

## MARCO TONELLATO

Assistant Professor

Ludwig-Maximilians-Universität München (LMU Munich)

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### Contact Details

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### Academic Positions

- 01/2017 - ASSISTANT PROFESSOR  
Institute for Human Capital Management  
Munich School of Management  
LMU Munich (DE)
- 01/2015 - 12/2016 POST-DOCTORAL FELLOW  
Department of Management, Technology and Strategy  
Grenoble Ecole de Management (FR)
- 09/2014 – 12/2014 ADJUNCT LECTURER  
University of Lugano (CH)

### Education

- 09/2009 - 08/2014 PH.D. IN ECONOMICS,  
Institute of Management, University of Lugano (CH)  
Specialization in Organizational Behavior and Theory  
Thesis title: Three essays on problem solving in collaborative open  
productions  
Supervisor: A. Lomi; Committee Members: A. Lomi, N. Beck, M.  
Kilduff, A. Parker, C. Steglich
- 09/2012 – 02/2014 VISITING RESEARCHER  
Tepper School of Business, Carnegie Mellon University, (U.S.A.)  
Project: Network dynamics of organizational learning in an open-source  
software project.  
Supervisor: L. Argote
- 09/2005 - 07/2008 MSC IN ECONOMICS  
University of Lugano (CH)  
Major in Management  
Final Grade: 9.3/10 summa cum laude
- 09/2001 - 02/2005 BA IN COMMUNICATION SCIENCES  
(MINOR IN BUSINESS COMMUNICATIONS)  
University of Padova (IT).  
Final Grade: 110/110 summa cum laude

## Teaching experience

- Instructor, Organizations and Social Networks, MSc in Management, LMU Munich, Spring 2017-2018-2020
- Co-Instructor, Basic Topics in Leadership and Human Resource Management, Master in Management, LMU Munich, Fall 2017-2018-2019-2020.
- Instructor, Human Resource Management Basics, BSc in Management, LMU Munich, Spring 2019
- Co-Instructor, People & Organizations, BSc in Management, LMU Munich, Spring 2019
- Instructor, Organizational Behavior, MSc in Management, USI Lugano, Fall 2017
- Instructor, Quantitative Research Methods, MSc in International Business, Grenoble Ecole de Management, 2015-2016
- Instructor, Innovation Management, BSc in International Business (Grenoble Ecole de Management, 2015-2016)
- Co-Instructor, Organizational Behavior, MSc in Management, USI Lugano, Fall 2014

## Publications and R&Rs

- Deichman\*, D., Gillier\*, T., Tonellato\*, M. 2021. Getting on board with new ideas: An analysis of idea commitments on a crowdsourcing platform. (Accepted for publication at *Research Policy*) \* authors contributed equally
- Tonellato, M., Iacopino, V., Mascia, D., Lomi, A. 2021. The partners of my partners: An empirical analysis of collaborative experience overlap and team performance in robot-assisted surgery. (R&R at *Academy of Management Journal*)
- Tonellato, M., Lomi, A., Conaldi, G., Lerner, J., and Tasselli, S. 2021. The network dynamics of organizational attention. (R&R at *Organization Science*)
- Quintane, E., Conaldi, G., Tonellato, M. and Lomi, A. 2014. Modeling Relational Events: A Case Study on an Open Source Software Project. *Organizational Research Methods*, 17(1): 23-50.
- Conaldi, G., Lomi, A. and Tonellato, M. 2012. Dynamic models of affiliation and the network structure of problem solving in an Open Source Software project. *Organizational Research Methods*, 15(3): 385-412.
- Lomi, A., Conaldi, G., Tonellato, M., and Pallotti, F. 2013. Participation motifs and the emergence of organization in open productions. *Structural Change and Economic Dynamics*, 29: 40-57.
- Lomi, A., Conaldi, G. and Tonellato, M. 2012. Organized Anarchies and the Network Dynamics of Decision Opportunities in an Open Source Software Project. In A. Lomi and R. Harrison (Eds.) *The Garbage Can Model of Organizational Choice: Looking Forward at Forty (Research in the Sociology of Organizations, Volume 36)*. Emerald Press, pp.363-397.

## Working Papers

- Tonellato, M., Mascia, D., Lomi, A., and Lerner, J. Assembling the team: An empirical analysis of partner selection and performance in robot-assisted surgery.
- Iacopino, V., Mascia, D., Tonellato, M. The ‘dark side’ of technology adoption: Exploring collaborative structures and learning dynamics among surgeons in an Italian healthcare organization.
- Burkert, S., Kase, R., Tonellato, M. CSR Metrics and compensation peer groups: Separating selection from influence.

- Burkert S., Kase, R., Tonellato, M., and Weller, I. Compensation peer groups and executive turnover.
- Tonellato, M., Conaldi, G. The effect of knowledge diversity on group learning and performance. A case study on an open source software project.

### **Awards and Prizes**

- Burkert, Kase, R., Tonellato, M. 2020. CSR Metrics and compensation peer groups: Separating selection from influence. Best Paper (finalist). 80<sup>th</sup> Annual Meeting of the Academy of Management, Vancouver. HR Division.
- Tonellato, M., Mascia, D., Lomi, A., and Lerner, J. 2020. Assembling the team: An empirical analysis of partner selection and performance in robot-assisted surgery. Best Global Paper (won) and Caroline-Dexter Award (finalist). 80<sup>th</sup> Annual Meeting of the Academy of Management, Vancouver. HCM Division.
- Tonellato, M., Iacopino, V., Mascia, D., Lomi, A. 2018. Where does learning come from? An empirical study of performance in robot-assisted surgery teams. Best International Paper (won) and Caroline-Dexter Award (finalist). 78<sup>th</sup> Annual Meeting of the Academy of Management, Chicago (IL), HCM Division.

### **Research grants**

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|-----------------|---|
| 10/2020         | Co-Investigator (with Alejandro Hermida and Ingo Weller), Deutsche Forschungsgemeinschaft (DFG). “Environmental, structural, and individual determinants of inter-role spillovers in contemporary work schemes.” (In preparation for submission).   |
| 10/2018-09/2020 | Principal Investigator (with Pooyan Khashabi), Alumni fund for junior faculty researchers, LMU Munich. “Organization design features in open collaborations.” (Competitive internal grant for sponsoring a funded PhD position for 2 years to incentivize collaborations across institutes) |
| 09/2013-02/2014 | Principal Investigator, Swiss National Science Foundation, “The effect of member turnover on group performance: the role of transactive memory networks.” (Competitive grant for visiting researcher - 6 months - at Carnegie Mellon University, U.S.A.).                                   |
| 09/2012-08/2013 | Principal Investigator, Swiss National Science Foundation. “The network dynamics of organisational learning in an open-source software project.” (Competitive grant for visiting researcher - 12 months - at Carnegie Mellon University, U.S.A.).   |

### **Conference presentations**

- Burkert, S., Kase, R., Tonellato, M. 2020. CSR Metrics and compensation peer groups: Separating selection from influence. Paper presented at the 80<sup>th</sup> Annual Meeting of the Academy of Management, Vancouver. HR Division.
- Tonellato, M., Mascia, D., Lomi, A., and Lerner, J. 2020. Assembling the team: An empirical analysis of partner selection and performance in robot-assisted surgery. Paper presented at the 80<sup>th</sup> Annual Meeting of the Academy of Management, Vancouver. HCM Division.
- Hermida Carrillo, A., Tonellato, M. 2019. Ownership and retaliation in self-managing organizations: Learnings from Wikipedia. Paper presented at the 4th European Conference on Social Networks (EUSN), Zürich (CH)

- Tonellato, M., Iacopino, V., Mascia, D., Lomi, A. 2019. Exploring team overlap and knowledge diversity in fluid teams: An empirical study in robotic surgery. Paper presented at the 79<sup>th</sup> Annual Meeting of the Academy of Management, Boston (MA). OMT Division.
- Deichman, D., Gillier, T., Tonellato, M. 2019. Getting on board of new ideas: How Inventors create commitment for their ideas. Paper presented at the 79<sup>th</sup> Annual Meeting of the Academy of Management, Boston (MA). Symposium on “Evaluation and selection of creative ideas in organizations”. OB and MOC Divisions.
- Burkert, S., Kase, R., Tonellato, M., and Weller, I. 2019. Compensation peer groups and executive turnover. Paper presented at the 79<sup>th</sup> Annual Meeting of the Academy of Management, Boston (MA). HR Division.
- Tonellato, M., Iacopino, V., Mascia, D., Lomi, A. 2018. Where does learning come from? An empirical study of performance in robot-assisted surgery teams. Paper presented at the 78<sup>th</sup> Annual Meeting of the Academy of Management, Chicago (IL). HCM Division.
- Deichman, D., Gillier, T., Tonellato, M. 2018. Getting on board of new ideas: How Inventors create commitment for their ideas. Paper accepted for presentation at the 33rd EGOS Colloquium, Tallinn.
- Tonellato, M., Lomi, A., Mascia, D., Iacopino, V. 2017. Network embeddedness, knowledge diversity and performance in teams: The case of robotic surgery. Paper presented at the XXXVII Sunbelt Conference of the International Network for Social Network Analysis (INSNA), Beijing.
- Lomi, A., Mascia, D., Iacopino, V., Tonellato, M. 2017. Knowledge diversity, embeddedness and performance in teams: The case of robotic surgery. Paper accepted for presentation at the 23rd Organization Science Winter Conference (OSWCXXIII), Park City (UT)
- Lomi, A., Tonellato, M., and Conaldi, G. 2016. The network dynamics of organizational attention. Paper presented at the 76th Annual Meeting of the Academy of Management, Anaheim (CA), OMT Division.
- Tonellato, M., Conaldi, G. 2015. Identity construction and sustained participation in an open source software project. Paper presented at the 75th Annual Meeting of the Academy of Management, Vancouver (BC), OMT Division.
- Tonellato, M. 2014. Relational coordination in an Open Source Software Project: The role of attention networks. Paper accepted for presentation at the 74th Annual Meeting of the Academy of Management, Philadelphia (PA), MOC Division.
- Tonellato, M., and Conaldi, G., 2014. The effect of knowledge diversity on group learning and performance. A case study on an open source software project. Paper presented at the 20th Organization Science Winter Conference (OSWCXX), Steamboat Springs (CO).
- Lomi, A., Pallotti, F., Snijders, T. and Tonellato, M. 2013. A co-evolutionary model of organizational and network change. Paper presented at the 7th Applications of Social Network Analysis, Zurich (CH).
- Tonellato, M. 2013. Relational coordination in an Open Source Software Project: The role of attention networks. Paper presented at the 28th EGOS Colloquium, Montreal, and at the 73rd Annual Meeting of the Academy of Management, Orlando (FL).
- Tonellato, M., Conaldi, G., 2013. The coordination mechanisms of organizational learning: A case study of a Free/Open Source Software project. Paper presented at the 28<sup>th</sup> EGOS Colloquium, Montreal.
- Lomi, A., Pallotti, F., Tonellato, M., and Conaldi, G. 2013. The network dynamics of absorptive capacity: Distinguishing selection from assimilation. Paper accepted for presentation at the 19th Organization Science Winter Conference (OSWCXIX), Steamboat Springs (CO).
- Quintane, E., Tonellato, M., Conaldi, G. and Lomi, A. 2012. Modeling relational events: A case study on an open source software development project. Paper accepted for presentation at the 32nd American Sociological Association annual meeting, Denver (CO).

- Tonellato, M. 2012. Self-reinforcing processes and coordination mechanisms in decentralized production communities: Empirical analysis of an Open Source Software project. Paper accepted for presentation at the 27th EGOS Colloquium, Helsinki.
- Tonellato, M., Quintane, E., Conaldi, G. and Lomi, A. 2012. Relational coordination in an Open Source Software project: From events to structure. Paper accepted for presentation at the 32nd Sunbelt Social Network Conference, Redondo Beach (CA).
- Tonellato, M., Quintane, E., Conaldi, G. and Lomi, A. 2011. The Relational Event Model for 2-mode networks. Paper presented at the 7th Applications of Social Network Analysis, Zurich (CH).
- Tonellato, M., Conaldi, G., Lomi, A. 2011. West meets East in two-mode networks: Stochastic agent-based models of organizational problem solving. Paper presented at the 71st Annual Meeting of the Academy of Management, San Antonio (TX).
- Conaldi, G., Tonellato M. 2011. Time heterogeneity in Stochastic Actor-Oriented Models: An empirical test on problem-solving dynamics in an Open Source Software project. Paper presented at the 31st Sunbelt Social Network Conference, St.Pete's Beach (FL).
- Tonellato, M., Conaldi, G., Lomi, A. and Quintane, E. 2011. Specification and Estimation of a Relational Event Model for 2-Mode Networks: An application to organizational problem-solving. Paper presented at the 31st Sunbelt Social Network Conference, St.Pete's Beach (FL).
- Tonellato, M., Pallotti, F. and Lomi, A. 2010. How far do network effects spill over? Evidence from an empirical study on hospital performance. Paper presented at the 30th SMS Annual International Conference, Rome (IT).
- Tonellato, M., Conaldi, G. and Lomi, A. 2010. The network dynamics of problem solving in an Open Source Software project. Paper presented at the 6th Applications of Social Network Analysis, Zurich (CH).
- Conaldi, G. and Tonellato, M. 2010. Jumping on the bandwagon? A longitudinal study on collaboration networks and decision to act in a F/OSS community. Paper presented at the 30th Sunbelt Social Network Conference, Riva del Garda (IT).

### **Invited seminars**

- The partners of my partners: An empirical analysis of collaborative experience overlap and team performance in robot-assisted surgery. Dec 2020. Cass Business School, City University of London (virtual).
- Assembling the team: An empirical analysis of partner selection and performance in robot-assisted surgery. Nov 2019. Centre for Business Networks Analysis, University of Greenwich.
- Getting on board with new ideas: An analysis of idea championing on a crowdsourcing platform. Oct 2019. LUISS Guido Carli, Rome.
- Getting on board with new ideas: An analysis of idea championing on a crowdsourcing platform. May 2019. Rotterdam School of Management, Erasmus University.
- The network dynamics of organizational attention. Feb 2017. LMU Munich
- The effect of knowledge diversity on group learning and performance. June 2014. ETH Zürich
- The effect of knowledge diversity on group learning and performance. May 2014. ESMT Berlin

### **Research Interests**

- Organization and Management Theory
- Social Network Analysis
- Open Innovation
- Research Methods

## Languages

- Italian (native)
- English (fluent)
- French (advanced)
- Spanish (advanced)
- German (basic)

## IT Skills

- Statistical packages: Stata, R, SPSS
- Programming Languages: LaTeX, R, Python, MySQL
- Social Network Analysis: UCINET, R for SNA (Statnet suite, igraph, tnet, RSiena), Pajek, Visone, Gephi

## Referees

Prof. Alessandro Lomi  
Institute of Computational Science  
Faculty of Economics  
Università della Svizzera Italiana (USI)  
Via Giuseppe Buffi 13  
CH-6904 Lugano (CH)  
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Prof. Dr. Ingo Weller  
Institute for Human Capital Management  
Munich School of Management  
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