

Matteo Di Stasi

Spain

Italian citizenship

EXPERTISE

Research: Negotiation, Conversations, Natural Language Processing, Non-Verbal Behavior, Behavioral Decision Theory.

Teaching: Organizational Behavior, Negotiation, Human Resources Management, Leadership.

ACADEMIC AND PROFESSIONAL APPOINTMENTS

Cunef Universidad, Madrid, Spain.

Department of Management

Assistant professor – tenure track, 2024-present (on paternity leave, March-July 2025).

Esade Business School, Barcelona, Spain.

Department of People Management and Organization

External collaborator (2024-present).

EDUCATION

ESADE Business School, Barcelona, Spain. Ph.D. Management, Director: Prof. Jordi Quoidbach, 2024.

Harvard Business School, Boston, USA. Visiting Ph.D., Director: Prof. Alison Wood Brooks, 2022.

ESADE Business School, Barcelona, Spain. M.A. Management Science, 2020.

University of Lausanne (Université de Lausanne), Lausanne, Switzerland. M.S. Management, 2016.

University of Bologna (Università di Bologna), Bologna, Italy. B. B. A., 2014.

PUBLICATIONS

Di Stasi, M., Quoidbach, J., & Brooks, A. W. “The Most Effective Negotiation Tactic, According to AI”. *Harvard Business Review*, 2024. <https://hbr.org/2024/09/the-most-effective-negotiation-tactic-according-to-ai>

Di Stasi, M., Schweinsberg, M., & Quoidbach, J. “Daily Negotiation and Its Effects on Short and Longer-term Well-being”. *Academy of Management Proceedings*, 2024(1), 2024. <https://doi.org/10.5465/AMPROC.2024.13290abstract>

Di Stasi, M., Templeton, E., and Quoidbach, J. “Zooming Out on Bargaining Tables: Exploring Which Conversation Dynamics Predict Negotiation Outcomes”. *Journal of Applied Psychology*, 109(7), 1077–1093, 2024. <https://doi.org/10.1037/apl0001136>

Gorni, E., Di Stasi, M., & Vignoli, M. “Including Career Guidance in University Courses: The Instructor Perspective”. *CERN IdeaSquare Journal of Experimental Innovation*, 8(3), 84-92, 2024. <https://doi.org/10.23726/cij.2024.1575>

Sierra, M., & Di Stasi, M. “Multiplicity and diversity: the key for innovation”. *CERN IdeaSquare Journal of Experimental Innovation*, 8(1), 26-35, 2024. <https://doi.org/10.23726/cij.2024.1476>

OTHER PUBLICATIONS

Salas-Nicás S, Di Stasi M. “Informe de resultados de la encuesta CALORADAPT”. *Barcelona: FIM-ISTAS (CCOO), 2024.*

<http://www.ccoo.es//39074b80167c7af1c8af8ae58cf7778f000001.pdf>

Di Stasi, M., & Quidbach, J. “The conversation dynamics that can make or break a deal”. *Do Better by ESADE, 2024.* <https://dobetter.esade.edu/en/conversation-dynamics-negotiation>

WORKING PAPERS

Di Stasi, M., Brooks, A. W., & Quidbach, J. “Asking Open-Ended Questions Increases Personal Gains in Negotiations”. *Revise and resubmit at Journal of Experimental Psychology: General.*

[\[pdf\]](#)

Abi-Esber, N. & Di Stasi, M. “Non-Native Speakers: Judged More Harshly, Better Content?”. *Working paper.*

Di Stasi, M., & Quidbach, J. “Warm vs. Tough Tone in Negotiation.” *Writing in process.*

Di Stasi, M., Guillen, L., Ocampo, A. “The Effect of AI on Negative Feedback”. *Data analysis in process.*

Di Stasi, M., Brooks, A. W., Yeomans, M., & Collins, H. “When Interruptions Benefit or Hurt Conversations.” *Data analysis in process.*

Di Stasi, M., Brooks, A. W., & Yeomans, M. “Which Type of Questions are Most Successful in Sales Calls.” *Data analysis in process.*

AWARDS AND HONORS

Best Paper Award at XIII Congreso Internacional de la Iberoamerican Academy of Management, 2025

Cum Laude, Ph.D., ESADE Business School

President ESADE Doctoral Society

ESADE PhD Scholarship

Summa Cum Laude, B. B. A., University of Bologna

GRANTS AND FELLOWSHIPS

Principal Investigator, AI and Negotiation, 2-year grant, (40’000€), Fundación Ramón Areces, September 2025

Team member, Dimensions of Distance in Remote Virtual Collaborations (DIMODI), 3-year grant, (400’000€) KA220-ADU, Erasmus+, 2025

Team member, Is Technology Bringing us Together or Driving Us Apart? Understanding the Digital Divide’s Impact Within and Beyond the Company (DIVITECH), 3-year Research Grant, (90’090€), Spanish Ministry of Science, Innovation, and Universities (MICIU), State Research Agency (AEI), 2025

Team member, University Ramon Llull Research Grant (15’000€), September 2024

CONFERENCE PRESENTATIONS

“Non-Native Speakers: Judged More Harshly, Better Verbal Content?” accepted for presentation at Annual Meeting of the Society for Judgment and Decision Making, November 21-24, 2025, Denver, USA.

- “Is it About You or Me? Employees’ Justice Perceptions and Acceptance of AI Feedback Systems” presented at Academy of Management, July 26, 2025, Copenhagen, Danmark.
- “Is it About You or Me? Employees’ Justice Perceptions and Acceptance of AI Feedback Systems” presented at XXXIV International Conference of ACEDE, June 16, 2025, Pamplona, Spain.
- “Asking Open-Ended Questions Increases Personal Gains in Negotiations” presented at XIII Congreso Internacional de la Iberoamerican Academy of Management, May 23, 2025, Madrid, Spain.
- “Is it about you or me? Exploring reactions to AI feedback and its impact on justice perceptions and acceptance of AI systems” presented at 8th Interdisciplinary Perspectives on Leadership Symposium. Theme: Leadership in the Age of Artificial Intelligence, May 8, 2025, Mykonos, Greece.
- “Daily Negotiation and Its Effects on Short and Longer-term Well-being” presented at Academy of Management, August 12, 2024, Chicago, USA.
- “Multiplicity and diversity: the key to innovation” presented at 2nd Design Factory Global Network Research Conference, October 2023, Ankara, Türkiye.
- “Asking Open-Ended Questions Increases Personal Gains in Negotiations” presented at 2023 IE Doctoral Consortium, May 11, 2023, Madrid, Spain.
- “Asking Open-Ended Questions Increases Personal Gains in Negotiations” accepted paper at Annual Meeting of the Society for Judgment and Decision Making, November, 2022, San Diego (USA). (I couldn’t attend the conference for personal issues)
- “Asking Open-Ended Questions Increases Personal Gains in Negotiations” presented at Association for Psychological Science Annual Convention, May 28, 2022, Chicago (USA).
- “Zooming Out on Bargaining Tables: Conversation Dynamics Predicts Negotiation Outcomes” presented at International Association for Conflict Management, July 14, 2021, Virtual.
- “Conversational Dynamics Predicts Negotiation Outcomes” presented at Behavioral Insights Group (BIG) Doctoral Workshop Harvard Kennedy School, August 18, 2020, Virtual.

INVITED PRESENTATIONS

- “Negotiation for Knowledge Transfer” workshop for the Erasmus Plus EU project (n. 2022-1-IT02-KA220-HED-000089663) at the University of Bologna, September 19, 2025, Bologna, Italy.
- “Asking Open-Ended Questions Increases Personal Gains in Negotiations” presented at the Department of Management, University of Bologna, January 24, 2025, Bologna, Italy.
- “The Role of Questions in First Offers: Effects on Counteroffers and Negotiation Outcomes”, Brownbag presentation at Cunef University, November 7, 2024, Madrid, Spain.
- “Zooming Out on Bargaining Tables: Exploring Which Conversation Dynamics Predict Negotiation Outcomes” presented at international research listening seminar organized by Prof. Avraham N Kluger, March 7, 2024, Virtual.
- “Asking Open-Ended Questions Increases Personal Gains in Negotiations” presented at Department of Management, Cunef University, January 16, 2024, Madrid, Spain.
- “Asking Open-Ended Questions Increases Personal Gains in Negotiations” presented at Department of Business and Economics, Universitat Pompeu Fabra, October 4, 2023, Barcelona, Spain.

“The Effect of Interruptions in Conversations on Interpersonal Relationships” presented at Minson Conflict and Collaboration Lab – MC²!, Harvard Kennedy School, October 27, 2022, Boston, USA.

“Asking Open-Ended Questions Increases Personal Gains in Negotiations” presented at Department of Psychology & Center for Integrative Business Psychology, Aarhus University, October 2022, Virtual.

“The Effect of Interruptions in Conversations on Interpersonal Relationships” presented at NerdLab, Harvard Business School, October 7, 2022, Boston, USA.

TEACHING

Organizational Design and Behavior (Undergraduate), CUNEF Universidad (2024/25, 2025/26).
Evaluation: 9/10 (Department average: 8).

Leadership and Negotiation (Undergraduate), CUNEF Universidad (2025/26).

Negotiation Fundamentals (Full time MBA), Teaching Assistant, ESADE Business School (Spring 2020, Spring 2021, Spring 2022, Spring 2023, Spring 2024).

Human Resources Management (Postgraduate), Teaching Assistant, ESADE Business School (Spring, 2024).

Corporate Strategy (Postgraduate), Teaching Assistant, HEC Lausanne (Spring, 2016).

PROFESSIONAL EXPERIENCE

Communication Manager, European Food Information Council, Bruxelles, Belgium, 2019.

Consultant, United Nations Institute for Training and Research, Geneva, Switzerland, 2016-18.

Associate Project Collaborator, Conseil Européen pour la Recherche Nucléaire (CERN), Geneva, Switzerland, 2016.

Student Research/Teaching Assistant, HEC Lausanne; Research activity for the Professor Xavier Castañer, Lausanne, Switzerland, 2015-16.

Business Developer, Global Voices Ltd, Stirling, United Kingdom, 2013.

PROFESSIONAL AFFILIATIONS

Academy of Management

ACEDE-Spanish Academy of Management

American Psychological Association

International Association for Conflict Management

Society for Judgment and Decision Making

LANGUAGES

English (fluent), Spanish (fluent), Catalan (fluent), Italian (native), French (intermediate)

OTHER

Co-funder of the Convometric App (<https://www.convometric.com/>)

Amateur road cyclist

REFERENCE

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