

PEDRO MONTEIRO

Copenhagen Business School
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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
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 Business School, Department of Management & Organizations, Visiting PhD, Spring

PUBLICATIONS

Papers

Monteiro, P. (2025). "[Hiding in Plain Sight: Expertise \(In\)Visibilities and \(Mis\)matches in Modern Organizational Structures](#)". Accepted, issue on Expertise in *Research in the Sociology of Organization*.

Monteiro, P. (2024). "[Generating, Grading, and Ghosting: How Organizational Structures Shape Expertise](#)." *Journal of Management Studies*. Published ahead of print. DOI: 10.1111/joms.13056
Best paper proceedings AOM 2021

Monteiro, P. (2024). "[How Not to Organize In-House Experts: Lessons From Boeing](#)." MIT Sloan Management Review.

Monteiro, P., Nicolini, D., Erickson, I. Cohen, L., Dokko, G., Corporaal, G., Karunakaran, A., Bechky, B., O'Mahony, S. (2024). "[Beyond the Buzz: Scholarly Approaches to the Study of Work](#)." *Journal of Management Inquiry*. Published ahead of print. DOI: 10.1177/10564926241261259

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

Book Chapters

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. Empirical paper on peripheral experts is translating management invocations into practice. Empirical manuscript. Currently being re-written to be submitted to the *Organization Science*.

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*.

Monteiro, P. & Kim, A. Methodological paper on conducting fieldwork respectfully in the global south. Early stage, to be submitted to the *Academy of Management Journal*

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

AWARDS AND HONORS

2023 DSEB Education Award (Finalist)

2023 Best Article Academy of Management Annals Award (Winner)

2022 DSEB Research Dissemination Award (Finalist)

2022 Best Paper Davis Conference on Qualitative Research (Winner)

2021 AOM Best Paper Proceedings (Selected)

2021 ABCD Award, OMT Division (Recipient)

2020 ABCD Award, OMT Division (Recipient)

2019 Annual Award in Honour of Max Boisot (Winner)

2018 OMT ABCD Award, OMT Division (Recipient)

2018 Grigor McClelland Best Dissertation Award (Winner)

2018 William H. Newman Award (Finalist)

2018 Louis Pondy Best Paper Award, OMT Division (Winner)

GRANTS AND FELLOWSHIPS

2024 Malmsten Early Career Scholar Fellowship (SEK 300,000) [€26,265]

2024 CBS Head of Department Development Fund (DKK 43,000) [€5,755]

2022 Otto Mønsted Research Stay Grant (DKK 56,240) [€7,525]

2020 CBS Head of Department Development Fund (DKK 20,000) [€2,300]

2017 SAMS Developing the Management Community Grant (£2,300) [€2,725]

2014 ESRC Overseas Institutional Visit Grant (£2,840) [€3,365]

2013 ESRC Overseas Fieldwork Grant (£4,800) [€5,685]

2012 Warwick Chancellor's Scholarship (£40,770) [€48,295]

2012 European Youth Forum Research Grant (co-applicant) (€2,000)

2010 Warwick Business School Bursary for Master Degree (£6,500) [€7,700]

TEACHING EXPERIENCE

Average teaching score: 4.5/5

Organization Behaviour, Fall 2020-Present

BSc in International Business. Copenhagen Business School
Coordinator & Lecturer

Business Projects, Spring 2021-Present

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

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

Topics include organization design, technology change, strategic management, and leadership.
Multiple program degrees. Copenhagen Business School

Know your Classics, Fall 2019

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

CONFERENCES AND INVITED PRESENTATIONS

“Sustaining Complex Collaboration.”

Gothenburg University, 2024
Saïd Business School, Oxford University, 2024
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
- “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 EMLYON Ph.D. and Post-Doc Seminar in Chamonix, France
 2018 EGOS Post-Doc Workshop, EGOS Colloquium, Estonia
 2018 Medici Summer School, Bologna Business School, Italy
 2013 OMT Paper Development Workshop, Sabanci University, Turkey

RESEARCH DISSEMINATION AND MEDIA

[Talking about Organizations Podcast](#), 2015-Present

Monthly podcast on organization and management theory with over 1,000,000 downloads.

[FT Board Network](#), research paper featured in this *Financial Times* newsletter, 29 February 2024

[Bureaucracy cannot curb Boris Johnson’s chaotic culture](#), *Financial Times*, 6 February 2022

[Bureaucracy: The Necessity We Love to Hate](#), *AOM Insights*, 23 February 2022

[Maslow’s “pyramid” is based on an elitist misreading](#), *Quartz at Work*, 10 April 2019.

ACADEMIC SERVICE

Member Editorial Review Board	<i>Organization Science</i> , 2023-Present <i>Organization Studies</i> , 2022-Present
Reviewer Journals Ad-hoc	<i>Information and Organization</i> ; <i>Strategic Organization</i> ; <i>Strategic Entrepreneurship Journal</i> ; <i>Research in the Sociology of Organization</i> ; <i>Academy of Management Learning and Education</i> ; <i>Journal of Business Ethics</i> ; <i>Revista de Administração de Empresas</i>
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 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 (For letters of reference, please contact the referees marked with *)

* 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 (huising@essec.edu)
ESSEC Business School, 3 Avenue Bernard Hirsch, 95000 Cergy, 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