Eric Quintane

Address

ESMT Berlin
Schlossplatz 1
10178 Berlin
Germany

Phone: +49 30 212 31-1548
Email: eric.quintane@esmt.org

Web Bio: https://esmt.berlin/person/eric-quintane

Current employment

Associate Professor of Organizational Behavior with tenure, ESMT Berlin, Berlin, Germany, January 2023–Present.

Honorary Research Fellow, Melnet - School of Psychological Sciences, The University of Melbourne, Melbourne, Australia, 2010–Present.

Education

PhD, Department of Management and Marketing, The University of Melbourne, Melbourne, Australia, 2008.

MBA, Helsinki School of Economics and Business Administration, Helsinki, Finland, 1999.

MSc, Toulouse Business School, Toulouse, France, 1999.

Past employment

Associate Professor of Organizational Behavior, ESMT Berlin, Berlin, Germany, January 2020–2023.

Associate Professor, University of Los Andes, Bogota, Colombia, 2015–2019.

Visiting Professor, Sciences Po Paris, Paris, France, 2019.

Visiting Professor of Organizational Behavior, Organizational Behavior Area, INSEAD, Fontainebleau, France, 2019.

Assistant Professor, University of Los Andes, Bogota, Colombia, 2013–2015.

Postdoctoral Research Fellow, Faculty of Economics, Università della Svizzera italiana, Lugano, Switzerland, 2011–2013.

Post-Doctoral Research Fellow, School of Psychological Sciences (Melnet), University of Melbourne, Melbourne, Australia, 2009–2010.

Senior Researcher, Media Catalyst, Amsterdam, the Netherlands, 2008–2010.

Research assistant, University of Melbourne, Melbourne, Australia, 2005–2007.

Founder and Director, ResCo, Perpignan, France, 2002–2006.

Administrative Director, Corporacion Nuevos Rumbos, Bogota, Colombia, 2003–2005.

Graduate Management Trainee, Sony BPE, London, Amsterdam, Paris, Madrid, Cologne, England, 1999–2001.

Publications

Peer reviewed journal articles

Lee, J., E. Quintane, S. Lee, C. Umaña Ruiz, and M. Kilduff (2024). The strain of spanning structural holes: How brokering leads to burnout and abusive behavior. *Organization Science* 35 (1): 177–194.

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.

Mell, N. J., E. Quintane, G. Hirst, and A. Carnegie (2022). Protecting their turf: When and why supervisors undermine employee boundary spanning. *Journal of Applied Psychology* 107 (6): 1009–1019.

Quintane, E., M. Wood, J. Dunn, and L. Falzon (2022). Temporal brokering: A measure of brokerage as a behavioral process. *Organizational Research Methods* 25(3): 459-489.

Quintane, E., and A. Schecter (2021). The power, accuracy, and precision of the Relational Event Model. *Organizational Research Methods* 24(4): 802-829.

Borgatti, S. P., and E. Quintane (2019). Techniques: Dichotomizing a network. *Connections* 38 (1): 1–11.

Brashears, M., and E. Quintane (2018). The weakness of tie strength. *Social Networks* 55: 104–115.

Falzon, L., E. Quintane, J. Dunn, and G. Robins (2018). Embedding time in positions: Temporal measures of centrality for social network analysis. *Social Networks* 54: 168–178.

Estévez-Mujica, C., and E. Quintane (2018). E-mail communication patterns and job burnout. *PLoS ONE* 13 (3): e0193966.

Kitts, J., A. Lomi, D. Mascia, F. Pallotti, and E. Quintane (2017). Investigating the temporal dynamics of interorganizational exchange: Patient transfers among Italian hospitals. *American Journal of Sociology* 123 (3): 850–910.

Snihur, Y., B. Sebastian Reiche, and E. Quintane (2017). Sustaining actor engagement during the opportunity development process. *Strategic Entrepreneurship Journal* 11 (1): 1–17.

Lazega, E., E. Quintane, and S. Casenaz (2017). Collegial oligarchy and networks of normative alignments in transnational institution building. *Social Networks* 48: 10–22.

Quintane, E., and G. Carnabuci (2016). How do brokers broker? Tertius gaudens, tertius iungens, and the temporality of structural holes. *Organization Science* 27 (6): 1343–1360.

Brashears, M., E. Hoagland, and E. Quintane (2016). Sex and network recall accuracy. *Social Networks* 44: 74–84.

Brashears, M., and E. Quintane (2015). The microstructures of network recall: How social networks are encoded and represented in human memory. *Social Networks* 41: 113–126.

Patison, K., E. Quintane, D. Swain, G. Robins, and P. Pattison (2015). Time is of the essence: An application of a relational event model for animal social networks. *Behavioral Ecology and Sociobiology* 69 (5): 841–855.

Hirst, G., D. Knippenberg, J. Zhou, E. Quintane, and C. Zhu (2015). Heard it through the grapevine: Indirect networks and employee creativity. *Journal of Applied Psychology* 100 (2): 567–574.

Quintane, E., G. Conaldi, M. Tonellato, and A. Lomi (2014). Modeling relational events: A case study on an open source software project. *Organizational Research Methods* 17 (1): 23–50.

Quintane, E., P. Pattison, G. Robins, and J. Mol (2013). Short- and long-term stability in organizational networks: Temporal structures of project teams. *Social Networks* 35 (4): 528–540.

Quintane, E. & Kleinbaum A. M. (2011). Matter over mind? E-mail data and the measurement of social networks. *Connections*, 31(1): 22-46.

Quintane, E., M. Casselman, S. Reiche, and P. Nylund (2011). Innovation as a knowledge-based outcome. *Journal of Knowledge Management* 15 (6): 928–947.

Book chapters
Kaše, R., and E. Quintane (2023). In the mind of the beholder: Perceptual (mis)alignment about dyadic knowledge transfer in organizations. In *Understanding workplace relationships: An examination of the antecedents and outcomes*, ed. A. Gerbasi, A. Parker, and C. Emery.

Kitts, J. A., and E. Quintane (2020). Rethinking social networks in the era of computational social science. In *The Oxford Handbook of Social Networks*, ed. R. Light and J. Moody, Oxford: Oxford University Press.

Schorch, S., and E. Quintane (2019). Social network analysis. In *Advanced research methods for the social and behavioral sciences*, ed. J. Edlund and A. Nichols, 328–345. Cambridge: Cambridge University Press.

Quintane, E. (2012). Comparing networks: Structural correspondence between behavioral and recall networks. In *Exponential random graph models for social networks: Theory, methods, and applications*, ed. D. Lusher, J. Koskinen, and G. Robins, 272–284. Cambridge: Cambridge University Press.

Peer reviewed proceedings
Iorio, A., E. Quintane, R.S. Burt, T. Casciaro, W. An, C. Shea (2023). Doing experiments in social network research, Academy of Management.

Grosser, T., R.S. Piplani, E. Quintane, T. Casciaro, B. McEvily, E.Y. Zhang, S.W. Yang, G. Labianca, A. Smith, S. Lee, G. Ertug, J. Brennecke, B. Landis, J.W. Lee (2023). Making connections: Antecedents and outcomes of professional networking behavior, Academy of Management.

Quintane, E. and S. Reiche (2022). Does turnover spread through network ties? Network turnover contagion as resource loss, <u>Academy of Management</u>.

Nannetti, F. , T. Tomova Shakur, G. Labianca, H. Gonzalez, A Iorio, F. Nannetti, S. Tasselli, T. Tomova Shakur, M. Brashears, H. Chen, M. D. Gomez-Solorzano, E. Operti, E. Quintane and G. Soda (2022). Creating a better world together: How different groups create, maintain, and utilize their networks, <u>Academy of Management</u>.

Lluent, T., C. Rua-Gomez, A. Kleinbaum, R. Brands, T. Casciaro, J. Khattab, E. Quintane, M. Brashears, H. Gonzalez, P. V. Mannucci, B. McEvily, C. Patel, D. Van Knippenberg, and E. Ying Zhang (2021). Minorities & Networks: How stereotypes influence network utilization, position and evaluations, <u>Academy of Management</u>.

G. Urrea, S. Vill and E. Quintane (2020). Linking funding strategies and diversification: The case of humanitarian organizations, Academy of Management.

Mell, J., E. Quintane, G. Hirst and A.B. Carnegie (2018). The influence of manager Machiavellianism on supervisor boundary spanning and employee creativity, Academy of Management.

Mauskapf, M., Quintane, E., Askin, N. and Mol, J. (2017). Embeddedness and the production of novelty in music: A multi-dimensional perspective, **Academy of Management Best Papers Proceedings, OMT division**.

Quintane, E., and C.P. Estévez-Mujica (2017). Using E-mail communications patters to identify employees at risk of burnout, Academy of Management.

Brashears, M. and E. Quintane (2016). The weakness of tie strength, Academy of Management.

Kae, R., and E. Quintane (2015). In the mind of the beholder: Mis-alignment of perceptions of dyadic knowledge transfer, Academy of Management.

Snihur, Y., B. Sebastian Reiche and E. Quintane (2014). Towards a process theory of opportunity development, Academy of Management.

Quintane, E., P. Pattison, G. Robins, and J. Mol (2013). Short-term and long-term stability in electronic communication networks. **Academy of Management Best Papers Proceedings. OCIS Division. Best Paper Award Runner Up, OCIS Division.**

Quintane, E., G. Carnabuci, G. Robins, and P. Pattison (2012). How do brokers broker? An investigation of the temporality of structural holes. **Academy of Management Best Papers Proceedings. OMT Division.**

Quintane, E. M. Tonellato, G. Conaldi and A. Lomi (2012). Modeling relational events: A case study on an open source software development project, Academy of Management.

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

Quintane, E., G. Carnabuci, and M. Jaen (2017). *Troubled Spain: Leading organizational changes through networks and design (B)*. Los Andes University Case Collection, No. AN0047.

Quintane, E. & Mol, J.M. (2015). The final countdown: Sony BPE's organizational restructuring in times of Europe's economic integration. In McShane, Olekalns and Travaglione, Organisational Behaviour on the Pacific Rim (5th Edition). McGraw-Hill Australia.

Quintane, E. & Mol, J.M. (2013). The creation of Sony. In McShane, S. (Ed.) Organizational Behavior (4th Edition). McGraw-Hill Australia.

Mol, J.M. & Quintane, E. (2013). Sony's move into music. In McShane, S. (Ed.) Organizational Behavior (4th Edition). McGraw-Hill Australia.

Mol, J.M. & Quintane, E. (2013). Payola scandal at Sony Music. In McShane, S. (Ed.) Organizational Behavior (4th Edition). McGraw-Hill Australia.

Ashkanasy, S., Mol, J.M. & Quintane, E. (2013). Innovating Sony's Killzone: Respawning or missing in action? In McShane, S. (Ed.) Organizational Behavior (4th Edition). McGraw-Hill Australia.

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

Teaching experience

ESMT

Degree Programs: MBA
Organizational Behavior, Master's of Business Administration, ESMT, April 24, 2023 - May 12, 2023

Organizational Behavior, Master's of Business Administration, ESMT, April 25, 2022 - May 23, 2022

Organizational Behavior, Master's of Business Administration, ESMT, April 26, 2021 - May 19, 2021

Organizational Behavior, Master's of Business Administration, ESMT, May 26, 2020

Degree Programs: MIM
SKL - Building Your Professional Network, Master's in Management, ESMT, October 4, 2023

Research Forum, Thesis Grading, Master's in Management, ESMT, February 27, 2023 - August 16, 2023

Organizational Behavior, Master's in Management, (Group A), ESMT, September 26, 2022 - October 17, 2022

Organizational Behavior, Master's in Management, (Group B), ESMT, September 26, 2022 - October 17, 2022

Building Your Professional Network, Master's in Management, ESMT, October 14, 2022

Master's Thesis Research Forum and Grading, Master's in Management, ESMT, February 28, 2022 - August 17, 2022

Building Your Professional Network, Master's in Management, ESMT, October 21, 2021

Organizational Behavior, Master's in Management, (Group A), ESMT, September 22, 2021 - October 11, 2021

Organizational Behavior, Master's in Management, (Group B), ESMT, September 22, 2021 - October 11, 2021

Building your own Professional Network, Master's in Management, ESMT, October 20, 2020

Organizational Behavior, Master's in Management, (Group A), ESMT, September 23, 2020 - October 12, 2020

Organizational Behavior, Master's in Management, (Group B), ESMT, September 23, 2020 - October 12, 2020

Executive Education Programs: CS
Customized programs for Allianz, Borgwarner, Chargeurs, Daimler Truck, Deutsche Telekom, Heraeus, PENTEO, Siemens, Universal Investment, (2019-2023).

Executive Education Programs: EDP-Eng
Open programs: Women's Leadership Excellence, Game Changer – New Leadership Perspectives (2022-2023).

Doctoral teaching

BSE
Management II (Core), Berlin School of Economics PhD Program, BSE, April 27, 2023 - June 8, 2023

Management II (Core), Berlin School of Economics PhD Program, BSE, June 9, 2022 - June 30, 2022

BDPEMS
Management II (Core), Berlin Doctoral Program in Economics and Management Science, BDPEMS, April 15, 2021 - May 6, 2021

Management Science II (Core), Berlin Doctoral Program in Economics and Management Science, BDPEMS, April 23, 2020 - May 14, 2020

Previous Teaching
Lecturer, *Leading Change Through Networks: Executive education module on Professional Networks and Leadership*, University of Los Andes, Bogota, Colombia, 2018.
Lecturer, *Organizations: MBA level course on Organization Theory and Organizational Design*, University of Los Andes, Bogota, Colombia, 2015–2019.
Lecturer, *Social Network Analysis: PhD Level course on social network analysis as a research method*, University of Los Andes, Bogota, Colombia, 2015–2019.
Lecturer, *Organizations: Undergraduate level course on Organizational Theory*, University of Los Andes, Bogota, Colombia, 2013–2019.
Guest Lecturer, *Introduction to Exponential Random Graph Models*, Lille University, Lille, France, 2011.
Lecturer, *Organizations and Social Networks: Master level course on Social Networks in Organizations*, Institute of Management, University of Lugano, Lugano, Switzerland, 2011.
Guest lecturer, *Social Network Analysis*, University of Melbourne, Melbourne, Australia, 2008–2011.

Sessional Lecturer, *Managing the Multinational*, Department of Management and Marketing, University of Melbourne, Melbourne, Australia, 2008–2009.
Teaching Assistant, *Managing Contemporary Organizations*, University of Melbourne, Melbourne, Australia, 2006–2007.
Teaching Assistant, *Strategic Management of Multinationals*, University of Melbourne, Melbourne, Australia, 2006.
Teaching Assistant, *Employment in the Global Workplace*, University of Melbourne, Melbourne, Australia, 2005.

Professional activities

Discussant: Paper symposium, *1210 Making Connections: Antecedents and Outcomes of Professional Networking Behavior*, Academy of Management Meetings, Boston, MA, USA, August 2023.

Program Organizer, *Panel Symposium: Doing experiments in social network research*, Academy of Management Meetings, Boston, MA, USA, August 2023.

Session Animator: Session - *Advanced statistical models for network analysis,* Advanced Statistical Models for Network Analysis Workshop, University of Exeter Business School, February 17, 2023.

Member, Panel: *Doing Organizational Research in Developing Country Contexts*, Organization and Management Theory, Academy of Management Conference, August 7, 2022.

Chair, Session 71-2: Measures for Temporal Social Network Analysis, International Network for Social Network Analysis Conference, Sunbelt INSNA, July 14, 2022.

Co-organizer, Session 71-1: Measures for Temporal Social Network Analysis, International Network for Social Network Analysis Conference, Sunbelt INSNA, July 14, 2022.

Member of the Editorial Review Board, Organization Science, since May 2021.

Member of the Board of Directors, International Network for Social Network Analysis Association (INSNA), 2018–Present.

Animating a session about Exponential Random Graph Models at the Advanced Social Networks PDW Appointed, Academy of Management, August 2012.

Leading a team from the university of Los Andes in an acceleration program to create an Artificial Intelligence company based on my research on email communication patterns to predict burnout in employees., Oxelerator, Bogota, Colombia, 2018–2019.

Director, Organizations Academic Area at the School of Management, University of Los Andes, 2015–2018.

Supervision of an honours research project entitled "The origins of brokerage". The project investigates the link between motivations and strategic orientations in individuals who occupy a brokerage position, University of Melbourne, Australia, 2009.

Symposium Co-Chair, "*Toward a Network Science of Digital Data in Organizations*", (co-organized with Adam M. Kleinbaum), Academy of Management, 2007.

PhD student representative, University of Melbourne, Melbourne, Australia, 2006.

Memberships

AOM; Academy of Management; INSNA; International Network for Social Network Analysis (Member of Board of Directors).

Editorial services

Editorial Review Board Member, *Organization Science*, May 2021–May 2023.

Journal Editor, *Connections (Official journal of the International Network for Social Network Analysis Association)*, 2017–2021.

Reviewer services

Academy of Management; Academy of Management Journal; Administrative Science Quarterly; American Journal of Psychology; American Sociological Review*;* Asia Pacific Management Review; British Journal of Management; European Journal of Work and Organizational Psychology; Innovation Management; Journal of Applied Psychology; Journal of Management; Journal of Management Studies; Journal of Organizational Behavior; Management Science; Network Science, Organization Science; Personnel Psychology; Plos One; Policy & Practice; Research Policy; Science; Social Forces; Social Networks; Sociological Methods and Research; Strategic Management Journal.

Research grants and fellowships

Danish Science Foundation, *Patterns of interaction: Emergence and consequences* (with Gianluca Carnabuci), 2021-2023.

ESMT Berlin, Dean's Innovation Fund, Project: *Profiling Suite* (with Gianluca Carnabuci, Bianca Schmitz, Nan Guo), 2021-2022.

EY Digital Innovation Research Fund, Ernst & Young GmbH Wirtschaftsprüfungsgesellschaft, *A digital solution to identify employees at risk of burnout* (2020-2021).

Principal, School of management, University of Los Andes, *Organizing virtually: Collective action and leadership in Wikimujeres*.

Principal, University of Los Andes, *Predicting early stages of burnout: A longitudinal study of the relationships between workplace stressors, email communication patterns and burnout*.

Supporting, Spanish Ministry of Economy and Competitiveness, *Drivers and barriers of collaboration at work: A longitudinal and multi-Level study of relational, temporal and cultural factors*.

Co-Principal, Melbourne Business School, *Business analytics*.

Co-Principal, NEOMA Business School, *Emotions and networks at work*.

Spanish Ministry of Science and Innovation.

MediaCatalyst Bv., *Social rhythms in Email communication networks*.

Co-Principal, The University of Melbourne, *Managing in Contemporary Organisations*.

Other, The University of Melbourne, *Managing in Contemporary Organisations*.

Honors and awards

President's Honor Roll for Teaching Excellence, *Organizational Behavior*, MIM Class 2022, ESMT Berlin, 2022.

President's Honor Roll for Teaching Excellence, *Organizational Behavior*, MBA Class 2022, ESMT Berlin, 2022.

Nomination for the Freeman Award at the International Network of Social Network Analysis, 2020.

Andreas Al-Laham Best Paper Award, EGOS Conference 2020, *"Brokers behaving badly: How tertius gaudens brokerage leads to burnout and abusive behavior".*

Case Writing Award, Balas, 2018.

Runner up Best Paper Award, Academy of Management, 2013.

Nominated for the Chancellor's Prize for Excellence in the PhD Thesis, The University of Melbourne, 2009.

Best Paper Award, The University of Melbourne, 2008.

Academic distinction, The University of Melbourne, 2006.

PhD supervision

Mahmoudi, Sahar. *ESMT, Berlin*, 2022–present.

Umaña Ruiz, Maria Camila. *The Social Dimensions of Burnout*. University of Los Andes, Bogota, Colombia, 2016–2021.

Ruiz, Guillermo. *Internal Sources of Ideas for Innovation: A Social Network Perspective*. University of Los Andes, Bogota, Colombia, 2014–2018.

Conference and seminar presentations

Peer reviewed paper conferences

2024

Personnel Psychology - special issue conference, *"Sex, network recall, and structural holes,"* University of Exeter Business School, (Mar 2024)

2023

INSEAD Conference on Network Evolution 8.0*, "Sex, network recall, and structural holes,"* Fontainebleau, France (Nov 2023).

Patterns of Interaction Workshop, *"Temporal metrics: Capturing the temporal dynamics of employee interactions in organizational contexts,"* Sandbjerg Estate, Denmark (Aug 2023)

Social Network Society Conference, *"Temporal perspective and brokering behavior"* (presented by coauthor: Jung Won Lee), Exeter, UK (Jul 2023)

European Group of Organization Studies conference, *"Sex, network recall, and structural holes,"* (presented by coauthor: Helena Gonzalez Gomez), Cagliari, Sardinia (Jul 2023).

International Network for Social Network Analysis Conference, *"In and out of a politicized crisis in a controversial institution: Social rationality driving network dynamics"* (presented by coauthor: Emmanuel Lazega), Portland, Oregon, USA (Jul 2023)

Intra-Organizational Network Conference (ION), **"***Does turnover spread through network ties? Turnover contagion as resource loss,"* University of Kentucky, Lexington, KY, USA (Apr 2023).

2022

Academy of Management Conference, *"Does turnover spread through network ties? Network turnover contagion as resource loss,"* with Sebastian Reiche, Seattle, WA, USA (Aug 2022).

Academy of Management Conference, *"Sex, network recall and structural holes,"* with Matthew Brashears, and Helena Gonzalez-Gomez. Symposium: Creating a better world together: How different groups create, maintain and utilize their network, Seattle, WA, USA (Aug 2022).

International Network for Social Network Analysis Conference, *"Exploring synchrony in the asynchronous: Temporal patterns in dyadic Email communication data,"* Sunbelt INSNA (Virtual) Cairns, Australia (July 2022)

International Network for Social Network Analysis Conference, *"Sex, network recall and structural holes"* (presented by coauthor: Matthew Brashears) Sunbelt INSNA, Cairns, Australia (Jul 2022)

International Network for Social Network Analysis Conference, *"Appropriateness judgements and the evolution of advice networks in a judicial organization"* (presented by coauthor: Emmanuel Lazega), Sunbelt INSNA, Cairns, Australia (Jul 2022)

International Network for Social Network Analysis Conference, *"Temporal clusters in networks of interactions: Formal definitions and contextual interpretation"* (presented by coauthor: Lucia Falzon), Sunbelt INSNA, Cairns, Australia (Jul 2022)

International Network for Social Network Analysis Conference, *"Exploring the temporality and evolution of triads: Modeling triadic states in dynamic networks"* (presented by coauthor: Martin Wood), Sunbelt INSNA, Cairns, Australia (Jul 2022)

2021

Academy of Management Conference, *"Gender and Networks: Network Perception, Network Usage and Risk Aversion,"* with **Matthew Brashears** and Helena Gonzalez, Academy of Management, Virtual (July 2021).

International Network for Social Network Analysis Conference, **"***Turnover Contagion as Resource Loss,***"** with Sebastian Reiche, Sunbelt INSNA, Virtual Conference (June 2021).

2020

Academy of Management Conference, *"Advancing network dynamics research: Theorizing and measuring network change"*, Academy of Management, Vancouver, Canada (August 2020).

European Group for Organizational Studies Conference, *"Brokers behaving badly: How tertius gaudens brokerage leads to burnout and abusive behavior",* Hamburg, Germany (July 2020). *Best Paper Award.*

2019

Academy of Management Conference, *"In need of aid: Funding uncertainty and diversification in humanitarian operations,"* Academy of Management, Chicago, IL, USA. (August 2019).

Academy of Management Conference, *"The negative side of brokerage: Brokerage and exhaustion,"* Academy of Management, Chicago, IL, USA. (August 2019).

International Network for Social Network Analysis Conference, **"***Do structural holes increase innovative performance?* Evidence from a field experiment," International Network for Social Network Analysis, Montreal, Canada. (June 2019).

2018

Academy of Management Conference, "*Managing manipulative bosses,*" Hyatt Regency Chicago, Chicago, IL, USA. (August 2018).

Intra-Organizational Network Conference (ION V), "*The social foundations of creativity,*" LINKS Center for Social Network Analysis, Lexington, KY, USA. (April 2018).

2017

Academy of Management Conference, "*E-mail communication patterns and job burnout.*" Hyatt Regency Atlanta, Atlanta, IL, USA. (August 2017).

2016

Academy of Management Conference, "*Multilevel networks, Influence and Innovation in Popular music,*" Hyatt Regency Chicago, Anaheim, CA, USA. (August 2016).

European Group for Organizational Studies (EGOS), "*Multilevel networks, Influence and Innovation in Popular music*," University of Naples Federico II, Naples, Italy. (July 2016).

International Network for Social Network Analysis Conference, "*Why all the negativity? An analysis of the determinants of negative ties,*" Sunbelt, Newport Beach, CA, USA. (April 2016).

International Network for Social Network Analysis Conference, "*How do social networks change? A conceptual framework*," Sunbelt, Newport Beach, CA, USA. (April 2016).

Intra-Organizational Network Conference (ION V), "*The Weakness of tie strength*," LINKS Center for Social Network Analysis, Lexington, KY, USA. (April 2016).

2015

Academy of Management Conference, "*In the eye of the beholder: Mis-alignment of dyadic knowledge transfer perceptions in organizations*," School of Economics & Management, Tongji University, Vancouver, Canada. (August 2015).

2014

Academy of Management Conference, *"How do brokers broker? And a theory of value creation in innovation through idea substantiation*," School of Economics & Management, Tongji University, Philadelphia, PA, USA. (August 2014).

International Network of Analytical Sociologists (INAS), "*How do brokers broker? Un-embedded brokerage and the temporality of structural holes*," The University of Mannheim, Mannheim, Germany. (June 2014).

International Conference on Management and Organization, "*In the eye of the beholder: Mis-alignment of dyadic knowledge transfer perceptions in organizations*," Slovenska Akademija za a´management (SAM), Brdo pri Kranju, Slovenia. (June 2014).

International Network for Social Network Analysis, "*The microstructures of network recall: How social networks are encoded and represented in human memory*," University of South Florida, St. Petersburg, FL, USA. (February 2014).

2013

American Sociological Association, "*Beyond interorganizational 'ties': The dynamics of exchange among Italian hospitals*," American Sociological Association, New York, NY, USA. (August 2013).

American Sociological Association, "*How do brokers broker? An investigation of the temporality of structural holes*," American Sociological Association, New York, NY, USA. (August 2013).

Academy of Management Conference, "*Short-term and long-term stability in electronic communication networks*," School of Economics & Management, Tongji University, Orlando, FL, USA. (August 2013).

International Network for Social Network Analysis, "*Disentangling the dynamics of brokerage and status*," University of Hamburg, Hamburg, Germany. (May 2013).

2012

INSEAD Conference on Network Evolution, "*How do brokers broker? An investigation of the temporality of structural holes*," INSEAD: The business school for the world, Fontainebleau, France. (October 2012).

Academy of Management Conference, "*Time will tell: Time-dependence in the formation and maintenance of network ties,*" Boston Hynes Convention Center, Boston, MA, USA. (August 2012).

Academy of Management Conference, "*How do brokers broker? An investigation of the temporality of structural holes,*" Boston Hynes Convention Center, Boston, MA, USA. (August 2012).

Academy of Management Conference, "*Modelling relational events: A case study on an open source software project,*" Boston Hynes Convention Center, Boston, MA, USA. (August 2012).

Intra-Organizational Network Conference (ION V), "*How do brokers broker? An investigation of the temporality of structural holes,*" LINKS Center for Social Network Analysis, Lexington, KY, USA. (April 2012).

International Network for Social Network Analysis Conference, "*How do brokers broker? A temporal investigation of brokerage in organizations,*" University of Southern California, Los Angeles, CA, USA. (March 2012).

2011

Applications of Social Network Analysis, "*Tie strength and closure in organizations,*" University of Zurich, Zurich, Switzerland. (September 2011).

Applications of Social Network Analysis, "*The relational event model for 2-Mode networks,*" University of Zurich, Zurich, Switzerland. (September 2011).

American Sociological Association Conference, "*The temporality of structural holes: Brokerage and closure in organizations,*" American Sociological Association, Las Vegas, NV, USA. (August 2011).

Academy of Management Conference, "*Short-term stability in organizational networks: Temporal structures of project teams,*" University of Virginia, San Antonio, TX, USA. (August 2011).

European Group of Organisation Studies Conference (EGOS), "*Short-term stability in organizational networks: Temporal structures of project teams,*" American Sociological Association, Gothenburg, Sweden. (July 2011).

Political Networks Conference, "*Short-term stability in organizational networks: Temporal structures of project teams,*" University of Michigan, Ann Arbor, MI, USA. (June 2011).

2010

International Network for Social Network Analysis Conference, "*Time as a key dimension in understanding the effect of team communication structure and team leader position on team performance,*" Sunbelt, Riva Del Garda, Italy. (June 2010).

2009

Academy of Management Conference, "*Ingenuity and persuasion: Individual's substantiation of ideas in group social networks,*" Academy of Management, Chicago, IL, USA. (August 2009).

International Network for Social Network Analysis Conference, "*The interplay between leader position and group structure,*" Sunbelt, San Diego, CA, USA. (March 2009).

2008

Academy of Management Conference, "*Ingenuity and persuasion: Knowledge and social dimensions of the innovation process*," Academy of Management, Anaheim, CA, USA. (August 2008).

Academy of Management Conference, "*A framework to study formal and informal structures*," Academy of Management, Anaheim, CA, USA. (August 2008).

European Group of Organisation Studies, "*How (and why) do social networks differ? Examining the role of endogenous factors in the development of network structural characteristics*," Vrije Universiteit Amsterdam, Amsterdam, The Netherlands. (July 2008).

International Network for Social Network Analysis Conference, "*Mind over matter? E-mail and survey as representations of observed and perceived networks*," Sunbelt, St.Pete Beach, FL, USA. (January 2008).

2007

Academy of Management Conference, "*Knowledge and social network contingencies in organizational innovation*," Academy of Management, Philadelphia, PA, USA. (August 2007).

Academy of Management Conference, "*Email and survey communication networks: The correspondence between perceived and observed networks*," Academy of Management, Philadelphia, PA, USA. (August 2007).

2006

Academy of Management Conference, "*Explaining organizational innovativeness: An integrated perspective on structure*," Academy of Management, Atlanta, GA, USA. (August 2006).

Academy of Management Conference, "*A knowledge-based perspective on the organizational innovation process,*" Academy of Management, Atlanta, GA, USA. (August 2006).

Invited research seminars and workshops

Frankfurt School of Finance and Management, Germany (Apr 2024)
University of Manchester, Mitchell Center for Social Network Analysis, UK (Apr 2024)
ETH Zurich, Switzerland (May 2023)
ESMT Berlin, Germany (Apr 2023)
University of Exeter Business School, UK (Feb 2023)
Khune Logistics University, Hamburg, Germany (Jun 2022)
NEOMA Business School, France (Nov 2021)
Exeter Networks Center, University of Exeter, UK (Virtual), (Nov 2021)
University of Manchester, Mitchell Center for Social Network Analysis, UK (Jun 2020)
Institut Européen d'Administration des Affaires - INSEAD, Fontainebleau, France (Jun 2019)
European School of Management and Technology - ESMT Berlin, Germany (Apr 2019)
Network Theory Workshop, Northwestern University, Evanston, IL, USA (Oct 2018)
ESSEC Business School, Paris, France (Jul 2017)
ESMT Faculty Research Seminar, ESMT Berlin, Germany (Jan 2017)
SONIC, Northwestern University, Chicago, IL, USA (Dec 2016)
IESE Business School, Barcelona, Spain (Oct 2015)
University of Tilburg, The Netherlands (May 2014)
Imperial College Business School, London, UK (May 2012)
Paris Dauphine University, Paris, France (Mar 2011)

University of Lugano, Switzerland (Oct 2010)
School of Behavioral Science, University of Melbourne, Australia (Aug 2010)
Global Teamwork Workshop, University of Melbourne, Australia (Jul 2010)
Institut d'Administration des Entreprises, Université Jean Moulin, Lyon, France (Jul 2008)
Intensive Social Network Course, University of Melbourne, Australia (Jun 2008)
University of Los Andes, Bogotá, Colombia (Jan 2008)
Georgia Institute of Technology, University System of Georgia, Atlanta, USA (Aug 2006)

Development activities

Self and identity in the physical, remote, and hybrid classroom: Actionable approaches for educators; Teaching Series Seminar, Harvard Business Publishing - Education, Boston, MA, USA. August 19, 2021–August 20, 2021.
Introductional coaching, Jump the curve, Brookline, MA, USA. July 15, 2021.
Machine Learning – Coursera Prof Andrew Ng - Stanford University, 2017
Glocoll (Case Teaching) Harvard Business School, 2016
Economic Sociology Prof Martin Ruef – Princeton University, 2011
Economic foundations of management research Prof Sidney Winter – Wharton School, 2007
Psychological and sociological foundations of research in management
Prof Marshall Meyer – The Wharton School – University of Pennsylvania, 2007
Introduction to social network analysis and Statistical models for social networks
Prof Pip Pattison and Associate Prof Garry Robins – The University of Melbourne, 2006
As part of my PhD training, I attended courses in quantitative and qualitative research methods as well as substantive topics in Management.

Languages

French (native), English (advanced), Spanish (advanced), German (beginner), Italian (beginner).

Hobbies and skills

Programming skills in Python (some), Java (Applications programming), Html/PhP/MySQL (web site and database management), Visual Basic (Excel Macros programming)
Specialized Software: Knowledge of UCINET, PAJEK, NETDRAW, PNET, XPNET, SPSS, Gephi, R, SONIA

April 29, 2024