

# PEDRO MONTEIRO

Warwick Business School & IKON Research Unit

Email: [monteiro.research@gmail.com](mailto:monteiro.research@gmail.com)

Website: <http://monteiopedro.com/>

## RESEARCH INTERESTS

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Cross-expertise collaboration; bureaucracy; innovation; product development; knowledge work; qualitative methods; ethnography.

## ACADEMIC POSITIONS

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Early-Career Fellow, Institute of Advanced Study, Warwick University, 2017-2018.

Researcher, Innovation, Knowledge & Organizational Networks Unit (IKON), Warwick Business School, 2017-2018.

## EDUCATION

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### Ph.D. Business and Management

The University of Warwick, Warwick Business School 2012-2016

Supervisors: Prof. Davide Nicolini and Prof. Hari Tsoukas

Examiners: Prof. Deborah Dougherty and Prof. Gerry McGivern

Thesis Title: Heavier Than Air. The Enabling Roles of Bureaucracy in Cross-Expertise Collaboration

*Visiting Student, NYU-Stern, Spring 2016*

*Department of Management and Organizations (Host: Prof. Beth Bechky)*

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

The University of Warwick, Warwick Business School, 2010-2011

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

University of Urbino, 2006-2010

*Visiting Student, Rutgers University, Fall 2009*

*Departments: Sociology; Labour Studies and Employment Relations*

## SELECTED PUBLICATIONS

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Nicolini, D. and Monteiro, P. (2017). "The Practice Approach: For a Praxeology of Organizational and Management Studies." In Tsoukas, H., and Langley, A. *The SAGE Handbook of Process Organization Studies*.

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

## **WORKING PAPERS**

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Monteiro, P. 'The Enabling Roles of Bureaucracy in Cross-Expertise Collaboration: The Case of Aeronautical Product Development.' *Reject and Resubmit* at ASQ on 15<sup>th</sup> January 2018. Expected re-submission: April 2018.

Reay, T., Zafar, A. Monteiro, P., Glaser, V. "Presenting Qualitative Research Findings: A Typology of Styles." Special issue on The Production of Managerial Knowledge and Organizational Theory. *Research in the Sociology of Organizations*. Paper currently in review.

Monteiro, P. 'When Winning Friends is not Enough to Influence People: The Struggle of Internal Consultants to Diffuse Management Ideas in an Engineering Department.' Re-writing manuscript. Target: *Organization Science*. Expected submission: May 2018.

Monteiro, P. 'Bureaucracy in Practice. Towards an Emic Understanding of Bureaucracy.' Coding Data. Target: *Academy of Management Journal*. Expected: Summer 2018.

## **RESEARCH GRANTS & AWARDS**

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### **2018 Louis Pondy Best Paper Award**

Award for best paper based on a dissertation by the Organization and Management Theory, Division of the Academy of Management

### **Society for the Advancement of Management Studies (£2,300)**

Funding from the Developing the Community Scheme to run a one-day symposium at Sussex University on The Management of Work in The Gig Economy on 15/12/2019.

### **IAS Early Career Fellowship (£8,000)**

Fellowship from the Institute of Advanced Studies, Warwick University, 2017-2018.

### **ESRC Overseas Institutional Visit Fund (£2,840)**

ESRC DTC Warwick fund to spend three months at the NYU Stern, 2014.

### **ESRC Overseas Fieldwork Fund (£4,800)**

Funding to carry out ethnographic fieldwork for my PhD, 2013-2015.

### **Chancellor's Scholarship (£40,770)**

University of Warwick funding all costs associated with the PhD program at the Warwick Business School, 2012.

### **European Youth Forum Research Grant (€2,000).**

Funding for a study on the theme of "Social protection and youth in Europe," 2012.

### **IATL Research Grant (£500).**

Funding to conduct a research project on the translation of management ideas and practices from the private to the public sector in Italy from the Warwick IATL, 2011.

### **Warwick Business School Bursary (£6,500)**

Bursary covering all tuition fees for the Master of Arts in Management and Organizational Analysis, 2010.

### **TEACHING EXPERIENCE**

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Seminar Tutor. Undergraduate Level. Warwick Business School.  
Organizational Analysis. Fall 2016.

Seminar Tutor. Undergraduate Level. Warwick Business School.  
Critical Issues in Law and Management, Spring 2013.

### **CONFERENCES AND INVITED PRESENTATIONS**

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Academy of Management Meeting, Chicago, 2018. "The Enabling Roles of Bureaucracy in Cross-Expertise Collaboration." (Winner of the Louis Pondy Award).

European Group of Organization Studies Colloquium, Talinn, 2018. (Sub-theme 11)  
"Back To The Future? Unveiling The Enabling Roles Of Bureaucracy In Contemporary Collaborative Knowledge Work."

Academy of Management Meeting, Anaheim, 2016. "The Staff Within The Line: The Enabling-Yet-Unsung Work of Staff Employees In Product Development."

Academy of Management Meeting, Anaheim, 2016. "Towards a Processual Understanding of Boundaries: Architects, Engineers, and Construction Experts Designing a Building."

Organizational, Learning, Knowledge and Capabilities, Oslo, 2014. "Why organizations adopt management ideas."

European Group of Organization Studies Colloquium, Montreal, 2013. "Mapping meaning multiplicity: Institutional sources of meaning variation in the consumption of management ideas."

Management Learning Conference, Lancaster, 2013. "Interpretive flexibility, fields and management ideas: institutionally embedded meanings and interests in the process of adoption and variation."

8<sup>th</sup> New Institutionalism Workshop, Barcelona, 2012 "From configuring fields to the promotion of bandwagons: Prizes and the Circulation of Knowledge."

### **ACADEMIC SERVICE**

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Ad-hoc Reviewer: *Organization Science, Organization Studies, Organization, Research in the Sociology of Organizations.*

Organizer of a PDW in AOM 2018 entitled "Classics of Management and Organization Theory: Highlighting the Relevance of Earlier Scholarship for Contemporary Research" sponsored by OMT.

Convenor of a sub-theme in EGOS 2019 on “Formal Organization Today: The Light of the Classics” with Paul du Gay and Signe Vikkelso.

Co-organizer of the Symposium on The Management of Work in the Gig Economy at Sussex University on the 15<sup>th</sup> of December 2017. The event received funding from the Society for the Advancement of Management Studies (SAMS).

Founding Member of The Talking About Organizations Podcast (Podcast on management and organizational classics currently done in partnership with Journal of Management Studies)

Co-organizer of “The Ethnography Circle’ 2016/2017 and 2017/2018.  
(Series of meetings on ethnographic research methods for a university-level audience at the University of Warwick)

## **LANGUAGES**

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Portuguese: Mother Tongue.

English: Fluent.

Italian: Fluent.

Spanish: Writing (Basic), Speaking (Basic), Reading (Intermediate).

German: Writing (Basic), Speaking (Basic), Reading (Basic).

## **ACADEMIC REFERENCES**

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Prof. Davide Nicolini

Professor of Organizational Studies

Co-Director of the Innovation, Knowledge and Organizational Networks unit (IKON)

University of Warwick, Warwick Business School, CV4 7AL, Coventry, UK,

Email: [Davide.Nicolini@wbs.ac.uk](mailto:Davide.Nicolini@wbs.ac.uk)

Prof. Haridimos Tsoukas

Professor of Organization Studies

University of Warwick, Warwick Business School, CV4 7AL, Coventry, UK,

Email: [Hari.Tsoukas@wbs.ac.uk](mailto:Hari.Tsoukas@wbs.ac.uk)

Prof. Beth Bechky

Professor of Management and Organization

New York University, Stern School of Business New York University NY, NY 10012

Email: [bbechky@stern.nyu.edu](mailto:bbechky@stern.nyu.edu)

Prof. Charles Heckscher

Professor of Management and Labor Relations

Co-Director of Center for the Study of Collaboration in Work and Society

Rutgers University, 50 Labor Center Way, New Brunswick, New Jersey 08901-8553

Email: [cch@heckscher.us](mailto:cch@heckscher.us)