PEDRO MONTEIRO

Copenhagen Business School Kilen, Kilevej 14 A, Denmark monteiropedro.com mail@monteiropedro.com

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). "<u>Generating, Ranking, and Ghosting: How organizational structures shape</u> <u>expertise</u>." Journal of Management Studies. 10.1111/joms.13056 Best Paper Proceedings AOM 2021

Monteiro, P., & Adler, P. S. (2022). "<u>Bureaucracy for the 21st century: Clarifying and expanding our</u> 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). "<u>Presenting Findings from Qualitative Research:</u> <u>One Size Does Not Fit All</u>!." In *Research in the Sociology of Organizations*. 59: 201-216.

Monteiro, P. & Nicolini, D. (2015). "<u>Recovering Materiality in Institutional Work: Prizes as an</u> <u>Assemblage of Human and Material Entities</u>." *Journal of Management Inquiry*, 24: 61-81 Nicolini, D., Lippi, A., & Monteiro, P. (2019). "Systematic Heterogeneity in the Adaptation Process of <u>Management Innovations</u>." 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). "<u>The Practice Approach: For a Praxeology of Organisational and</u> <u>Management Studies</u>." 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

- "The Staff Within the Line: The Work of Staff Employees in Product Development" VU Amsterdam, Symposium Changing Nature of Work, May 2018 Academy of Management Meeting, OMT Division, Anaheim, August 2016
- "How Organizations Adopt Management Ideas." Organizational, Learning, Knowledge, and Capabilities Conference, Oslo, April 2014
- "Interpretive Flexibility and The Adoption of Management Ideas" European Group of Organization Studies Colloquium, Montreal, July 2013 Management Learning Conference, Lancaster, March 2013
- "From Configuring Fields to Bandwagons: Prizes and the Circulation of Knowledge" 8th New Institutionalism Workshop, Barcelona, March 2012

PARTICIPATION IN CONSORTIA

- 2023 CASBS Summer Institute Organization and Their Effectiveness, Stanford University, USA
- 2022 OMT Paper Development Workshop, IAE Business School, Argentina
- 2022 Danish Consortium for Assistant Professors, Denmark
- 2021 Junior Faculty Consortium OMT Division, AOM Annual Meeting, online
- 2019 OMT Doing Research Around the World Workshop, AOM Annual Meeting, USA
- 2019 12th EMLYON Ph.D. and Post-Doc Seminar in Chamonix, France
- 2018 EGOS Post-Doc Workshop, EGOS Colloquium, Estonia
- 2018 10th Medici Summer School, Bologna Business School, Italy
- 2013 OMT Paper Development Workshop, Sabanci University, Turkey

RESEARCH DISSEMINATION AND MEDIA

<u>Talking about Organizations Podcast</u>, 2015-Present Monthly podcast on organization and management theory with over 18,000 monthly listeners.

Bureaucracy cannot curb Boris Johnson's chaotic culture, *Financial Times*, 6 February 2022 <u>https://www.ft.com/content/83d9eb7f-9336-4885-931c-33f96a387ccb</u>

Bureaucracy: The Necessity We Love to Hate, *AOM Insights*, 23 February 2022 <u>https://journals.aom.org/doi/abs/10.5465/annals.2019.0059.summary</u>

Maslow's pyramid" is based on an elitist misreading, *Quartz at Work*, 10 April 2019. <u>https://qz.com/work/1588491/maslow-didnt-make-the-pyramid-that-changed-management-history/amp</u>

ACADEMIC SERVICE

Member Editorial Review Board	Organization Science, 2023-Present Organization Studies, 2022-Present
Reviewer Journals Ad-hoc	Information and Organization; Research in the Sociology of Organization; Strategic Organization; Strategic Entrepreneurship Journal; Academy of Management Learning and Education; Revista de Administração de Empresas
Reviewer Conferences	Academy of Management Annual Meeting OMT Division, 2016-Present; MH Division, 2023-Present
Reviewer Grants	European Research Council, 2022

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 <u>Classics of Management and Organization Theory</u> 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 (<u>davide.nicolini@wbs.ac.uk</u>) University of Warwick, Warwick Business School, CV4 7AL, Coventry, UK

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

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

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