, Strategic Management Society Annual Conference, Istanbul, Turkey. October 2024
- 21st Annual Doctoral Workshop at the Strategic Management Society 44th Annual Conference, Istanbul. October 2024
- “Examining the Impact of Capital Redeployment on Strategic Business Segment Disclosures”, IE Doctoral Consortium, Madrid. May 2023
- Academy of Management Review (Idea Development Workshop), Madrid. April 2022. “Exploring the Interplay: Resource Re-allocation Choice and Organizational Design Features” (Facilitator: Ruth Aguilera)

PROFESSIONAL ACTIVITIES

Instructor

- IE Business School (Spain)
 - Strategies for MNCs (BBA)
Fall 2023Instructor scores: **4.12 out of 5.0**

- Research Methods Seminar (BBA)
Fall 2024
Instructor scores: **4.10 out of 5.0**
- Research Supervision (BBA)
Fall 2023
Instructor scores: **4.63 out of 5.0**

Ad-hoc Reviewing

- Strategic Management Society Annual Conference, Istanbul, Turkey, for “Knowledge and Innovation” interest group. October 2024

Thesis Committee Member

- Oral Defense Jury Member for 5 BBA Students’ Thesis, IE Business School. May 2023
- Oral Defense Jury Member for 10 BBA Students’ Thesis, IE Business School. May 2024