

PEDRO MONTEIRO

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My scholarship addresses questions related to emerging management challenges (e.g., expertise, collaboration, social impact, cyber threats) by leveraging insights from organization theory and utilizing qualitative methods. I have ample experience in coordinating and teaching courses across all levels (especially in the areas of organisational behaviour and management) as well as in thesis supervision. I am an active citizen in the field of organisation studies, having co-founded the Talking About Organization Podcast, and currently serving as a representative-at-large in the OMT Division at AOM.

ACADEMIC POSITIONS

2020-Present Assistant Professor, Department of Organization, Copenhagen Business School
2018-2020 Post-Doctoral Fellow, EM Lyon Business School
2017-2018 Early-Career Fellow, Institute of Advanced Study, Warwick University

EDUCATION

Ph.D. Business & Management

The University of Warwick, Warwick Business School, 2017

Thesis: Heavier Than Air. The Enabling Role of Bureaucracy in Cross-Expertise Collaboration
Supervisors: Davide Nicolini and Hari Tsoukas

Winner of the Grigor McClelland Dissertation Award 2018

M.A. Management and Organizational Analysis, *with Distinction*

The University of Warwick, Warwick Business School, 2011

B.A. Sociology, awarded with maximum grade (110 out of 110), *Cum Laude*

University of Urbino Carlo Bo, 2010

VISITING POSITIONS

2023 Stanford University, SCANCOR Center, Visiting Scholar, Winter and Spring

2016 NYU-Stern, Department of Management and Organizations, Visiting PhD Student, Spring

PUBLICATIONS (Peer-Reviewed Papers and Book Chapters)

Monteiro, P. (2024). "[Generating, Ranking, and Ghosting: How organizational structures shape expertise.](#)" *Journal of Management Studies*. 10.1111/joms.13056
Best Paper Proceedings AOM 2021

Monteiro, P., & Adler, P. S. (2022). "[Bureaucracy for the 21st century: Clarifying and expanding our view of bureaucratic organization.](#)" *Academy of Management Annals*, 16(2), 427-475.
Winner Best Article Academy of Management Annals 2023

Reay, T., Zafar, A., Monteiro, P., & Glaser, V. (2019). "[Presenting Findings from Qualitative Research: One Size Does Not Fit All!](#)." In *Research in the Sociology of Organizations*. 59: 201-216.

Monteiro, P. & Nicolini, D. (2015). "[Recovering Materiality in Institutional Work: Prizes as an Assemblage of Human and Material Entities.](#)" *Journal of Management Inquiry*, 24: 61-81

Nicolini, D., Lippi, A., & Monteiro, P. (2019). "[Systematic Heterogeneity in the Adaptation Process of Management Innovations](#)." In Reay, T., Zilber, T., Langley, A., & Tsoukas, H. (Eds.). *Institutions and Organizations: A Process View* (pp. 194-226). Oxford: Oxford University Press.

Nicolini, D., & Monteiro, P. (2016). "[The Practice Approach: For a Praxeology of Organisational and Management Studies](#)." In *The SAGE Handbook of Process Organization Studies* (pp. 110-126). SAGE.

WORKING PAPERS (titles withheld to preserve the anonymity of peer review)

Monteiro, P. Empirical Paper on collaboration across expertise domains in bureaucratic organizations. Re-writing manuscript for re-submission to *Administrative Science Quarterly* after "reject and resubmit."

Monteiro, P. Conceptual paper on the matching of experts and tasks. *Research in the Sociology of Organization*. Accepted for the special issue on "Expertise in and around Organizations".

Monteiro, P., Nicolini, D., Erickson, I. Cohen, L., Dokko, G., Corporaal, G., Karunakaran, A., Bechky, B., O'Mahony, S. Collection of essays on the study of work, in review at *Journal of Management Inquiry*.

Monteiro, P. Conceptual paper introducing a virtual special issue on bureaucracy (perspective article). Currently being re-written to be re-submitted to *Organization Studies*.

Monteiro, P. Empirical paper on peripheral experts translating management innovations into practice. Currently being re-written to be submitted to *Organization Science*.

Monteiro, P. & Huising, R. Empirical paper on peripheral experts translating pro-social ideas into practice. Data analysis stage, to be submitted to the *Academy of Management Journal*.

Monteiro, P. & Lee, M. Empirical paper on the emergence of formalization in bureaucratic and holacratic organizations data. Data analysis stage, to be submitted to *Organization Science*.

AWARDS AND HONORS

- 2023 Finalist DSEB Education Award (CBS)
- 2023 Best Article Academy of Management Annals Award (AOM)
- 2022 Finalist DSEB Research Dissemination Award (CBS)
- 2022 Best Paper Davis Conference on Qualitative Research (UC Davis)
- 2021 Best Paper Proceedings, OMT Division (AOM)
- 2021 ABCD Award, OMT Division (AOM)
- 2020 ABCD Award, OMT Division (AOM)
- 2019 Annual Award in Honour of Max Boisot (EGOS)
- 2018 OMT ABCD Award, OMT Division (AOM)
- 2018 Grigor McClelland Best Dissertation Award (SAMS)
- 2018 Finalist William H. Newman Award (AOM)
- 2018 Louis Pondy Best Paper Award, OMT Division (AOM)

GRANTS AND FELLOWSHIPS

- 2024 Malmsten Early Career Scholar Fellowship (SEK 300,000) [£23,000]
- 2024 CBS Head of Department Development Fund (DKK 43,000) [£5,000]
- 2022 Otto Mønsted Research Stay Grant (DKK 56,240) [£6,500]
- 2020 CBS Head of Department Development Fund (DKK 20,000) [£2,300]
- 2017 SAMS Developing the Management Community Grant (£2,300)
- 2014 ESRC Overseas Institutional Visit Grant (£2,840)
- 2013 ESRC Overseas Fieldwork Grant (£4,800)
- 2012 Warwick Chancellor's Scholarship (£40,770)

TEACHING EXPERIENCE

Supervision of Internships, Bachelor & Master Thesis, Spring 2021-Present

Topics include organization design, technology, change, strategy, and leadership.
Copenhagen Business School

Organization Behaviour, Fall 2020-Present

Coordinator & Lecturer, BSc in International Business Level. Copenhagen Business School.

Business Projects, Spring 2021-Present

Coordinator & Lecturer, MSc Strategy, Organization & Leadership. Copenhagen Business School.
Coordinator & Lecturer, MSc General Management & Analytics. Copenhagen Business School.

Know your Classics, Fall 2019

Lecturer, Ph.D. Program. EM Lyon Business School.

Organizational Analysis. Fall 2016

Seminar Tutor, Undergraduate Level. Warwick Business School.

CONFERENCES AND INVITED PRESENTATIONS

“Sustaining Complex Collaboration.”

Academy of Management Meeting, OMT Division, Boston, 2023

Southern Denmark University, November 2022

Danish Junior Faculty Consortium, August 2022

IOA-Sciences Po Workshop, Paris, May 2022

Ethnography Atelier Seminar, online, May 2022

IESEG Seminars, online, April 2022

Davis Qualitative Research Conference, University of California Davis, March 2022

European Group of Organization Studies Colloquium, Hamburg, July 2020

“The Art of Form: Re-thinking Formalization in Organizations”

SCANCOR, Stanford University, March 2023

Academy of Management Meeting, OMT Division, August 2022

European Group of Organization Studies Colloquium, Amsterdam, July 2021

“The Bureaucratic Infrastructure of Expert Knowledge”

Academy of Management Meeting, OMT Division, 2021

European Group of Organization Studies Colloquium, Edinburgh, July 2019

European Theory Development Workshop (ETDW), Bayes Business School, June 2019

EM Lyon Business School, QRSS seminar, March 2019

Copenhagen Business School, VELUX & POVI Seminar, March 2019

“Bureaucracy is Dead, Long Live Bureaucracy. Taking Stock and Moving Forward”

AOM Academy of Management Meeting, AOM, OMT Division, August 2021

OCE, EM Lyon Business School, 2019

“The Contribution of Organization Studies to Cyber Security”

Warwick Manufacturing Group, Cyber Security Global Research Priorities, 2019

“Back to The Future? The Enabling Roles of Bureaucracy in Collaborative Knowledge Work”

Academy of Management Meeting, OMT Division, Chicago, August 2018

European Group of Organization Studies Colloquium, Tallinn, July 2018

Officer Academic Associations	Member OMT Research Committee, AOM, 2022-Present Elected Representative-at-Large OMT, AOM, 2022-2025 Social Media Officer EGOS, Ex-Officio 2019-2022
Co-Organizer Academic Networks	Ethnography Atelier , 2018-Present EGOS SWG on Expertise in & around Organizations, 2025-2028
Co-Organizer Academic Events	Member Committee for Seminars, Department of Organization Copenhagen Business School, 2022-2023 PDW on Classics of Management and Organization Theory Academy of Management, 2018, 2019, 2021, 2022 EGOS Sub-theme “Formal Organization Today,” 2019 Summer School on Practice Theory, Warwick University, 2018 The Ethnography Circle, Warwick University, 2016-2018

PROFESSIONAL MEMBERSHIP

Academy of Management (OMT, BH, RM, PNP), 2016-Present
European Group for Organization Studies, 2013-Present
Organizational Design Community, 2023-Present
American Sociological Association, 2023-Present

LANGUAGES

Portuguese: Native
English: Fluent
Italian: Fluent
Spanish: Writing (Basic), Speaking (Basic), Reading (Intermediate)
French: Writing (Basic), Speaking (Basic), Reading (Basic)
German: Writing (Basic), Speaking (Basic), Reading (Basic)

HOBBIES/INTERESTS

Piano; Contemporary dance; Modern and contemporary visual art; Baking.

ACADEMIC REFERENCES

Prof. Davide Nicolini, Professor of Organizational Studies (davide.nicolini@wbs.ac.uk)
University of Warwick, Warwick Business School, CV4 7AL, Coventry, UK

Prof. Ruthanne Huising, Professor of Management and Organizations (huising@em-lyon.com)
EM Lyon Business School, 23 Avenue Guy de Collongue, 69130, Écully, France

Prof. Paul Adler, Professor of Management and Organization (padler@marshall.usc.edu)
University of Southern California, Marshall School of Business, Hoffman Hall 516. CA, USA

Prof. Beth Bechky, Stephen G. Newberry Chair in Leadership (bbechky@ucdavis.edu)
UC Davis Graduate School of Management, 540 Alumni Ln, Davis, CA, USA