

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

- 01/2009 - 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 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

- Tonellato, M., Iacopino, V., Mascia, D., Lomi, A. 2020. 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*)
- Deichman, D., Gillier, T., Tonellato, M. 2020. Getting on board with new ideas: An analysis of idea championing on a crowdsourcing platform. (R&R at *Research Policy*)
- Lomi, A., Tonellato, M., Conaldi, G., Lerner, J. 2020. The network dynamics of organizational attention. (Under review 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). 80th 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). 80th 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). 78th 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 80th 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 80th 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 79th 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 79th 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 79th 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 78th 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 28th 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

- Assembling the team: An empirical analysis of partner selection and performance in robot-assisted surgery. Sep 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)
alessandro.lomi@usi.ch

Prof. Dr. Ingo Weller
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Prof. Linda Argote
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Pittsburgh, PA 15213 (U.S.A.)
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