

# **Gianluca Carnabuci**

## **Address**

ESMT Berlin  
Schlossplatz 1  
10178 Berlin  
Germany

Phone: +49 30 212 31-1529  
Email: [gianluca.carnabuci@esmt.org](mailto:gianluca.carnabuci@esmt.org)  
Web Bio: <https://esmt.berlin/person/gianluca-carnabuci/>

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## **Current employment**

Professor of Organizational Behavior, April 2020 – Present;  
Ingrid and Manfred Gentz Chair in Business and Society, February 2019 – Present;  
Director of Research, September 2022 – Present;  
ESMT Berlin, Berlin, Germany

## **Education**

PhD, Amsterdam School for Social Science Research, University of Amsterdam, Amsterdam, The Netherlands, 2005.  
MSc (Cum Laude), University Carlo Cattaneo, Varese, Italy, 1999.  
MSc, (Cum laude), University of Genoa, Genoa, Italy, 1998.

## **Past employment**

Associate Professor of Organizational Behavior, ESMT Berlin, Germany, 2016 - 2020.  
Associate Professor of Organization and Management, University of Lugano, Lugano, Switzerland, 2012–2016.  
Assistant Professor of Organization and Management, University of Lugano, Lugano, Switzerland, 2008–2012.  
Assistant Professor of Organization Theory, Bocconi University, Milan, Italy, 2005–2008.

## **Service and administration**

Director of Research, ESMT Berlin, September 2022 – Present;  
Center for Decisions, Models, and Data, ESMT Berlin, Steering Committee, 2020 – Present.  
Center for Sustainable Business and Leadership, ESMT Berlin, Academic leader for the Business and Society Pillar, 2019 – February 2022.  
Interim Associate Dean of Executive Education, ESMT Berlin, February 2019 - February 2020.  
Co-director, Executive MBA Program, University of Lugano, Lugano, Switzerland, 2014–2016.  
Director, PhD Program in Management, University of Lugano, Lugano, Switzerland, 2012–2016.

## **Teaching experience**

Social Network Analysis (PhD)  
Organization Theory and Design (BSc, MSc, MBA)  
People Management (BSc, MSc)

Negotiation (BSc, MSc, MBA, Executive MBA, Executive education)  
Leadership (MBA, Executive MBA, Executive education)

## **Publications**

### **Peer reviewed journal articles**

Carnabuci, G., and E. Quintane (2023). When people build networks that hinder their performance: Structural holes, cognitive style, and the dynamics of person-network fit. *Academy of Management Journal* 66 (5): 1360–1383.

Rua, C., G. Carnabuci, and M. Goossen (2023). Reaching for the stars: How gender influences the formation of high-status collaboration ties. *Academy of Management Journal* 66 (5): 1501–1528.

Collet, F., G. Carnabuci, G. Ertug, and T. Zou (2022). Ideological boundaries of status advantages: Legislative effectiveness in the United States House of Representatives. *Organization Studies* 43 (1): 35–57.

Kovács, B., G. Carnabuci, and F. C. Wezel (2021). Categories, attention, and the impact of inventions. *Strategic Management Journal* 42 (5): 992–1023.

Goossen, M.C. and G. Carnabuci (2020). When employees walk out the door, their memories remain: The effect of inventor mobility on patent renewal. *Advances in Strategic Management* 41: 245–265.

Tandon, V., G. Ertug, and G. Carnabuci (2020). How do prior ties affect learning by hiring? *Journal of Management* 46 (2): 287–320.

Carnabuci, G., C. Emery, and D. Brinberg (2018). Emergent leadership structures in informal groups: A dynamic, cognitively informed network model. *Organization Science* 29 (1): 118–133.

Ferguson, J.-P., and G. Carnabuci (2017). Risky recombinations: Institutional gatekeeping in the innovation process. *Organization Science* 28 (1): 133–151.

Quintane, E., and G. Carnabuci (2017). How do brokers broker? Tertius gaudens, tertius iungens, and the temporality of structural holes. *Organization Science* 27 (6): 1343–1360.

Carnabuci, G., E. Operti, and B. Kovács (2015). The categorical imperative and structural reproduction: Dynamics of technological entry in the semiconductor industry. *Organization Science* 26 (6): 1734–1751.

Carnabuci, G., and B. Diószegi (2015). Social networks, cognitive style, and innovative performance: A contingency perspective. *Academy of Management Journal* 58 (3): 881–905.

Operti, E., and G. Carnabuci (2014). Public knowledge, private gain: The effect of spillover networks on firms' innovative performance. *Journal of Management* 40 (4): 1042–1074.

Carnabuci, G., and E. Operti (2013). Where do firms' recombinant capabilities come from? Intraorganizational networks, knowledge, and firms' ability to innovate through technological recombination. *Strategic Management Journal* 34 (13): 1591–1613.

Carnabuci, G. (2013). The distribution of technological progress. *Empirical Economics* 44 (3): 1143–1154.

Hayton, J., G. Carnabuci, and R. Eisenberger (2012). With a little help from my colleagues: A social embeddedness approach to perceived organizational support. *Journal of Organizational Behavior* 33 (2): 235–249.

Carnabuci, G., and F. Wezel (2011). Back to the future: Career transitions at the dawn of capitalism: The immigration of merchants from the Southern Netherlands to Amsterdam, 1578-1602. *Organization Studies* 32 (12): 1621–1637.

Carnabuci, G. (2011). The evolving structure of the technological landscape. *Technology Analysis and Strategic Management* 23 (2): 145–158.

Carnabuci, G. (2010). The ecology of technological progress: How symbiosis and competition affect the growth of technology domains. *Social Forces* 88 (5): 2163–2187.

Carnabuci, G., and J. Bruggeman (2009). Knowledge specialization, knowledge brokerage, and the uneven growth of technology domains. *Social Forces* 88 (2): 607–641.

Bruggeman, J., G. Carnabuci, and I. Vermeulen (2003). A note on structural holes theory and niche overlap. *Social Networks* 25 (1): 97–101.

### **Publications for practitioners**

Carnabuci, G., and E. Quintane (2023). Surround yourself with colleagues who boost your performance. *Harvard Business Review*.

Marquart, I., N. Grasselli, and G. Carnabuci (forthcoming). How to manage 'invisible transitions' in leadership. *MIT Sloan Management Review*.

Dahlander, L., M. Wallin, G. Carnabuci, and E. Quintane (2021). Forming new collaborations in remote work. *California Management Review*.

### **Books**

Carnabuci, G. (2005). *A theory knowledge growth: Network analysis of US patents 1975-1999*. Amsterdam: Amsterdam University Press.

### **Book chapters**

Carnabuci, G., V. Nedkovski, and M. Guerci (2023). Unpacking the link between intrinsic motivational orientation and innovative performance: a social network perspective. In *Understanding workplace relationships: An examination of the antecedents and outcomes*, ed. A. Gerbasi, C. Emery, and A. Parker. Berlin, Heidelberg: Springer.

Carnabuci, G. (2015). Knowledge Brokering. In *Palgrave Encyclopedia of Strategic Management*, ed. M. Augier and D. Teece. Palgrave Macmillan.

Carnabuci, G. (2009). Productivity. In *International Encyclopedia of Public Policy: Governance in a Global Age, Vol. 2: Economic Policy*, ed. P. O'Hara, 574–585.

Operti, E., and G. Carnabuci (2008). Knowledge growth through inter-organizational knowledge recombination: An analysis of the US semiconductor industry between 1976 and 2002. In *L'organizzazione fa la differenza?*, ed. A. Comacchio and A. Pontiggia, 259–286. Roma: Carocci Editore.

### **Case studies and technical notes**

Grasselli, N., G. Carnabuci, and A. Papachroni (2022). Leading across boundaries: Lucia Fargo at FoodCo. ESMT Case Study, No. ESMT-422-0194-1.

Quintane, E., G. Carnabuci, and M. Jaen (2017). Troubled Spain: Leading organizational changes through networks and design. Los Andes University Case Collection, No. AN0046.

### **Editorial services**

#### **Editorial Review Board**

Senior Editor, *Organization Science*, 2024-Present

Editorial Board Member, *Social Network Mechanisms Books Series*, Oxford University Press, January 2021–Present.

Editorial Review Board Member, *Organization Science*, 2018–2024.

### **Ad-hoc reviewing**

*Academy of Management Journal; Academy of Management Review; Administrative Science Quarterly; American Journal of Sociology; Industrial and Corporate Change; Journal of Human Resource Management; Management Science; Social Forces; Strategic Entrepreneurship Journal; Strategic Management Journal; Strategic Organization.*

### **Grant proposal reviewing**

Swiss National Science Foundation (SNSF)  
Dutch National Science Foundation (NWO)

### **Research grants and fellowships**

Peter Curtius Stiftung, *Climbing the wrong ladder? Gendered hierarchical structures and the glassceiling effect in women's organizational careers*, 2024–2025.

Danish Science Foundation, *Patterns of Interaction: Emergence and Consequences* (with Eric Quintane), 2021-2023.

Peter Curtius Stiftung, *Does everyone benefit from gender diversity? Unpacking the effect of gender diversity on individuals' innovative performance*, 2021–2024.

Ernst & Young GmbH Wirtschaftsprüfungsgesellschaft, *People analytics in the digital age: Modeling men's and women's career paths through machine learning*. (with Jan Sebastian Nimczik), January 2020 – Present, ESMT Berlin.

Ernst & Young GmbH Wirtschaftsprüfungsgesellschaft, *Leadership in a digital age*. (with Linus Dahlander, Hannes Gurzki, Nora Grasselli, Konstantin Korotov), July 2019 - June 2020, ESMT Berlin.

Deutsche Forschungsgemeinschaft (DFG), *2020 Nagymaros Conference: Organizations and management*, 21-24 June, ESMT Berlin.

Principal, Swiss National Science Foundation, *Inter-organizational mobility, social networks and innovative performance*, June 2014–June 2016.

Principal, Swiss National Science Foundation, *The Organizational Antecedents of Firms' Innovative Performance. Exploring the Interplay between Firm's Knowledge Base and Network Structure*, October 2009–September 2011.

Principal, SDA Bocconi, *Knowledge creation through inter-organizational alliance networks: a multilevel network analysis of US R&D consortia, 1984-2005*.

Principal, Netherlands Organization for Scientific Research, *The structural embeddedness of competition: GSM telephony in Europe*, April 2002–July 2005.

Principal, EU, the Regione Lombardia, Ministero del Lavoro, *Decision theory and institutions*.

### **PhD Supervision (Main Advisor)**

Elisa Operti, Bocconi University.  
Carla Rua, University of Lugano (USI).

### **Doctoral Committees**

Jonathan Fast, McGill University.  
Qi Zhang, Rotterdam School of Management.  
Joseph Monroe, Stockholm School of Economics.  
Damiano Morando, Imperial College London  
Nghì Truong, ESMT Berlin.

Andrew Terhorst, Swinburne University of Technology, Melbourne, Australia  
Tengjian Zou, Singapore Management University.  
Pooya Tavakoli, Doctoral Committee (President), University of Lugano (USI).  
Min Liu. Doctoral Committee (President), University of Lugano (USI).  
Monica Masucci, Member of the evaluation committee. Bocconi University.  
Elena Dalpiaz, Member of the evaluation committee. Bocconi University.  
Alessandra Carlone, Member of the evaluation committee. Bocconi University.  
Hans Dubois, Member of the evaluation committee. Bocconi University.  
Balint Dioszegi, 2<sup>nd</sup> Supervisor, ETH Zurich.

### ***Invited seminars***

Stockholm School of Economics, IE Business School, ESADE, Bocconi University, SKEMA Business School, Rotterdam School of Management (Department of Technology and Operations Management), Exeter Centre for Social Networks, University of Exeter Business School, Northwestern University Durham University Business School, Nancy University, University of Antwerp, Aarhus University, Imperial College London, University of Mannheim (Department of Sociology), SKK Graduate School of Business, ESMT Berlin, IESE Business School, Rotterdam School of Management (Department of Organisation and Personnel Management), Pompeu Fabra University, Amsterdam Business School, Imperial College London, Polytechnic University of Milan, Copenhagen Business School, University of Mannheim Business School, University of Los Andes, Universidad Carlos Tercero, Bocconi University, ETH Zurich, University of Amsterdam (Department of Sociology), Albert-Ludwigs-Freiburg University.

### ***Panels and symposia (since 2014)***

*Rewarding for Reviewing? Changing paradigms in research integrity.* APE 2024 satellite event, ESMT Berlin, Berlin, Germany, 2024 (Panelist).

*Dynamics in social text and network analyses.* DYSTENA Workshop Series, Stockholm School of Economics, Stockholm, Sweden, 2023 (Discussant).

*Understand and leverage your network.* Women in Leadership: Achieve your next steps, Virtual Event, 2023 (Presenter and Co-organizer).

*Teaching social networks.* 82nd Annual Meeting of the Academy of Management, Academy of Management, Seattle, WA, USA, 2022 (Panelist).

*Substance and externalities of network broker behavior.* Virtual Meeting of the Academy of Management, Academy of Management, Vancouver, Canada, 2020 (Presenter and Co-organizer of Symposium).

*Leading Disruption.* Worldwebforum Zurich, 2020 (Panelist).

*Knowledge recombination.* BETA, CNRS and RITM Research Group Workshop, Nancy, 2018 (Panelist).

*Networks at the interface.* Annual Meeting of the Academy of Management, Academy of Management, Atlanta, GA, USA, 2017 (Panelist).

*Panel: Leading for a competitive advantage: organizational agility.* ESMT Annual Forum, ESMT Berlin, Berlin, Germany, 2017 (Panelist).

*Workshop on the Micro-foundations of Social Networks,* University of Mannheim.

### ***Professional activities***

Conference Organizer, Nagymaros 2022 Conference.

Organizer, AoM Symposium on Substance and externalities of network broker behavior, August 2020.

Research Committee Member, OMT Division, Academy of Management, 2011–2018.  
Conference Organizer, 1st Lugano Conference on Organizations, University of Lugano, Lugano, Switzerland, 2013.  
Scientific Research Committee Member, Annual Organizational Ecology Conference, Budapest, Hungary, July 2013.  
Conference Organizer, Mini-conference on Categories and Markets, University of Lugano, Lugano, Switzerland, February 2012.  
Conference Organizer, Mini-conference on Organizational Networks, University of Lugano, Lugano, Switzerland, October 2011.  
Conference Organizer, Mini-conference of Exponential Random Graph Models, University of Lugano, Lugano, Switzerland, September 2010.

### **Memberships**

Academy of Management; Schmidt Futures, Virtual Center for Advanced Potential (VCAP) Group.

### **Honors and awards**

President's Honor Roll for Teaching Excellence, MIM Class 2018 – 2020, ESMT Berlin, 2020.  
President's Honor Roll for Teaching Excellence, MBA Class 2019, ESMT Berlin, 2019.  
President's Honor Roll for Teaching Excellence, MIM Program 2017 – 2019, ESMT Berlin, 2019.  
President's Honor Roll for Teaching Excellence, Executive MBA 2016 – 2018, ESMT Berlin, 2018.  
Best Paper Award for the Technology of Innovation Management (TIM) Division: *Good for one, bad for most? Intrafirm networks and innovation at the inventor and firm level*, Academy of Management, 2012.  
Teaching Innovation Award, University of Bocconi, 2010.  
Best MBA Teacher Award, University of Bocconi, 2008.

### **News/Media**

*Meno capi per avere aziende più agili e competitive*, [Corriere del Ticino](#), February 10, 2024.  
*The way to star performers' inner circle differs by gender*, [Academy of Management Insights](#), September 28, 2023.  
*Business-Schools entdecken Wert der Forschung für sich*, [Handelsblatt](#), May 19, 2023.  
*Warum wir uns im Job mit den falschen Leuten umgeben*, [Der Spiegel](#), December 8, 2022.  
*How to put purpose back into your business strategy (Interview)*, [Forbes.com](#), April 27, 2021.  
*7 remote work lessons from around the world (Interview)*, [Businessbecause](#), April 8, 2021.  
*The Maverick is a mainstream success story*, [Forbes.com](#), October 21, 2020.  
*High status does not mean your ideas will stick*, [Management Today](#), October 5, 2020.  
*High-status individuals are influential, but only if they have a mainstream ideology*, [Workplace insight](#), September 21, 2020.  
*Wie Business-Schools von der digitalen Transformation profitieren*, [Handelsblatt](#) (print), March 2020.  
*Gesucht: Digital Leaders*, [Handelsblatt](#) (print), March 2020.  
*In hiring, the less you know, the more you'll grow*, [Forbes.com](#), February 2020.  
*Verantwortungsvolle Führung erforschen*, [Manager Seminare](#) (print), March 2019.  
*Are flat hierarchies overrated? F1 drivers think so*, [Forbes.com](#), Feb 15, 2019.  
*Knowledge architects wanted*, June 27, 2017, [European Business Review](#).

*Why do some innovations stick? Quite simply, because they're better, [Forbes India](#), June 6, 2017.*

## ***Languages***

Italian (native), English (fluent)

*Updated: September 9, 2024*