

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). "[Generating, Grading, and Ghosting: How Organizational Structures Shape Expertise](#)." *Journal of Management Studies*, 62 (1): 381-407.

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

Monteiro, P., Nicolini, D., Erickson, I. Cohen, L., Dokko, G., Corporaal, G., Karunakaran, A., Bechky, B., O'Mahony, S. (2025). "[Beyond the Buzz: Scholarly Approaches to the Study of Work](#)." *Journal of Management Inquiry*, 34(1), 19-40.

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

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.

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.

Reports

Monteiro, P., Nicolini, D., & Maple, C. (2019). *Learning from Digital Incidents: Insights from a UK scoping study*. Research report, University of Warwick

SELECTED WORK IN PROGRESS (titles withheld to preserve the anonymity of peer review)

Empirical paper on collaboration across expertise domains in bureaucratic organizations. Re-writing manuscript for *Administrative Science Quarterly* after "reject and resubmit."

Empirical paper on how experts translate management ideas into practice. 1st Review and resubmit, *Journal of Management* (special call for qualitative papers).

Methodological paper on doing research in the Global South and theorizing with respect. In review at the *Academy of Management Journal* (with Anna Kim).

Conceptual paper introducing a virtual special issue on bureaucracy (perspective article). Proposal accepted, in writing, to be submitted to *Organization Studies*.

Empirical paper on the emergence of formalization in bureaucratic and holacratic organizations data. In writing, to be submitted to *Organization Science* (with Mike Lee).

Review paper on peripheral experts and pro-social ideas. Early stage (with Ruthanne Huising).

Book "Expertise, Work, & Organization: An Introduction." Proposal accepted for "Cambridge Elements in Organization Theory." In writing (with Davide Nicolini, Kasper Elmholdt, and Mohammad Rezazade).

TEACHING EXPERIENCE

Average teaching score: 4.4/5

[Organization Behaviour](#), Fall 2020-Present

BSc in International Business, CBS (Coordinator and Lecturer)

[Business Project](#), Spring 2021-Present

MSc Strategy, Organization & Leadership, CBS (Coordinator and Lecturer)

[Theorizing and Enacting Social Impact](#), Fall 2025-Present

PhD course, CBS (Lecturer)

[Expertise and Emerging Technologies: A Working and Organizing Perspective](#), Fall 2024-Present

PhD course, Aalborg University (Guest Lecturer)

Supervision of Internships, Bachelor's, and Master's Theses, Spring 2021-Present

Multiple program degrees, CBS. Topics include organization design, technology change, strategic management, mergers and acquisitions, start-ups, and AI in professional service firms.

AWARDS AND HONORS

- 2025 Outstanding Leadership as Representative-at-large, OMT Division (Recipient)
- 2024 Poets and Quants 50 Best Undergraduate Business Professors (Selected)
- 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 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

- 2026 EUTOPIA Seed Funding (SEK 98,000) [≈USD 10,813]
- 2025 AURORA Seed Collaboration Fund (with Oddný Helgadóttir) (DKK 100,000) [≈USD 15,720]
- 2024 Malmsten Early Career Scholar Fellowship (SEK 300,000) [≈USD 27,300]
- 2024 CBS HoD Development Fund (with Oddný Helgadóttir) (DKK 43,000) [≈USD 6,050]
- 2022 Otto Mønsted Research Stay Grant (DKK 56,240) [≈USD 7,910]
- 2020 CBS HoD Fund (DKK 20,000) [≈USD 2,813]
- 2017 SAMS Developing the Management Community Grant (£2,300) [≈USD 2,909]
- 2014 ESRC Overseas Institutional Visit Grant (£2,840) [≈USD 3,592]
- 2013 ESRC Overseas Fieldwork Grant (£4,800) [≈USD 6,071]
- 2012 Warwick Chancellor's Scholarship (£40,770) [≈USD 51,567]
- 2012 European Youth Forum Research Grant (with Tina Miedtank) (≈USD 2,100)
- 2010 Warwick Business School Bursary for Master's Degree (£6,500) [≈USD 8,220]

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

MEDIA CITATIONS AND RESEARCH DISSEMINATION

- [Charts took the guesswork out of organisations](#), *Financial Times*, 3 May 2025.
- [What if Bureaucracy is... Good?](#), *Bloomberg*, 30 April 2025.
- [Have America's industrial giants forgotten what they are for?](#), *Financial Times*, 4 February 2025.
- [Remember, bosses come in all shapes and sizes](#), *Financial Times*, 14 January 2025.
- [Bureaucracy cannot curb Boris Johnson's chaotic culture](#), *Financial Times*, 6 February 2022

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

Co-founder of a monthly podcast on organization theory with over 1,000,000 downloads.

KEYNOTES AND SELECTED RESEARCH PRESENTATIONS

[“Inverting the Map: Research Practices for Global Inquiry”](#)

Keynote Latin American Practice and Process Research Clinics, 2025

[“Live Your Theories: Mobilizing Organization Theory and Teaching Students to Enact It”](#)

Keynote SCANCOR Norway Workshop on Organization Theory, Oslo University, 2024

“The Work of Organization Design” (with Mike Lee)

Organization Science Winter Conference, 2026

“Theorizing the Global South with Respect” (with Anna Kim)

Warwick University, 2026

Universidade de San Andrés, 2025

“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” (with Paul Adler)

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

OCE, EM Lyon Business School, 2019

“The Contribution of Organization Studies to Cyber Security” (with Davide Nicolini)

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

ACADEMIC SERVICE

Member Editorial Review Board	<i>Organization Science</i> , 2023-Present <i>Organization Studies</i> , 2022-Present
Reviewer Journals Ad-hoc	<i>Administrative Science Quarterly</i> ; <i>Strategic Organization</i> ; <i>Information and 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
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	Program Committee, Organization Science Winter Conference Spring 2026 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, ODC, RM), 2016-Present
European Group for Organization Studies, 2013-Present

LANGUAGES

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

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