

## Xia Li

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London Business School  
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[Google Scholar Page](#); [ORCID](#)

### ACADEMIC APPOINTMENT

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**London Business School** London, U.K.  
Assistant Professor of Strategy and Entrepreneurship (2023 - present)

### EDUCATION

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**Boston University, Questrom School of Business** Boston, U.S.  
Ph.D. – Strategy & Innovation (2023)  
*Committee: Tim Simcoe (Co-Chair), Caroline Flammer (Co-Chair), Andrew King*

**Columbia University, School of International and Public Affairs** New York, U.S.  
M.P.A.–International Finance & Policy (2008)

**Peking University** Beijing, China  
B.A. (English), B.S. (Statistics), and Bachelor in Economics (2005)

### PUBLICATIONS

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[1] Li X., Gallagher P. K., & Chen X. 2026. “Climate Double Whammy: Assessing the Physical and Transition Climate Risks of Overseas Power Projects” *Environment Research Letters*. 21:034007

- [BU GDPC](#)

[2] Li X. 2025. “Physical Climate Change Exposure and Firms’ Adaptation Strategy.” *Strategic Management Journal*. 46(3): 750-789

- [Think at LBS](#); [UNPRI Blog](#); [Newsweek](#)
- A top cited article in *Strategic Management Journal*, 2025

[3] Li X. & Gallagher P. K. 2022. “Assessing the Climate Change Exposure of Foreign Direct Investment.” *Nature Communications*. 13:1451

[4] Li X. & Simcoe T. 2021. “Competing or Complementary Labels? Estimating Spillovers in Chinese Green Building Certification.” *Strategic Management Journal*. 42(13): 2451-2476

### WORKING PAPERS

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[5] “Climate Risk Exposure and Firms’ Climate Strategies.” (with Flammer C.)

- Revise and resubmit, *Management Science*
- Best Working Paper Award, ESGRI, 2026
- [Think at LBS](#)

[6] “Climate Impact and Early-stage Capital.” (with Brahm F., Rizzi C., and Teng, N.)

- Under review

[7] “Climate-Induced Racial Pay Gaps: How do Firms Adapt to Climate Change through Compensation Reallocation?” (with Ballesteros L., and Nardi L.)

- Under review

## **WORK IN PROGRESS**

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[8] “The Impact of Environmental Disclosure on Innovation.” (with Simcoe T., and Li, R.). Data analysis.

[9] “Biodiversity and Firm Strategy.” Data analysis.

[10] “Firms’ Climate Change Mitigation Strategies.” Draft working paper.

## **GRANTS, AWARDS AND FELLOWSHIPS**

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Best Working Paper Award, HKU Jockey Club Enterprise Sustainability Global Research Institute (ESGRI), 2026

RAMD research fund, London Business School, 2024 – 2025, 2025 – 2026, 2026 – 2027

Best Ph.D. Paper Award, UN PRI (Principles for Responsible Investment), 2022

Runner-up, Best Paper Award at the Annual Ivey/ARCS Ph.D. Sustainability Academy, 2021

Questrom Award for Outstanding Doctoral Research, Boston University, 2021

Global China Initiative Research Fellowship, Global Development Policy Center, 2020 – 2022

Research Grant, Questrom School of Business, Boston University 2019

Conference Grant, Questrom School of Business, Boston University, 2018, 2019, 2020, 2021, 2022

Graduate Fellowship, Questrom School of Business, Boston University, 2017 – 2023

Departmental Research Assistant Fellowship, Columbia University, 2007 – 2008

## **INVITED SEMINARS**

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The Wharton School of the University of Pennsylvania, 2026

Hong Kong University, Summer Finance Conference, 2026

University of Bristol, 2026

Università della Svizzera italiana, 2025

Esade Business School, 2025

Peking University Guanghua School of Management, 2025

Chinese University of Hong Kong, 2022

Hong Kong University of Science and Technology, 2022

Indiana University, 2022

Ivey Business School, 2022

London Business School, 2022

Northeastern University, 2022

University of Cambridge, 2022

University of Illinois at Chicago, 2022

University of Melbourne, 2022

## **CONFERENCE PRESENTATIONS**

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**2026**

Organization Science Winter Conference (ESCP)\*, Private Capital Symposium (LBS), 3rd Equitable Opportunity Conference (McGill)\*, Alliance for Research on Corporate Sustainability (NTU)\*, SMS Special Conference in Hong Kong\*, Asian Finance Association Conference\*, Academy of Management Annual Meeting, Strategy Junior Faculty Summer Camp (Tuck), SMS Annual Conference

## **2025**

Bloomberg Center for Cities Inaugural Research Conference\* (Harvard University); Academy of Management Annual Meeting, HEC-INSEAD-ESSEC Workshop\*, Strategy and the Business Environment Conference (Wharton), Strategic Management Society Annual Conference\*; Strategic Management Society 2025 Special Conference in Palermo, Alliance for Research on Corporate Sustainability (HEC)

## **2024**

Academy of Management Annual Meeting, Boston University Global Development Policy Center Fellows Summit, Alliance for Research on Corporate Sustainability Conference (UCLA), Strategic Management Society Annual Conference, Strategy Science Conference (Michigan University)

## **2023**

Organizations and Environmental Sustainability (Stanford University), Alliance for Research on Corporate Sustainability Seminar (virtual), Boston University Research Day

## **2022**

Academy of Management Annual Meeting (panel speaker), UN PRI (Principles for Responsible Investment) Academic Network Week (virtual), Strategy Science Conference (NYU), CCC Ph.D. Conference (Toronto University)

## **2021**

Strategic Management Society Annual Conference (virtual), Impact Measurement and Allocation Program Seminar (Boston University), Strategy and the Business Environment Conference (virtual), Climate Adaptation Research Symposium (UCLA)

## **2020**

Strategic Management Society Annual Conference (virtual), Strategy and the Business Environment Conference (virtual), Alliance for Research on Corporate Sustainability Conference (virtual), Global China Research Colloquium at Global Development Policy Center (virtual)

## **2019**

Academy of Management Annual Meeting, Alliance for Research on Corporate Sustainability Conference (University of North Carolina at Chapel Hill)

*\* Papers presented by coauthors.*

## ACADEMIC SERVICE

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### Editorial Review Board:

*Strategic Management Journal*, 2020 – present

### Referee:

*Academy of Management Journal*

*Administrative Science Quarterly*

*Journal of Management Studies*

*Journal of Economics & Management Strategy*

*Journal of Economic Psychology*

*Management Science*

*Management and Organization Review*

*Nature Communications*

*Organization Science*

*Organization & Environment*

*Research Policy*

*Strategic Entrepreneurship Journal*

*Strategy Science*

PhD Recruitment Committee, LBS Strategy & Entrepreneurship Area, 2025 – 2026

Faculty Search Committee, LBS Strategy & Entrepreneurship Area, 2024 – 2025

PhD Qualifying Exam Committee, LBS Strategy & Entrepreneurship Area, 2024

Brown Bag Research Seminar Organizer, Strategy and Innovation Department, Boston University, 2019 – 2020

STR Research Committee of Academy of Management, 2026-2028

Co-organizer of Academy of Management Caucus: Geopolitical Uncertainty and Strategic Adaptation, 2026

Discussant at the Academy of Management PDW: Research Frontiers in Non-market Strategy, 2026

Co-chair of the 2<sup>nd</sup> HKU Next-Gen Finance PhD Workshop, 2026

Reviewer of the Strategic Management Society annual conference, 2025, 2026

Reviewer of Alliance for Research on Corporate Sustainability annual conferences, 2025, 2026

Panel speaker at the ONE Doctoral Consortium at the Academy of Management conference, 2025

Panel Speaker at the Strategic Management Society GI Webinar, 2024

Co-organizer of Academy of Management Symposium: Green Innovation, 2024

Panel speaker at the London Strategy, Entrepreneurship, and Innovation PhD Research Day at Imperial College London, 2023

Organizer of Academy of Management Symposium: Climate Change and Firm Strategy, 2022

## TEACHING

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London Business School

Instructor, MiM Strategy I, 2025, 2026

Instructor, MiM Strategy II, 2024 – 2026

Instructor, MAM Business Strategy Analytics, 2024, 2025

Instructor, PhD Economic Foundation of Strategy, 2025

Boston University, Questrom School of Business

Instructor, SI422 Strategy, Innovation, & Global Competition, 2020

### **MEDIA COVERAGE**

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*Newsweek*, 26 November 2025, “How a Global ‘Climate Reset’ Could Change the Fight Against Warming”

*Newsweek*, 22 December 2025, “Nu este ușor să fii ecologist. Trecerea de la preocupări morale la preocupări materiale”

### **PROFESIONAL EXPERIENCE**

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Aon Hong Kong, 2011-2017

*Regional Associated Director, Construction, Power and Infrastructure, Asia*

Environmental Resources Management (ERM) Hong Kong and Beijing, 2008-2011

*Consultant*

Bloomberg New Energy Finance. New York, 2008

*Intern*

United Nations New York, 2007

*Intern, Department of Economic and Social Affairs, Sustainable Development Division*

Nestlé Beijing and Shanghai, 2005 - 2006

*Management Trainee*

### **LANGUAGE SKILLS**

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English (Fluent), Mandarin (Native), Cantonese (Fluent), Japanese (Basic)