

Gianluca Carnabuci

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Current employment

Associate Professor of Organizational Behavior, September 2016–Present;
Ingrid and Manfred Gentz Chair in Business and Society, and Associate Dean of Executive Education, February 2019–Present; ESMT Berlin.

Education

PhD, Amsterdam School for Social Science Research, University of Amsterdam, Amsterdam, The Netherlands, 2005.

MSc, (Cum laude), University of Genoa, Genoa, Italy, 1998.

Past employment

Co-director, Executive MBA Program, University of Lugano, Lugano, Switzerland, 2014–August 2016.

Associate Professor, University of Lugano, Lugano, Switzerland, 2012–August 2016.

Director, PhD Program in Management, University of Lugano, Lugano, Switzerland, 2012–August 2016.

Assistant Professor, University of Lugano, Lugano, Switzerland, 2008–2012.

Assistant Professor, Bocconi University, Milan, Italy, 2005–2008.

Publications

Peer reviewed journal articles

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.

Books

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

Book chapters

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.

Peer reviewed proceedings

Operti, E., and G. Carnabuci (2012). Good for one and bad for most? Intrafirm networks and innovation at the inventor and firm level.

Quintane, E., G. Carnabuci, G. Robins, and P. Pattison (2012). How do brokers broker? An investigation of the temporality of structural holes.

Emery, C., G. Carnabuci, and D. Brinberg (2011). Relational schemas to investigate the process of leadership emergence.

Carnabuci, G., and E. Operti (2010). Investigating the link between R&D organization and firms' recombinant capabilities.

Operti, E., and G. Carnabuci (2008). Knowledge that grows and knowledge that flows: Inventive performance in the semiconductor field.

Professional activities

Research Committee Member, OMT Division, Academy of Management, 2011–Present.

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; American Sociological Association (ASA); International Network for Analytical Sociology (INAS).

Editorial services

Editorial Review Board

Organization Science, 2018 - Present

Ad-hoc reviewing

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

Grant proposal reviewing

Swiss National Science Foundation (SNSF)

Research grants and fellowships

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

Principal, Swiss National Science Foundation, *The Organisational 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*.

Supporting, Netherlands Organisation 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*.

Honors and awards

President's Honor Roll for Teaching Excellence, Executive MBA 2016 – 2018.

Best Paper Award, *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.

Presentations

Peer reviewed paper presentations

Do structural holes increase innovative performance? Evidence from a field experiment
Network Evolution Conference 2018, INSEAD, France. 27 October 2018.

Ideological boundaries of advantageous network positions in the United States congress. Annual Meeting of the Academy of Management, Academy of Management, Atlanta, GA, USA. 7 August 2017.

Employee mobility and knowledge spillovers: Integrating a job matching and a social capital perspective. Annual Meeting of the Academy of Management, Academy of Management, Vancouver, Canada. 7 August 2015.

Employee mobility and knowledge spillovers: Integrating a job matching and a social capital perspective. Annual INAS Meeting, Harvard University, Cambridge, MA, USA. 12 June 2015.

Social networks, cognitive style and innovative performance: A contingency perspective. Annual Meeting of the American Sociological Association, American Sociological Association, San Francisco, CA, USA. 16 August 2014.

Social networks, cognitive style and innovative performance: A contingency perspective. Annual Meeting of the Academy of Management, Academy of Management, Philadelphia, PA, USA. 1 August 2014.

How do brokers broker? An investigation of the temporality of structural holes. Annual Meeting of the International Network of Analytical Sociology, University of Mannheim, Mannheim, Germany. 6 June 2014.

How do brokers broker? An investigation of the temporality of structural holes. Annual Meeting of the American Sociological Association, American Sociological Association, New York, NY, USA. 9 August 2013.

Social hierarchies from the bottom up: How relational schemas shape the emergence of informal leadership structures. Annual Meeting of the American Sociological Association, American Sociological Association, New York, NY, USA. 9 August 2013.

How do brokers broker? An investigation of the temporality of structural holes. Network Evolution Conference, INSEAD, Fontainebleau, France. 23 October 2012.

How do brokers broker? An investigation of the temporality of structural holes. Annual Meeting of the Academy of Management, Academy of Management, Boston, MA, USA. 6. August 2012.

Good for one, bad for most? Intrafirm networks and innovation at the inventor and firm level. Annual Meeting of the Academy of Management, Academy of Management, Boston, MA, USA. 6 August 2012. (Best Paper Award)

Good for one, bad for most? How intra-organizational networks impact innovative performance at the inventor and firm level. EGOS Colloquium, Aalto University & Hanken School of Economics, Helsinki, Finland. 5 July 2012.

Social hierarchies from the bottom up: How relational schemas shape the emergence of leadership structures. International Network of Analytical Sociology Conference, INAS, New York, NY, USA. 8 June 2012.

A behavioural theory of technology search: Evidence from the semiconductor industry. Annual Meeting of the Academy of Management, Academy of Management, San Antonio, TX, USA. 12 August 2011.

Social hierarchies from the bottom up: How relational schemas shape the emergence of leadership structures. Annual Meeting of the Academy of Management, Academy of Management, San Antonio, TX, USA. 12 August 2011.

Categorical contrast and organizational affiliation with technology classes in the worldwide semiconductor industry. Annual Meeting of the Academy of Management, Academy of Management, San Antonio, TX, USA. 12 August 2011.

One for all and all for one? Unpacking the link between intra-organizational collaboration and firms' innovative. Network Evolution Conference, INSEAD, Fontainebleau, France. 23 October 2010.

A bridge too far? Innovation through the lens of identity theory. Annual Meeting of the Academy of Management, Academy of Management, Montreal, Canada. 6 August 2010.

Investigating the link between R&D organization and firms' recombinant capabilities. Annual Meeting of the Academy of Management, Academy of Management, Montreal, Canada. 6 August 2010.

The impact of intrafirm networks and knowledge base heterogeneity on firms' innovation. Annual Meeting of the Academy of Management, Academy of Management, Chicago, IL, USA. 6 August 2009.

Inter-firm R&D networks and firms' technological knowledge base: A co-evolutionary perspective. Sunbelt International Conference on Network Analysis, INSNA, San Diego, CA, USA. 10 March 2009.

Knowledge that flows and knowledge that grows: Inventive performance in the semi-conductor field. The INFORMS Annual Meeting, Organization Science Paper Development Workshop, INFORMS, Seattle, WA, USA. 12 October 2008.

Knowledge that flows and knowledge that grows: Inventive performance in the semi-conductor field. Annual Meeting of the Academy of Management, Academy of Management, Anaheim, CA, USA. 8 August 2008.

With a little help from my colleagues: The impact of social networks on perceived organizational support. Annual Meeting of the Academy of Management, Academy of Management, Anaheim, CA, USA. 8 August 2008.

Knowledge that flows and knowledge that grows: Inventive performance in the semi-conductor field. The INFORMS Annual Meeting, Organization Science Paper Development Workshop, INFORMS, Seattle, WA, USA. 4 November 2007.

Knowledge competition and knowledge growth. International Schumpeter Society Meeting, International Schumpeter Society, Nice/Sophia Antipolis, France. 21 June 2006.

Specialization or cross-fertilization? A social network approach to explaining variation in the growth of knowledge domains. Annual Meeting of the Society for the Advancement of Socio-Economics, The Society for the Advancement of Socio-Economics, Washington, WA, USA. 8 July 2004.

The network structure of knowledge advancement. XXIV Sunbelt International Conference on Network Analysis, International Network for Social Network Analysis, Portoroz, Slovenia. 12 May 2004.

The network structure of competition: GSM telephony in Europe. XXI International Sunbelt Social Networks Conference, The International Network for Social Network Analysis, Budapest, Hungary. 21 August 2001.

Invited presentations and workshops

2018

Northwestern University, Durham University Business School (UK), BETA, CNRS and RITM Research Group Workshop, Nancy

2017

University of Antwerp; Aarhus University; Imperial College London

2016

University of Mannheim

2015

SKK Graduate School of Business; ESMT Berlin; IESE Business School; Rotterdam School of Management; Pompeu Fabra University; Amsterdam Business School; Imperial College London: Networks and Formal Organizational Structure Paper Workshop

2014

Polytechnic University of Milan; Copenhagen Business School; Workshop on the Micro-foundations of Social Networks, University of Mannheim; The University of Los Andes

2013

Bocconi University; Carnegie School of Organizational Learning Conference; ETH Zurich; University of Freiburg

2012

ESMT Berlin; INSEAD; Copenhagen Business School

2011

University of Amsterdam

2010

INSEAD

2009

Imperial College London; AIM Workshop

Other presentations

Invited Chair for Paper Session on "Social Networks: Antecedents and Consequences"

- 08/09/10: Chair, Annual Meeting of the Academy of Management, Academy of Management, Montreal, Canada.

Invited Panelist: Networks and knowledge recombination

- 08/08/17: Panelist, Annual Meeting of the Academy of Management, Academy of Management, Atlanta, GA, USA.

Panel: Leading for a competitive advantage: organizational agility

- 06/22/17: Panelist, ESMT Annual Forum 2017, ESMT Berlin, Berlin, Germany.

News/Media

Verantwortungsvolle Führung erforschen
March 2019, Manager Seminare (print)

Are flat hierarchies overrated? F1 drivers think so
Feb 15, 2019, Forbes.

<https://www.forbes.com/sites/mattsymonds/2019/02/15/are-flat-hierarchies-overrated-f1-racing-teams-think-so/#6d5a6f247f4b>

Knowledge architects wanted
July 1, 2017, The European Business Review:

June 27, 2017, European Business Review:
<http://www.europeanbusinessreview.com/knowledge-architects-wanted/>

Why do some innovations stick? Quite simply, because they're better
June 6, 2017 Forbes India:

<http://www.forbesindia.com/article/stanford/why-do-some-innovations-stick-quite-simply-because-theyre-better/47171/1>

Languages

Italian (native), English (advanced).