ALBERTO MONTI
(English Version)

PERSONAL INFORMATION

Name: Alberto Monti
Date of birth: 17th September 1979
Nationality: Italy
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Profile: Google Scholar
Profile: Research Gate
Profile: LinkedIn

EMPLOYEMENT

ADJUNCT PROFESSOR (Selected; language of instruction: English)
2024-present, *Managing Creativity*, UNIVERSITY OF LINZ, Austria
2023-present, *Organisational Design and Change Issues in Energy Business and Environmental Transition,* UNIVERSITY OF GENOA (Master of Science in Management for Energy and Environmental Transition)
2023-present, Organization Theory, BOCCONI UNIVERSITY (ITALY)
2019-present, *Behavioral Skills Seminars*, BOCCONI UNIVERSITY (ITALY)
2020-2022, *Creativity & design thinking*, IESEG UNIVERSITY, PARIS (FRANCE)
2017-present, *Social Network Theory and Analysis for the Cultural Sector*, CATHOLIC UNIVERSITY (IT)
2014-present, *Leadership and Managerial Skills Seminar*, BOCCONI UNIVERSITY (ITALY)
2016-22, *Managing Creativity*, BOCCONI UNIVERSITY (ITALY)
2021-22, *BUS 305 Introduction to Business Systems*, FRANKLIN UNIVERSITY (SWITZERLAND)
2017-21, Organization Theory, BOCCONI UNIVERSITY (ITALY)
2018-2019, *MGT 601-602 Practical Experience*, FRANKLIN UNIVERSITY (SWITZERLAND)
2016-2019, *Leadership and Negotiation*, IESEG UNIVERSITY, PARIS (FRANCE)
2016-2017, *Organizational Behavior*, UNIVERSITA' DELLA SVIZZERA ITALIANA, (SWITZERLAND)
2014-2018, *Cross-Cultural Negotiation*, FRANKLIN UNIVERSITY (SWITZERLAND)
2014-2016, *Leading People and Organization*, BOLOGNA BUSINESS SCHOOL (ITALY)
2010-2012, *Decision Making and Negotiation*, BOCCONI UNIVERSITY (ITALY)

GENOVA UNIVERSITY, DEPARTMENT OF ECONOMICS
February 2022 – December 2025
Research Fellow (Ricercatore tipo A; 3 years grant + 1 year extension)

Adjunct Professor at the Department of Economics (DIEC) University of Genova
2022- present, *Organizzazione e Gestione delle Risorse Umane nelle Imprese Marittime e Trasportistiche*

BOCCONI UNIVERSITY, DEPARTMENT OF MANAGEMENT AND TECHNOLOGY
September 2010 – August 2014
Post Doctoral Research Fellow (Assegnista di ricerca post dottorato; 4 years grant)

Adjunct Professor (Academic Fellowship) at the Department of Management and Technology, Bocconi University
2014- present, *Organization Theory, Leadership and Managerial Skills Seminar, Managing Creativity*

TONDO APS (no-profit association)
2018 - present
Role: ***Co-founder and scientific director***
Main activities: The association aims to promote and disseminate knowledge of the circular economy (CE) through events, workshops, research. To this end, we organize workshops, course modules that explain the concepts and skills necessary for the transition to the CE, and events and research related to the diffusion and impact of the circular economy.

FOOD IMPORT LIMITED COMPANY (F.lli Monti)
June 2002- July 2006
Role: ***Chief Executive Officer***
Main activities: Planning of the family business generational change, after a discontinuity crisis, and of a 5-years strategic plan to manage the transformation of the family business from mere import and distribution of codfish and stockfish to food processing.

EDUCATION

UNIVERSITY OF BOLOGNA, DEPARTMENT OF MANAGEMENT
November 2006 – May 2010
Ph.D in Management (Judgment: excellent)

Dissertation: "Social Identity and Social Network in Organizations: A Conceptual and Empirical Examination"
Advisory committee: Prof. Massimo Bergami, Prof. Simone Ferriani, Prof. Alessandro Lomi and Prof. Richard P. Bagozzi

ROSS SCHOOL OF BUSINESS, UNIVERSITY OF MICHIGAN (ANN ARBOR, MI, USA)
August 2007 – August 2008
February 2009 – August 2010
Visiting scholar

BA870. Ph.D. course on Research Methods in the Behavioral & Social Sciences. Among others, the central concepts considered in the course included reliability, validity, explanation, prediction, control, and understanding of individual, group, and organizational phenomena. We performed secondary analyses and interpretation of data and used broad-based structural equation methodology (LISREL) as the primary means of analysis. Teacher: Prof. Richard P. Bagozzi.

CSIB 897. Doctoral Seminar in Corporate Strategy. This doctoral seminar surveyed the major theoretical perspectives used in strategic management (or strategy) research. The course drew upon economics, sociology and organization theories to supplement more traditional strategy approaches towards understanding firm performance and related issues. Teacher: Prof. Gautam Ahuja.

UNIVERSITY OF BOLOGNA, SCHOOL OF ECONOMICS
November 2002 – July 2004
M.Sc. *Summa Cum Laude* in Business Management

UNIVERSITY OF BOLOGNA, SCHOOL OF ECONOMICS
October 1998 – October 2002
B.A. in Management

RESEARCH INTERESTS

The overarching theme of my research program is the analysis of the interplay between social identity theory (SIT) and social network analysis (SNA) and their effects on individual and organizational behavior. In particular, I investigate both the boundary conditions and the underlying mechanisms underpinning the reciprocal influence between core variables in the SIT and SNA literature and their joint impact on behaviors such as individuals' decision-making, knowledge sharing and pro-social and creative behaviors. I am also interested in the context of creative industries and, in particular, in the application of the main concepts of organization theory in this context. More specifically, I focus on the role of governance and diversity and its impact on organizational performance; the emergence and evolution of sustainability practices in the non-profit sector in Italy; and entrepreneurship and innovation in the context of creative industries. Finally, how culture and sustainability affect the subjective well-being of citizens.

Main Area Organization Theory & Organizational Behavior

Specific Interests Social Identity and Categorization Theory, Social Network Analysis, Knowledge Sharing, Cooperation, Decision Making, Creative industries, sustainability and subjective well-being

PUBLICATIONS (in English; peer-reviewed)

1. Dubini, P., & Monti, A. (2025). Accountability and governance in cultural organizations. Guest editors Ruth Rentschler, Wendy Reid & Chiara Donelli, **Routledge Companion on governance, leadership & philanthropy in the arts**. Routledge, Oxon **(indexed in SCOPUS)** ISBN 9781032326689.

2. Martello, D., Dubini, P., & Monti, A. (2025). "Non-financial reporting in cultural organizations: motivations, processes and outputs", ***Il Capitale Culturale. Studies on the Value of Cultural Heritage*** (**Status**: PROOFREADING FROM THE EDITOR)

3. Monti, A. & Marruca, F. (2025). Enhancing visitor engagement through digital strategies. Paper published in the ***European Academy of Management*** (**EURAM**) proceedings, 22-25 June, Florence, IT. ISSN 2466-7498 and ISBN 978-2-9602195-7-9

4. Martello, D., Dubini, P., & Monti, A. (2025). A narrative approach to non-financial disclosure in Museums. Paper published in the (**EURAM**) proceedings, 22-25 June, Florence, IT. ISSN 2466-7498 and ISBN 978-2-9602195-7-9

5. Turner, K. L., Monti, A., & Annosi, M. C. (2024). Unlocking the Role of Managers in Self-Managing Teams. ***Strategy & Leadership*** **(IF 0.75; rank CABS 1; ABCD C).** ISSN: 10878572 - DOI: 10.1108/SL-11-2023-0113

6. Monti, A., & Gasparre, A. (2024). Posthuman intelligence in healthcare organizations. Exploring human and nonhuman encounters in medical work with A.I. Paper published in the ***European Academy of Management*** (**EURAM**) proceedings, 25-28 June, Bath, UK, 2024. ISSN 2466-7498 and ISBN 978-2-9602195-6-2

7. Fino, F., Monti, A., & Dubini, P. (2024). Ten years after: value creation in Italian autonomous state museums. Paper published in the proceedings of the **EURAM** conference, 25-28 June, Bath, UK, 2024. ISSN 2466-7498 and ISBN 978-2-9602195-6-2

8. Dubini, P., Martello, D., Monti, A., Budelli, C., & Ceconello, I. (2024). Reporting accountability in cultural organizations. Paper published in the proceedings of the **EURAM** conference, 25-28 June, Bath, UK, 2024. ISSN 2466-7498 and ISBN 978-2-9602195-6-2

9. Martello, D., Dubini P., & Monti, A. (2024). The role of images in cultural organizations' non-financial reports. Paper published in the proceedings of the 15th ***ENCAT*** conference "Culture that matters: Interdisciplinary Approaches for Sustainable Futures", 18-20 September, Lecce, Italy. ISBN: 978-92-990088-7-4, p.124-143

10. Monti, A., Giuliani, A.P., Montanari, F., & Scapolan, A. (2023). From physical to digital: investigating the offline drivers of the online use and quality of knowledge exchange of an intra-organizational digital collaborative technology. ***IEEE Transactions on Engineering Management***, **(IF 8.702; rank CABS 3; ABCD A).** ISSN: 0018-9391

11. Dubini, P., & Monti, A. (2023). An Explorative Study on State-Owned Museum Performance in Italy: The Interplay between the Director's Characteristics and Board Diversity. Guest editors: Jung, Y., Vakharia, N., & Vecco, M., **The Oxford Handbook of Arts and Cultural Management.** Oxford University Press **(indexed in SCOPUS)**. https://doi.org/10.1093/oxfordhb/9780197621615.001.0001. Online ISBN: 9780197621646

12. Monti, A. (2023). From Digital to Physical: Museums' social media presence and its impact on visitors' loyalty and intention to visit online and onsite. Paper proceedings of the ***European Academy of Management*** (EURAM), 14-16 June, Dublin, Ireland. ISSN 2466-7498 and ISBN 978-2-9602195-5-5.

13. Gasparre, A., Monti, A., & Zamarian, M. (2022). HUMANS AND TECHNOLOGY IN MANAGING THE UNEXPECTED: AN ORGANIZATIONAL PERSPECTIVE (Editorial SI) ***Impresa Progetto***. https://dx.doi.org/10.15167/1824-3576/IPEJM2022.3.1520

14. Turner, K. L., Monti, A., & Annosi, M. C. (2021). Disentangling the effects of organizational controls on innovation. ***European Management Journal.*** https://doi.org/10.1016/j.emj.2020.09.004 **(IF 5.07; rank CABS 2; ABCD B)**

15. Bertoni, A., Dubini, P., and Monti, A. (2021). Bringing back in the spatial dimension in the assessment of cultural and creative industries and its relationship with city's sustainability: The case of Milan. Paper submitted to a Special Issue on "Cultural, Creative and Sustainable Cities". Guest editors: V. Montalto, P. L. Sacco, and M. Saisana. This special issue belongs to the section "Tourism, Culture, and Heritage" of ***Sustainability*** (ISSN 2071-1050). https://doi.org/10.3390/su131910878 **(IF 3.889; ABCD na; CABS na)**

16. Bertoni, A., Dubini, P., & Monti, A. (2021). Participatory event platforms in the urban context: the importance of stakeholders' meaning of "participation". In Paola Demartini, Lucia Marchegiani, Michela Marchiori, Giovanni Schiuma (Eds) ***Cultural Initiatives for Sustainable Development Management, Participation and Entrepreneurship in the Cultural and Creative Sector***, pp. XX-XX, Contributions to Management Science Series: Springer **(indexed in SCOPUS)** ISBN: 978-3-030-65686-7 e ISSN 1431-1941 https://doi.org/10.1007/978-3-030-65687-4

17. Annosi, M.C., Monti, A., & Martini, A. (2020). Individual Learning Goal Orientations in Self-Managed Team-Based Organizations: A Study on Individual and Contextual Variables. ***Creativity and Innovation Management***. DOI: 10.1111/caim.12377 **(IF 3.64; rank CABS 2; ABCD C)**

18. Monti, A., Dubini, P (2020). Change of policy for museums: is governance the answer? Paper published in the proceeding of the European Academy of Management (**EURAM**), December 4-6, Dublin, UK. ISSN 2466-7498 and ISBN 978-2-9602195-2-4.

19. Annosi, M.C., Brunetta, F., Monti, A., & Nati, F. (2019). Is the trend your friend? An analysis of technology 4.0 investment decisions in Agricultural SMEs. **Special Issue** on "Agri-Food 4.0 and Digitalization in Agriculture Supply Chains - New directions, challenges and applications". Guest editors: M. Lezoche, H. Panetto, J. Hernandez, M. del Mar E. A. Diaz, and J. Kacprzyk. ***Computers in Industry***. doi.org/10.1016/j.compind.2019.04.003 **(IF 11.245; rank CABS 3; ABCD na)**

20. Dubini, P., and Monti, A. (2018). Board composition and organizational performance in the cultural sector: the case of Italian opera houses. **Special Issue:** *Cultural Entrepreneurship and the New Arts Management*. ***International Journal of Arts Management,*** Volume 20 (2): pp. 56 - 70. ISSN: 1480-8986 **(IF 0.33; rank CABS 1; ABCD B)**

21. Iacopino, V., Mascia D., Monti A., Cicchetti, A. (2018). Professional Networks and the Diffusion of Medical Technologies: An Empirical Study on Robotic Surgery. In Boccardelli, P., Magnusson, M., Annosi, M.C., Brunetta, F. (Eds). ***Learning and Innovation in hybrids and "new" organizations****,* pp. 143 – 163*,* New York: Palgrave Macmillan (Book Chapter). ISBN: 978-3-319-62466-2. https://doi.org/10.1007/978-3-319-62467-9_8

22. Turner, K., Annosi, M.C. and Monti, A. (2017) A Knowledge-Based View of Innovation: The Role of Input and Output Controls. Paper published in the proceeding of the European Academy of Management (**EURAM**), June 21-24, Glasgow, UK. ISSN 2466-7498.

23. Equi Pierazzini, M., Monti, A., and Dubini, P. (2017). Glass Cliff In Art? An Exploratory Study Of Women Artists' Careers At Art Basel System. Paper published in the proceeding of the European Academy of Management (**EURAM**), June 21-24, Glasgow, UK. ISSN 2466-7498

24. Giordano, S., Monti, A., and Dubini, P. (2017). "Nessun Dorma":International Strategies For Italian Opera Houses. Paper published in the proceeding of the European Academy of Management (**EURAM**), June 21-24, Glasgow, UK. ISSN 2466-7498.

25. Annosi, M.C., Martini, A., and Monti, A. (2017). Integrating Social Network Theory Into Learning and Ambidexterity Research: A Micro-Level Analysis for Self-Managing Teams. Paper published in the proceedings of the 18th International CINet Conference, "Digitalization and innovation: designing the organization of the future", 10-12 September, Potsdam, Germany, ISBN 978-90-77360-20-0

26. Monti, A., Magni, M. (2017). Intra-team Trust and Team Performance: The Role of Team Potency and Team Behavioral Integration. Paper published in the proceedings of the XVIII "Workshop dei Docenti e Ricercatori di Organizzazione Aziendale" (**WOA**), February, 16-17, Pisa, Italy.

27. Monti A. (2015). The endorsement of ethically questionable tactics: the moderating role of culture and individual's attitudes. In Paolo Gubitta, Martina Gianecchini, Diego Campagnolo (Eds), ***Back to Basics. Searching for New Forms of Organizing.*** ISBN 978-88-6938-056-3.

28. Monti A. & Dubini, P. (2015). Board of directors' profile and organizational performance in the cultural sector: the case of Italian opera houses. In Paolo Gubitta, Martina Gianecchini, Diego Campagnolo (Eds), ***Back to Basics. Searching for New Forms of Organizing.*** ISBN 978-88-6938-056-3.

29. Monti, A., Soda G. (2014). Perceived organizational identification and prototypicality as origins of knowledge exchange networks. In Daniel J. Brass, Giuseppe (Joe) Labianca, Ajay Mehra, Daniel S. Halgin, Stephen P. Borgatti (Ed), Contemporary Perspectives on Organizational Social Networks, ***Research in the Sociology of Organizations***, Volume 40, pp. 353-375. ISSN: 0733-558X/doi:10.1108/S0733-558X(2014)0000040018. **(IF 1.50; rank CABS 3; ABCD A)**

30. Monti, A., Salvemini S. (2014). "The Barolo Brothers: Organizational Identity and Social Relationships as Strategic Decision-Making Drivers." Special Issue on Management-Learning Case Writing, Discussion, and Impacts: Theory, Methods, and Practice Honoring the Contributions of T. Grandon Gill. ***Management Decision,*** Vol. 52(9): 1750-1781. http://dx.doi.org/10.1108/MD-10-2013-0559. **(IF 5.589; rank CABS 2; ABCD B)**

31. Monti, A., Bergami M. (2014). Interpersonal citizenship behaviors (ICB): the role of ICB attitude and members prototypicality. In John Humphreys (Eds), ***Academy of Management Proceedings*** (Vol. 2014, No. 1, p. 1545-1550), Academy of Management. doi:10.5465/AMBPP.2014.238. Awarded for the "Best Paper Proceedings" by the Organizational Behavior Division.

32. Barberio, V., Monti, A. (2014). Réseaux sémantiques et légitimé du discours organisationnel : une illustration ("Semantic networks and organizational discourse legitimacy : an empirical illustration"). ***Revue internationale de Communication sociale et publique,*** No 12: 7-25. ISSN 1913-5297.

33. Monti, A. (2014). Meaning and Meaningfulness in the Psychological and Organizational Literature: A Conceptual and Empirical Examination. Paper published in the proceedings of the XV "Workshop dei Docenti e Ricercatori di Organizzazione Aziendale" (**WOA**): *Organising for growth: theories and*

practices. Udine, March 26–28, 2014. ISBN: 13: 978-1502474896 (CreativeSpace-Uniud assigned); 10: 1502474891

34. Monti, A. (2013). Organizational Identification and Social Networks: A Complementary Role in Explaining Interpersonal Citizenship' Attitude and Performance. Paper published in the proceedings of the XIV **WOA**: "*Organizing in turbulent times: the challenges ahead*", pp 1 -12. Roma, July 30 – 31, 2013. ISBN: 978-88-6787-055-4.

35. Monti, A., Salvemini S. (2013). "The Barolo Brothers": From Wine to Culture. A successful story of unconventional diversification. Business Case. The Case Centre, # 313-118-1.

36. Monti, A., Salvemini S. (2013). "The Barolo Brothers": From Wine to Culture. A successful story of unconventional diversification. Teaching Note. The Case Centre, # 313-118-8.

PAPERS UNDER REVIEW

1. Barberio, V., Giuliani, A.P., & Monti, A. (2025). "Who Says What Matters To Me: The Contingencies Of Entrepreneurial Framing Strategies In Crowdfunding". Under review for a Special Issue on "*FRAMING NOVELTY: A LINGUISTIC APPROACH TO THE UNDERSTANDING OF ENTREPRENEURSHIP, CREATIVITY, AND INNOVATION*", ***Strategic Entrepreneurship Journal***

2. Mizzau, L., Monti, A., Torre, T (2024). "Is hybrid work a good solution in the public sector?". Under review for a Special Issue on "*Managing the 'digitalized' public sector: the struggle between internal assets and external drivers of knowledge*", ***International Journal of Public Sector Management.***

BOOKS

Dubini, P., Martello, D., e Monti, A. (2024). **Rendere conto. Il bilancio di sostenibilità delle organizzazioni culturali**. Collana, *References*. Editore Egea ISBN (volume) 979-12-2293-012-1

PUBLICATIONS (in Italian; peer-reviewed)

1. Rodighiero, S., Fusari, C., Montanari, F., Monti, A., e Saroglia, P. (2024). La riconfigurazione degli spazi del Terzo settore tramite una logica collaborativa. ***Impresa Sociale,*** DOI:10.7425/IS.2024.02.10

2. Monti, A. & Montanari, F. (2022). L'identità organizzativa di fronte al cambiamento. Il caso del Centro Studi Sereno Regis. ***Impresa Sociale,*** DOI: 10.7425/IS.2022.04.08.

PUBLICATIONS (not peer reviewed)

1. Monti, A. (2022). Strategie di innovazione per il patrimonio museale. ***Economia & Management,*** p.22-29 (Dossier su *I Valori della Cultura*). ISSN 1120-5032 DOI:10.1485/1120-5032-202201-5; ISBN:978-88-238-6315-6 https://emplus.egeaonline.it/it/61/archivio-rivista/rivista/3455776/articolo/3455803

2. Dubini, P., & Monti, A. (2022). Essere luoghi di comunità. L'importanza del fan club per le biblioteche. In: (a cura di) Faggiolani C., Geografie culturali - Le biblioteche nel "Sistema del benessere". Uno sguardo nuovo, p. 91-114, Roma, Editrice Bibliografica. https://doi.org/10.53134/9788893574358 - ISBN: 9788893574358

3. Bergami, M., Monti, A., & Morandin G. (2013). Leadership in a combination of continuity and strategic change: building a new identity. In: (a cura di): Bergami M., Celli P. L., Soda G., *National monopoly to successful multinational: the case of Enel*. p. 118-135, New York: Palgrave Macmillan, ISBN: 9781137033895

4. Bergami, M., Monti, A., & Morandin G. (2011). La leadership tra continuità e cambiamento strategico: la costruzione di una nuova identità. In: Bergami M., Celli P. L., Soda G. *Enel: da monopolista nazionale a leader globale*. p. 111-127, Milano: Egea. ISBN: 9788823833159

PUBLICATIONS IN NEWSPAPERS

1. Dubini, P., & Monti, A. (2020). Musei: qui ci vuole esperienza internazionale. ***lavoce.info*** (digital article) https://www.lavoce.info/archives/63427/musei-qui-ci-vuole-esperienza-internazionale-2/

2. Dubini, P., & Monti, A. (2020). [Patrimonio quo vadis] Pubblico nei musei statali: una questione di governance? ***Agcult.it*** (digital article) https://agcult.it/a/14673/2020-02-05/patrimonio-quo-vadis-pubblico-nei-musei-statali-una-questione-di-governance

3. Dubini, P., & Monti, A. (2020). Che cosa ne sarà del mondo dello spettacolo. ***Economia e Management*** (digital article published in the "Cult" session). https://emplus.egeaonline.it/it/360/cult/1200/che-cosa-ne-sara-del-mondo-dello-spettacolo (published on the 16-11-2020)

4. Dubini, P., & Monti, A. (2020) Il futuro degli spettacoli. ***IlSole24Ore***. https://www.ilsole24ore.com/art/il-futuro-spettacoli-ADfRvI7 (published on the 10-12-2020)

PRESENTATIONS (peer-reviewed conferences/workshop)*

1. Monti, A. (2025). Leadership emergence in organization: Integrating Social Network & Social Identity. Paper presented at the 41st ***EGOS Colloquium***, Sub-theme: 31Network Agency and Creativity: The Mutual Interdependence between Network Actors and Social Structures. 3-5, July, Athens, Greece

2. Monti, A. & Marruca, F. (2025). Enhancing visitor engagement through digital strategies. Paper presented at the ***European Academy of Management*** (**EURAM**) conference, 22-25 June, Florence, IT.

3. Martello, D., Dubini, P., & Monti, A. (2025). A narrative approach to non-financial disclosure in Museums. Paper presented at the **EURAM** conference, 22-25 June, Florence, IT.

4. Monti, A., Mizzau, L., Torre, T. (2025). Trust in the Supervisor and Worker's Job Satisfaction: Exploring the Role of Supervisor-Supportive Behaviors and Self-Efficacy. Paper presented at the XXIII FINT Conference, Genova, 20 June, 2025 – TRUST WITHIN AND BETWEEN ORGANIZATIONS Lenses for studying trust (Parallel Session)

5. Monti, A., Mizzau, L., Torre, T. (2025). Workers' job satisfaction: which role for supervisor? Evidence from a case study. Paper presented at the XXVI - WORKSHOP DEI DOCENTI E RICERCATORI DI ORGANIZZAZIONE AZIENDALE (***WOA***) - NAVIGATING ORGANIZATIONAL CHANGE IN TIMES OF UNCERTAINTY. 29-30 may, Pescara, IT.

6. Monti, A. (2024). Unpacking the Paradox of Diversity: Being Identified While Feeling Different. Paper presented at the 84th ***Annual Meeting of the Academy of Management*** (AOM), August 9 -13, Chicago, Illinois, USA, 2024

7. Monti, A., & Gasparre, A. (2024). Posthuman intelligence in healthcare organizations. Exploring human and nonhuman encounters in medical work with A.I, Paper presented at the ***European Academy of Management*** (**EURAM**), 25-28 June, Bath, UK, 2024

8. Fino, F., Monti, A., & Dubini, P. (2024). Ten years after: value creation in Italian autonomous state museums. Paper presented at the **EURAM** conference, 25-28 June, Bath, UK, 2024

9. Martello, D., Dubini, P., Monti, A., Budelli, C., & Ceconello, I. (2024). Reporting accountability in cultural organizations. Paper presented at the **EURAM** conference, 25-28 June, Bath, UK, 2024

10. Mizzau, L., Monti, A, & Torre, T. (2024). Working in the public sector in the post-pandemic: new or old normal? The case of an Italian public administration. Paper presented at the 40th ***EGOS Colloquium***, Sub-theme: 46 Managing Human Resources in the "Digitalized" Public Sector: The Struggle between Internal and External Sources in the Post-Pandemic World. 6-8, July, Milan, Italy.

11. Monti, A., & Dubini, P. (2024). To Whom and for What Are We Accountable? An Exploration of Similarities and Differences in Non-Profit Organizations. Paper presented at the XVIIth ***International Conference on Arts & Cultural Management*** (***AIMAC***), Sub-Theme: Financial management, governance and control. 23-28 June, Lisbon, Spain.

12. Fino*, F., Monti, A., & Dubini, P. (2024). Investigating accountability practices in Italian autonomous State museums. Paper presented at the XVIIth ***AIMAC*** conference, Sub-Theme: Financial management, governance and control. 23-28 June, Lisbon, Spain.

13. Martello*, D., Dubini P., & Monti, A. (2024). The role of images in cultural organizations' non-financial reports. Paper presented at the 15th ***ENCAT*** conference "Culture that matters: Interdisciplinary Approaches for Sustainable Futures", 18-20 September, Lecce, Italy.

14. Monti, A. (2023). Leadership emergence: integrating Social Network and Social Identity. Paper presented at the ***International Network for Social Network Analysis (*INSNA)** Conference, Portland, OR, June 28 - July 1.

15. Monti, A. (2023). From Digital to Physical: Museums' social media presence and its impact on visitors' loyalty and intention to visit online and onsite. Paper presented at ***European Academy of Management*** (**EURAM**), 14-16 June, Dublin, Ireland, 2023. ISSN 2466-7498 and ISBN 978-2-9602195-5-5.

16. Barberio*, V., Giuliani, A.P., & Monti, A. (2023). Framing innovation through rhetorical strategies: insights from crowdfunding. Paper presented at 39th ***EGOS*** Colloquium, Sub-theme: 36 Framing Innovation with Words: A Linguistic Approach. 6-8 July, Cagliari 2023

17. Gasparre, A., & Monti, A. (2023). Posthuman intelligence in healthcare organizations. Exploring human and nonhuman technological encounters in medical work with A.I. Paper presented at the 39th ***EGOS***, Sub-theme: 11 Explaining AI in the Context of Organizations. 6-8 July, Cagliari 2023

18. Monti, A., (2022). The relationship between Museums' social media presence and its impact on visitors' loyalty and intention to visit online and onsite. Paper presented at the R&D Management Conference, Track "Organizing for innovation in the cultural sector". Trento 9 -11 July, 2022.

19. Monti, A., (2021). Faultlines Splits in Decision-making Teams and their impact on Knowledge Sharing: Exploring the role of moderating and mediating factors. Paper presented at the XXII Workshop dei Docenti e Ricercatori di Organizzazione Aziendale (**WOA**), Genoa 10-11 September, 2021.

20. Monti, A., & Dubini, P. (2020). Change of policy for museums: is governance the answer? Paper accepted at the 20th ***European Academy of Management*** (EURAM), December 2-4, Dublin, Ireland.

21. Bertoni*, A., Dubini, P., & Monti, A. (2020). The institutionalisation of temporary events: BookCity Milano. Paper accepted at 36th ***EGOS Colloquium*** Sub-theme 12: [SWG] Institutions, Innovation, Impact: Temporal, Spatial and Material Foundations of Institutional Innovation and Change. July 2-4, Hamburg, Germany.

22. Bertoni*, A., Dubini, P., & Monti, A. (2020). Urban ephemera in heritage: complementarity, appropriation, enhancement. Paper accepted at ***Association of Critical Heritage Studies*** (ACHS) 5th Biennial Conference, August 26-30, University College London, UK.

23. Monti, A., Equi Pierazzini, M. & Dubini, P. (2019). "The Art's Boardroom? Glass Cliff as a Phenomenon in the Art System". Paper presented at the 79th ***Academy of Management Meeting*** (AOM), in a OB Divisional Paper session and PDW on "How to publish diversity research", 9-13 August, Boston, USA

24. Monti, A. (2019). Social identity and social network determinants of individual performance within the organization: Complementary or substitutes? Paper presented at 35th ***EGOS Colloquium*** [SWG = 07] Networks, Goals and Organizational Effectiveness: The Idea of 'Network Management', July 4-6, in Edinburgh, United Kingdom

25. Monti, A. (2019). A Social Identity Perspective on Intra-Organizational Network: The Role of Different Targets and Contents of Identification and of Members Prototypicality. Paper presented at the XXV ***Organization Science Winter Conference***. The Disciplines and Organization Science (**OSWC**), February 28- March – 2, Phoenix, Arizona, USA.

26. Annosi*, M.C., Monti, A., Martini, A. (2019). How to drive individual initiative to adapt and align in self-managing team-based organizations. An abductive approach. Paper presented at the XXV **OSWC**, February 28- March – 2, Phoenix, Arizona, USA.

27. Monti, A. (2019). The Social Network Bases of Organizational Identification: Tie Contents, Network Structures and Boundary Conditions. ***Academy of Management Review Theory Development "Hackathon"***, February 22 and 23, at the IESE Business School, Barcelona, Spain

28. Monti, A. & Lomi*, A. (2018). The multilevel structure of social networks and organizational vocabularies. Paper accepted at the XXXVIII, *Sunbelt conference of the International Network for Social Network Analysis* (**INSNA**), June 26-July 1, 2018 in Utrecht, the Netherlands.

29. Giuliani*, A. P., Monti, A., and Barberio, V. (2018). Narrative identity work and serial entrepreneurship: exploring optimal distinctiveness discourse strategies. Paper presented at the 78th ***Academy of Management Meeting*** (AOM), PDW: *Optimal Distinctiveness: Past Approaches, Theoretical Integration, and Future Research Agenda,* Friday, Aug 10, Chicago, USA.

30. Annosi*, M., Martini, A., Monti, A. and Redaelli, G. (2018). Self-Managing Team as Organizational Context For Individual Ambidexterity: A Micro-Level Study. Paper accepted **for the R&D Management Conference**, Track 12: Team, leadership & organization for creativity and innovation, June 30- July 4, Milan, Italy.

31. Gallagher*, G., Monti, A., Robins G., Lomi A. (2017). Influential relations: How experiential learning diffuses in organizations. Paper presented at the XXXVII **INSNA** Conference, Beijing, May30-June 4.

32. Giuliani*, A., Monti, A. & Barberio, V. (2017). The Role Of Narrative Identity Work In Serial Entrepreneurship: A Longitudinal Study. Paper accepted for presentation at the at the 77th ***Academy of Management Meeting*** (AOM), scheduled for August 4-8 in Atlanta, USA.

33. Turner*, K., Annosi, M.C. and Monti, A. (2017) Disentangling the Effects of Organizational Controls on Process and Product Innovation. Paper presented at the at the 77th**AOM**, August 4-8 in Atlanta, USA.

34. Equi Pierazzini, M., Monti, A., and Dubini, P. (2017). Glass Cliff In Art? An Exploratory Study Of Women Artists' Careers At Art Basel System. Paper presented at the ***European Academy of Management*** (EURAM), June 21-24, Glasgow, UK.

35. Giordano*, S., Monti, A., and Dubini, P. (2017). "Nessun Dorma":International Strategies For Italian Opera Houses. Paper presented at the **EURAM**, June 21-24, Glasgow, UK.

36. Turner*, K., Annosi, M.C. and Monti, A. (2017). A Knowledge-Based View of Innovation: The Role of Input and Output Controls. Paper presented at the **EURAM**, June 21-24, Glasgow, UK.

37. Annosi*, M.C., Martini, A., and Monti, A. (2017). Integrating Social Network Theory Into Learning and Ambidexterity Research: A Micro-Level Analysis for Self-Managing Teams. Paper presented at the proceedings of the 18th International CINet Conference, "Digitalization and innovation: designing the organization of the future", 10-12 September, Potsdam, Germany.

38. Monti, A., Magni, M. (2017). Intra-team Trust and Team Performance: The Role of Team Potency and Team Behavioral Integration. Paper presented at the XVIII "Workshop dei Docenti e Ricercatori di Organizzazione Aziendale" (**WOA**), February, 16-17, Pisa, Italy.

39. Monti, A. (2016). A social identity approach to advice relations: The role of affective and evaluative dimensions of identification and member's prototypicality. Paper presented at 32th ***European Group of Organization Studies*** (EGOS), in the Sub-theme 05: (SWG) Multi-level Network Research: The Interplay between Micro-level and Macro-level Networks". July 7-9, Naple, Italy.

40. Equi Pierazzini*, M., Monti, A. & Dubini, P. (2016). Glass ceiling or glass cliff in art? An exploratory study of women artists careers at Art Basel system. Paper presented at 32th **EGOS**, in the sub-theme 60: Shadowing Diversity Issues to Exploit Power Dynamics and Innovation Processes in Organization. July 7-9, Naple, Italy

41. Dubini*, P., Monti A. (2016) Board Composition and Performance in Italian Opera Houses. Paper presented at the **EURAM**, June 1-4, Paris, France

42. Monti, A. (2015). "Social Identity and Social Network in Organizations: Exploring The Role of members prototypicality". Paper presented in a Divisional Paper session (OB) at the 74th ***Academy of Management Meeting*** (AOM), scheduled for August 7-11 in Vancouver, BC, Canada.

43. Monti, A. (2015). "The Network Base of Social Identification: Tie Contents, Network Structures and Boundary Conditions". Paper presented in a Divisional Paper session (OB) at the 74th **AOM**, scheduled for August 7-11 in Vancouver, BC, Canada.

44. Giuliani*, A., Monti, A. (2015). "The Role Of Narrative Identity Work In Serial Entrepreneurship: A Longitudinal Study". Paper presented for presentation at the 35th ***Babson College Entrepreneurship Research Conference*** (BCERC) scheduled for June 10-13 in Natick, MA, USA.

45. Monti, A., Giuliani, A. (2015). "Uncovering patterns of narrative identity work in serial entrepreneurship: A longitudinal mixed method study". Paper presented at 31th **EGOS**, in the Sub-theme 07: (SWG) Institutions and Identities. July 2-4, Athens, Greece. **Running up for the best paper EGOS 2015.**

46. Monti A. (2015). The endorsement of ethically questionable tactics: the moderating role of culture and individual's attitudes. Paper presented at XVI **WOA** "Back to Basic: Searching for New Forms of Organizing", Padova, Italia, 20-22 Maggio 2015.

47. Monti A. & Dubini, P. (2015). Board of directors' profile and organizational performance in the cultural sector: the case of Italian opera houses. Paper presented at XVI **WOA** "Back to Basic: Searching for New Forms of Organizing", Padova, Italia, 20-22 Maggio 2015.

48. Monti, A., Bergami M. (2014). "Interpersonal citizenship behaviors (ICB): the role of ICB attitude and members prototypicality". Paper presented in a Divisional Paper session at the 73th AOM August 1-5, Philadelphia, Pennsylvania. **Awarded** for the "***Best Paper Proceedings***" by the Organizational Behavior Division.

49. Monti, A., Soda G., Bizzi L. (2014). "Boundary Spanning in Organizations: The Role of Affective and Instrumental Multiplexity". Paper accepted for presentation in a Divisional Paper session at the 73th **AOM**. August 1-5, Philadelphia, Pennsylvania (scheduled).

50. Monti, A., Soda G. (2014). "Integrating social capital and social identity perspective: implication for knowledge exchange". Paper presented at 30th **EGOS**, sub-theme 14:(SWG) Organizational Network Research: Organization and Renewal of Organizational Networks. July 3-5, Rotterdam, Netherlands.

51. Dubini*, P. Monti A., Raviola E. (2014). "What is cultural entrepreneurship all about". Paper presented at the 30th **EGOS**, in the Sub-theme 13: (SWG) Creative Industries Revamped: Trespassing and Crosspollination. July 3-5, Rotterdam, Netherlands.

52. Dubini, P., Monti A., Papanikolaou C. (2014). "Made in Italy: positioning Italian Opera in the global landscape". Paper accepted for the 18th ***International Conference on Cultural Economics*** (ACEI). June 24-27, Montreal, Canada.

53. Monti, A. (2014). Meaning And Meaningfulness in the Psychological and Organizational Literature: A Conceptual and Empirical Examination. Paper presented at the XV "Workshop dei Docenti e Ricercatori di Organizzazione Aziendale" (**WOA**): *Organising for growth: theories and practices*. Udine, March 26 – 28, 2014.

54. Monti, A., Soda G. (2013). "Integrating Social Capital and Social Identity Perspectives: Implication for Knowledge Exchange". Paper presented at the 72th **AOM** in a Divisional paper session: "Social Networks & Social Capital". August 9-13, Orlando, Florida.

55. Monti, A., Soda G. (2013). "Cross-boundary integration in organizations: The role of affective and instrumental multiplexity". Paper presented at the 29th **EGOS** in the Sub-theme 14: (SWG) "Organizational Network Research: Bridging and Bridges in Organizational Networks". July 4-6, Montreal, Canada.

56. Monti, A. (2013). Organizational Identification and Social Networks: A Complementary Role in Explaining Interpersonal Citizenship' Attitude and Performance. Paper presented at the XIV **WOA** "*Organizing in turbulent times: the challenges ahead"*, Roma, July 30 – 31, 2013.

57. Monti, A., Bergami M. (2011). "When Identities Mirror Networks: An empirical examination". Paper presented at the 71th **AOM** in a Divisional Roundtable Paper session: "Social Identity at Work: Individual Differences and Team Processes Individual and Group Identity". August 12-16, San Antonio, Texas.

58. Morandin*, G., Bergami M., Monti A., Bagozzi R. P. (2010). "Schema-based Sensemaking of the Decision to Participate and Its Effects on Job Performance". Paper presented at the 70th **AOM** in a Divisional Roundtable Paper session: "Decision making: Towards managing and understanding cognitive biases and schema". August 6-10, 2010, Montreal, Canada.

59. Monti A., Bergami M., Morandin G. (2010). "The Interplay between Social Networks and Organizational Identification: A Conceptual Examination". Paper presented at the 26th **EGOS** in the Sub-theme 02: (SWG): "New Directions in Organizational Network Theory and Research". June 28 – July 3 2010, Lisbon, Portugal.

60. Morandin*, G., Bergami M., Monti A. (2010). "Customers Participate in the organization through membership in customer communities: A Situated Cognition Analysis". Paper presented at the 26th **EGOS** in the Sub-theme 42: "Communities and Networks as an Organizational Form". June 28 – July 3, 2010, Lisbon, Portugal.

61. Monti A. (2009) "Social Identity Perspective and Network Ecology: Toward an Integrated Framework". Paper accepted for the 24th ***Cardiff Employment Research Unit*** (ERU) Conference, "New Directions in Organization Studies ",Cardiff, UK, September, 3-4 2009.

62. Monti A., Morandin G., Bergami M., Lomi A. (2009). "Identity assimilation and social networks in organizations: An empirical study of social identities across multiple organizational targets." Paper presented at the 25th **EGOS** in the Sub-theme 46. July 2-4, 2009, Barcelona, Spain.

63. Monti A., Bergami M., Morandin G. (2008). "The relationship between multiple structures and organizational identification: a conceptual examination". Paper presented at 68th **AOM** at "Managerial and Organizational Cognition" division. August 8-13, 2008, Anaheim, CA.

64. Morandin G., Bergami M., Monti A., (2008). "Do motivations to join the organization influence job performance? An application of the cognitive schemas theory to call center employees". Paper presented

at the 24th **EGOS** in the Sub-theme: "Organizations and Careers: Interaction and their Implications". July 10-12, 2008, Amsterdam, Netherlands.

* With asterisks are indicated only the conferences/workshops in which multiple authors are listed and I was not the presenter. For all the other conferences, I was the presenter of the articles.

WORKING PAPERS

1. Monti, A. *Framing innovation through rhetorical strategies: insights from crowdfunding* (with Giuliani, A., Barberio, V.) **Status**: Second draft. Target Journal: Academy of Management Discoveries: To be submitted in December.

2. Monti, A. *A social identity approach to advice relations: The role of affective and evaluative dimensions of identification and member's prototypicality*. Status: revised after friendly reviews to be sent for editing-proofreading. Target journal: Organization Science. To be submitted in March.

3. Monti, A. *Social Identity and Social Network in Organizations: Toward an Integrated Framework.* New draft version. Target Journal: Academy of Management Review. To be submitted in September.

4. Monti, A. The Art's Boardroom? Glass Cliff as a Phenomenon in the Art System. (with Equi Pierazzini, M., & Dubini, P.) **Status:** Additional qualitative data collection requested before submitting to Journal of Management Studies.

5. Monti, A. Ten years after: value creation in Italian autonomous state museums (with Fino, F. and Dubini, P.). **Status:** First draft.
6. Monti, A. The impact of culture on citizens' subjective wellbeing: The case of Milan (with Dubini, P). **Status:** Data collection.

7. Monti, A. Is Governance the Answer? The impact of Directors and their boardroom after the Italian Museum reform. (with Dubini, P.) A paper published as book chapter in the **Oxford Handbook of Arts and Cultural Management**. **Status:** additional data collection for a second paper

8. Monti, A. Social identity and social network determinants of individual performance within the organization: Complementary or substitutes? **Status:** First Draft

9. Monti, A. Leadership emergence: integrating Social Network and Social Identity. **Status**: First Draft

TEACHING EXPERIENCE (selected)

UNIVERSITY OF GENOVA

Instructor
2023- present (language of instruction: English)

Organisational Design and Change Issues in Energy Business and Environmental Transition (Master of Science in Management for Energy and Environmental Transition; 48 hours)
Grade 2023-24: Professor Evaluation: **0.92/1** (students ≈ 10)

2022- present (language of instruction: Italian)

Organization and Management of Human Resources In Maritime Port Enterprises (Master of Science in "Maritime and port economics and management"; 72 hours)
Grade 2023-24: Professor Evaluation: **/1** (students ≈ 7) – not available for attending students.
Grade 2022-23: Professor Evaluation: **0.71/1** (students ≈ 47)

BOCCONI UNIVERSITY

Instructor
2023-present (language of instruction: English)
2017-2021 (language of instruction: English)

Organization Theory (Bachelor in International Economy and Management; BIEM; 48 hours)
Grade 2022-23 (class 33): Professor Evaluation: **0.78/1.** Course Evaluation: **0.79/1** (students ≈ 85)
Grade 2020-21 (class 32): Professor Evaluation: **0.68/1.** Course Evaluation: **0.70/1** (students ≈ 150)
Grade 2019-20 (class 32): Professor Evaluation: **0.74/1.** Course Evaluation: **0.72/1** (students ≈ 120)
Grade 2019-20 (class 33): Professor Evaluation: **0.78/1.** Course Evaluation: **0.75/1** (students ≈ 101)
Grade 2017-18 (class 32): Professor Evaluation: **0.76/1.** Course Evaluation: **0.77/1** (students ≈ 100)
Grade 2017-18 (class 33): Professor Evaluation: **0.78/1.** Course Evaluation: **0.78/1** (students ≈ 80)

Instructor
2016-2021 (language of instruction: English)

Managing Creativity (Open to all Bachelor's Programs; Elective course: 48 hours)
Grade 2020-21: Professor Evaluation: **0.89/1.** Course Evaluation: **0.87/1** (students ≈ 51)
Grade 2019-20: Professor Evaluation: **0.79/1.** Course Evaluation: **0.76/1** (students ≈ 45)
Grade 2017-18: Professor Evaluation: **0.82/1.** Course Evaluation: **0.82/1** (students ≈ 100)
Grade 2016-17: Professor Evaluation: **0.76/1.** Course Evaluation: **0.82/1** (students ≈ 115)

Instructor
2023-present (language of instruction: English)
2014 – 2021 (language of instruction: English)

Leadership Managerial and Behavioral Skills (BIEM; 16 hours)
Grade 2022-23: Professor Evaluation: **0.84/1.** Course Evaluation: **0.82/1** (students ≈ 125)
Grade 2020-21: Professor Evaluation: **0.79/1.** Course Evaluation: **0.77/1** (students ≈ 131)
Grade 2017-18: Professor Evaluation: **0.86/1.** Course Evaluation: **0.85/1** (students ≈ 100)
Grade 2016-17: Professor Evaluation: **0.75/1.** Course Evaluation: **0.79/1** (students ≈ 115)

Instructor (language of instruction: English)
February 2010-2012

Decision Making And Negotiation (M.Sc. in International Management and other M.Sc. programs; 48 hours)
Grade 2011-2: Professor Evaluation: **0.80/1.** Course Evaluation: **0.81/1** (students ≈ 70)
Grade 2010-1: Professor Evaluation: **0.82/1.** Course Evaluation: **0.83/1** (students ≈ 40)

CATTOLICA UNIVERSITY

Instructor
2017-present (language of instruction: English)

Social Network Theory and Analysis for the Cultural Sector (M.Sc. Methods and topics in arts management; ≈ 40 hours)
Course Evaluation (2020-2021) not available
Course Evaluation (2019-2020) Overall Evaluation **8/9** (students ≈ 28)
Course Evaluation (2017-2018) Overall Evaluation **7/9** (students ≈ 24)

IESEG SCHOOL OF MANAGEMENT

Instructor
2020 - 2022 (language of instruction: English)

Creativity & Design Thinking (M.Sc. International Business; 16 hours)
Course evaluation **5/5** (students ≈ 13) A.Y. 2021

UNIVERSITA' DELLA SVIZZERA ITALIANA (USI), SWITZERLAND

Instructor (language of instruction: English)
September 2016 – December 2016

Organizational Behavior (M.Sc. in Management & Economics and Health Communication & Management; 42 hours)
Course Evaluation (2016-17): overall evaluation **7.5 /10** (students ≈ 60)

UNIVERSITY OF BOLOGNA

Instructor (language of instruction: English)
2014-2016

Leading People and Organizations (M.B.A. Bologna Business School; 24 hours)
Course Evaluation (2014-15): overall evaluation **7/10** (students ≈ 50)

FELLOWSHIPS AND AWARDS

2024 Winner of the "Teaching Prize" a.a. 2023-2024 as best teacher in researcher's category having a course in the Master of Science programs at the Department of Economics, University of Genoa. The evaluation is based on the score obtained by students and in my case for the course ***Organisational Design and Change Issues in Energy Business and Environmental Transition*** (Master of Science in Management for Energy and Environmental Transition)

2015 Finalist for the best paper at ***European Group of Organization Studies*** (EGOS), Athens, Greece, for the "Uncovering patterns of narrative identity work in serial entrepreneurship: A longitudinal mixed method study"(with Giuliani, A.)

2014 **Academy of Management Best Paper Proceedings** for the paper "Interpersonal citizenship behaviors (ICB): the role of ICB attitude and members prototypicality" (with Bergami M.).

2010-4 Bocconi University: research fellowship.

2008 Winner of the XIV "Marco Polo" Program fellowship for a visiting scholarship with destination Ross Business School, University of Michigan (USA): euro 8100 (funded period 6 months: March to August 2009).

2007 Winner of the XIII "Marco Polo" Program fellowship for a visiting scholarship with destination Ross Business School, University of Michigan (USA): euro 8100 (funded period 6 months: November 2007 to August 2008).

2006-10 Italian Ministry of Education and Research (MIUR): PhD Scholarship.

RESEARCH PROPOSALS AND GRANTS

2007-8 **RESEARCH PROJECT OF NATIONAL INTEREST** (PRIN)
Research team member in the University of Bologna Unit for the project: “Excellent companies and "innovative" entrepreneurs in the contemporary Italy: traces of the new ruling class in the political, institutional and the economic system” (Protocol 2007NLSE5F_003). Leading university: LUISS Guido Carli. Duration: 24 months (Amount awarded for our Unit: 30.000 euro).

INSTITUTIONAL RESPONSABILITIES

2023- present	Responsible for the course “Emotional Intelligence and Mentalization” (Elective shared by all bachelor’s degrees at the University of Genova) at IANUA school for higher training, University of Genova
2022-present	Member of various committees at the Department of Economics (DIEC) at the University of Genova, such as the one responsible for organizing the department career day to favour the encounter between students and enterprises or the internationalization committee for the M.S. program in “Maritime and port economics and management”.
2023-2024	Responsible for the “Leadership Managerial and Behavioral Skills” course. Setting the rules and coordinating and controlling the coherence of the topics of the workshop given in 17 classes across all the bachelor’s programs (Italian and English) by different instructors.
2016-2022	Responsible for the course “Managing Creativity” (Elective shared by the majority of Bachelor Programs), Bocconi University
2016 – 2017	Responsible for the course “Organization” for the M.Sc. in International Management, Bocconi University
2014 – 2016	Assistant of the Director of the Undergraduate Degree in Management for the Arts, Culture and Communication (around 750 students), Bocconi University, Italy. In the capacity of this role, I attended Undergraduate Faculty Meetings, and I helped develop objectives, improvements/correction interventions, and revise procedures related to the Annual Study Program Review Report (Rapporto di Riesame del corso di Laurea procedura AVA e SUA ed ANVUR). I also managed the procedure related to the approval of exams given in exchange but not automatically recognized by the University.

SUPERVISION OF GRADUATE STUDENTS AND PHDs

2016	Co-Advisor of 1 PhD (Silvia Giordano) IMT School for Advanced Studies, PhD program in Analysis and Management of Cultural Heritage, Lucca
2010 – 2024	Supervision of more than 85 Master Students’ thesis mostly at the Department of Management and Technology, Bocconi University, Italy and other Institutions while discussant of more than 65 Master Thesis at Bocconi University. In my role of supervisor, I helped the students approach their theses with scientific rigor and to combine relevance and concern about the potential implications of their work for management and employees. Each thesis involved the development of a model and data collection with different methodology such as experiments, secondary data or primary data with questionnaire in single or multiple organizations. I have also supervised more than 130 undergraduate thesis that did not required the discussion in front of the commission.

ONGOING PROJECTS

1st Stream: *Social Identity, Social Networks and their impact on individual's and organizational behaviors*

To strengthen the validity of the models proposed in my dissertation, and already tested in two of the published papers, two new data collections were performed replicating the original questionnaire both within the same company (data collected in May 2017) and in another company (data collected in June 2017). Papers published in *Research of the Sociology of Organization* (RSO), *IEEE Transactions on Engineering Management, Creativity and Innovation Management, Management Decision, AMBPP* and other conferences' proceedings can be considered the output of this stream. A new data collection was obtained in 2022. The study wants to explore the role of identification and informal relationships and other context variables on the organisation's subjective well-being and knowledge sharing.

2nd Stream: *Governance, diversity, performance and category emergence and legitimacy in creative industries*

The first project investigates (with Paola Dubini of Bocconi University) the role of Opera Houses' board members' composition, inter-organizational relationships and position on their innovation in terms of programming. An original dataset with information on theatres, programs, conductors and directors for each opera played in each theatre for the period 2010-2013 at the global level was developed. Additional information for the Italian dataset on board compositions, performances, and co-production for the period 2006-2013 is already collected. The first descriptive analysis of the data was presented in May at the Opera Europa International Conference (dedicated to professionals of the sectors). The first paper of this larger project was published in a special issue launched by the *International Journal of Arts Management*. Two other articles have been published in the proceedings of EURAM and AOM on the role of diversity of boards in museums and the impact of gender diversity on artists' careers. The other two most recent articles are published as book chapters on indexed volumes in a state-of-the-art handbook published by Oxford and Routledge Press company (both indexed in SCOPUS and published or expected to be published in 2024) related to the interplay between directors and boards in influencing museums' performance and the emergence of sustainability practices and their communication in the non-profit sector in Italy. Recently, with both a qualitative and quantitative approach, we analyzed the role of temporary events and their impact on sustainability and inclusion within cities (article published in the "Contributions to Management Science Series": Springer and indexed in SCOPUS) and on culture and sustainability at the city level (paper published in *Sustainability*).

I also explore (with Antonio Giuliani of IESEG and Vitaliano Barberio of USI), the role of narrative identity work in serial entrepreneurship in a cultural setting. In particular, we will approach the problem with a longitudinal mixed-method case study using semantic network analysis to analyze patterns of consistency and flexibility established and sustained by serial entrepreneurs in managing different identities related to different ventures. The first version of the paper was a finalist for the best paper at the EGOS conference and was published in the NBER conference proceedings. **Status**: Paper rejected by Organization Studies in 2023 and to be revised for Journal of Management Studies.
A second paper on Narrative strategies in the context of crowdfunding projects was recently presented at the EGOS conference (2023) and invited to be submitted to the Academy of Management Discoveries. **Status**: second draft, expected submission December 2024

PROFESSIONAL AFFILIATIONS AND ACTIVITIES

2018 – present	European Management Meeting (EURAM)
2016 – present	Associazione Italiana dei docenti di Organizzazione Aziendale (ASSIOA; socio corrispondente)
2006 – present	European Group for Organizational Studies (EGOS)
2007 – present	Academy of Management Society (AOM): OB and OMT divisions

Editorial position

2024 – present	Member of the Editorial Review Board of European Management Review https://onlinelibrary.wiley.com/page/journal/17404762/homepage/editorial-structure
2023 – present	Member of the editorial team of Journal of Enterprising Communities: People and Places in the Global Economy! https://www.emeraldgrouppublishing.com/journal/jec

Ad hoc Reviewer

2024 – present	European Management Review
2023 – present	Journal of Business Research
2022 – present	Industry and Innovation
2022 – present	International journal of transport maritime
2020 – present	European Management Journal
2020 – present	Creativity and Innovation Management
2020 – present	Sustainability
2017 - present	International Journal of Arts Management
2016 - present	Management Decision
2014 – present	Organization Science
2013 – 2015	Strategic Management Journal
2012 – 2013	Scandinavian Management Review
2018 – present	European Management Meeting (EURAM)
2008 – present	Academy of Management Meeting, OB and OMT division

WORKSHOPS AND SUMMER SCHOOLS

2019 ***Academy of Management Review Theory Development "Hackathon"***, February 22 and 23, at the IESE Business School, Barcelona, Spain. This was the first Workshop done by the journal. The selection was competitive based on the submission of a full paper out of 136 submissions only 26 papers were selected. I had the chance to talk with the editors of AMR and develop the paper "The Social Network Bases of Organizational Identification: Tie Contents, Network Structures and Boundary Conditions" in a one-to-one series of sessions for 2 days with Tina Dancin but also had the feedback of other scholars involved in the editorial board of AMR.

2019 **Diversity Publishing Workshop**. This competitive workshop (only few seats available and selection based on the paper submitted) was held during the AOM on Saturday August 10 from 2.30 PM to 5:00 PM at Boston Hynes Convention Center. The session was designed to help junior faculty to publish their research (and get tenure!). I benefit from the presence of "all-star" group of senior scholars in the organizational diversity field who reviewed the manuscript and offered constructive developmental feedback in a PDW roundtable.

2019 **Teaching Social Networks.** This competitive workshop (only few seats available and selection based on CV and teaching) was held during the AOM on Saturday, August 10 – 12:15 to 2:45 PM – Boston Hynes Convention Center 103. In the first half of the PDW, leading scholars gave presentations describing how they have developed teaching materials to bring social network research into the classroom. In the second half of the PDW, participants had the opportunity to interact with the presenters and with other leading scholars – including Raina Brands, Noshir Contractor, Martin Gargiulo, Marissa King, and Bill McEvily – in rotating roundtable discussions about how to translate social network research into effective educational experiences.

2013 **Teaching Excellence Program (TEP)**. This workshop was focused on executive education theory and practices with the aim to prepare a field project to develop and track progresses on defined teaching weaknesses. Bocconi University, January 15-18, Milan, Italy.

2012 **Getting Published in Top Tier Journals: Guidance and Insights.** Research development workshop held by AMJ and OMT Division of the Academy of Management with the aim to offer general insights and specific suggestions to Authors in early career stage on specific draft papers judged to have the potential to be published in top tier journals. Bocconi University, May 7 – 8, Milan, IT.

2010 **Workshop on Statistical Models for Social Networks**. The course was based on a short theoretical introduction to exponential random graph models (ERGM) models and a focus on the use of Pnet software with research data. Teachers: Professor Yuval Kalish, Tel Aviv University, Israel. Università della Svizzera Italiana (USI), September 29-30, Lugano, SW.

2009 **The Medici Summer School in Management Studies: "Categories and Identities in Industries and Markets"**. The program focused on the role that organizational categories and identities play in organizational functioning, particularly at the industry and field levels (Prof. J. Porac; G. Gavetti; E. Zuckerman; R. Garud; H. Rao; R. Durand; E. Pontikes). "La Pietra", July 6-11, Florence, IT.

2009 **Summer School on Longitudinal Network Data Analysis using SIENA.** The course's primary topic was the approach of stochastic, actor-based modelling to the analysis of longitudinal data on complete networks. As second topic, we addressed the use of exponential random graph models for cross-sectional and complete network data. University of Bologna, June 15-19, Forli', IT.

RESEARCH AND CONSULTANCY PROJECTS (selected)

2023-24 **Autorità di Sistema Portuale del Mar Ligure Occidentale** (Public Authority)
Research project related to organizational wellbeing and the use of smart working. The aim is to analyze the drivers of an individual's well-being and its relationship with organizational outcomes in the organization. The project also provides a deep dive into the experience and the analysis of smart working analyzing both from a qualitative (interview with managers) and a quantitative technique (directed to the whole population) the organizational, cultural, and contextual conditions affecting smart working practices and their impact on individual's outcomes. Role: ***executive research leader***.

2023 **Confindustria Genova** (Local Employer Association)
Research project related to the analysis of Enterprise Continuous Vocational Training and Learning programs in Italy and the Liguria Area aiming at developing a White Paper as a baseline for policy interventions at local and national levels. Role: ***executive research leader***.

2023-24 **Fondazione EOS** (Private Foundation EDISON company)

Research project related to the analysis of NPOs' motivation to publish non-financial reports and their relations to accountability in the sector. We have already created the first most comprehensive dataset of NPOs with cultural and social missions publishing non-financial reports. We have already provided a description and categorization based on the mission and governance structure of the NPOs, and we are collecting qualitative data to understand how such organizations frame accountability. Role: ***Co-scientific responsible, and research leader***.

2022-23 **IREN** (Multiutilities industry)
Scientific responsible for a project addressing the alignment perception between employees at different levels of the organization on company efforts toward corporate environmental, social, and economic sustainability and its consequences. Role: ***Scientific responsible, and research consultant leader***

2022-24 **Fondazione Brodolini** (Non profit sector)
Assessment and alignment of the organizational identity perceptions by employees and stakeholders of seven nonprofit organizations in Turin participating to the second phase of a Next Generation EU program sponsored by Fondazione Compagnia San Paolo. Support in developing a strategic plan coherent with the objectives and identity of the company. Role: ***research consultant leader***

2020-21 **SIAE** (Creative Industries)
Scientific responsible for a project on the impact of COVID-19 on live entertainment activities and constructing an econometric model predicting the variation in performance of organizations belonging to different categories of live entertainment. Role: ***Scientific responsible and research consultant leader***

2018-24 **TONDO APS** (non-profit association)
I am the co-founder and scientific director of the TONDO non-profit association, which aims to promote and disseminate knowledge of the circular economy (CE). Four research studies related to the diffusion and impact of the circular economy were carried out. One is on innovative startups in the CE field (about to be published); one is on the diffusion of CE in the textile and fashion sector in Northern Italy (published https://docsend.com/view/zbhfcu97zibu2qtq). Role: ***Scientific director***

2017 **ERICSSON** (TLC industry)
Organizational identity and of informal social relationships and their impact on project team knowledge sharing and performance. Role: ***adjunct research consultant***.

2016 **PRYSMIAN** (manufacturing industry)
Analysis of climate and their impact on individual-BU performance. Role: ***research consultant***.

2014 **BERTOLI** (manufacturing and engine industry)
Analysis of climate, organizational identity and of informal social relationships and their impact on knowledge exchange and satisfaction. Role: ***research consultant leader***.

2012 **LAGO** (manufacturing and design industry)
Analysis of the organizational climate and of misalignment between formal and informal structure of the white-collar group. Suggested practices to avoid potential threads. Role: ***research leader***.

2010-11 **ENI** (energy industry)
The system of industrial relations in Eni and the protection of employee and human rights: mapping, benchmarking and the definition of best practices. Role: ***adjunct research consultant***.

2010 **COESIA GROUP** (packaging industry)
Assessment of the alignment and participation of the top management to the new strategic vision, identity and behaviors promoted by the corporate headquarter. Role: ***adjunct research consultant***.

2009-17 **DALLARA** (automotive industry)
Analysis of climate and of informal social relations with the aim of isolating main drivers and potential threads to knowledge sharing in the organization. Co-design of organizational practices to foster knowledge sharing and cooperation within and across functions. Role: ***research consultant leader***.

2007-8 **SEAT PAGINE GIALLE** (service industry)
A 2-phases project concerning the evaluation of the impact of the organizational changes on member's attitude and behaviors and co-design of the organizational identity related to the new headquarters relocations. Role: ***executive research leader***.

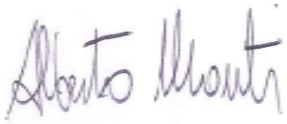
LANGUAGES

- Italian (mother tongue)
- English (fluent)

COMPUTER SKILLS

- Statistical packages: SPSS, AMOS, LISREL, STATA
- Social Network Analysis packages: UCINET, ORA, STOCNET (p* models)

Genova, July, 31, 2025



(Alberto Monti)

Autorizzo il trattamento dei miei dati personali ai sensi del Decreto Legislativo 30 giugno 2003, n. 196.
il sottoscritto, Alberto Monti, consapevole delle sanzioni penali previste dall'art.46 - 47 e 76 T.U. N. 445 del 28.12.2000 sulle disposizioni legislative e regolamentari in materia di documentazione amministrativa nel caso di mendaci dichiarazioni o esibizione di atti falsi o contenenti dati non rispondenti a verità, dichiara sotto la propria responsabilità che quanto sopra riportato risponde a verità.