

Valerio Incerti

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Academic Appointments

- SKEMA Business School, KTO area, France** 12/2020-Present
Assistant Professor of Innovation
- INSEAD, OB area, France** 04/2017-06/2020
Postdoctoral PRESTIGE Fellow

Leading a research project with Professors Mark Mortensen, Enver Yücesan, Sujin Jang, and Julija Mell on the definition of an agent-based simulation system for a multiple team membership environment

Research Interests

I study the changing nature of collaborations and teams, and new forms of work. Specifically, I focus on Multiple Team Membership (MTM) and virtuality in the workplace (e.g. virtual teams). I study these topics using a methods-agnostic approach – choosing the methodologies that are best suited for the specific challenges associated with these changes and the research questions at hand, such as agent-based modelling and simulation, experiments, and social network analysis.

Education

- University of Modena and Reggio Emilia, Italy** 05/2017
Ph.D., Industrial Innovation Engineering
Dissertation: *A multi-level mixed-methods study of antecedents of performance in organizations characterized by a Multiple Team Membership work environment*
Supervisors: Prof. Fabiola Bertolotti, Prof. Elisa Mattarelli
- INSEAD, OB area, France** 09/2016-12/2016
Visiting PhD student
- University of Modena and Reggio Emilia, Italy**
Master Degree in Engineering Management, summa cum laude
Dissertation: *Multiple Team Membership and team performance a field study in a consulting firm*
Supervisors: Prof. Fabiola Bertolotti, Prof. Elisa Mattarelli
- Bachelor Degree in Engineering Management*

Publications

- Incerti, V.**, Bellesia, F., Bertolotti, F., Chudoba, K., Fadel, K., Mattarelli, E., Ungureanu, P., 2020. Working in the Era of Multiple Virtual Team Membership. A Study on the Effects of Variety of Communication Rules on Individual Management of Knowledge Resources. In: International Conference on Information Systems (ICIS 2020): *Making Digital Inclusive: Blending the Local and the Global*. Association for Information Systems, Atlanta USA
- Bruck, B. P., **Incerti, V.**, Iori, M., Vignoli, M., 2017. Minimizing CO2 emissions on a practical daily carpooling problem. *Computers and Operations Research*, 81, 40-50, <https://doi.org/10.1016/j.cor.2016.12.003>.
- Mattarelli, E., Bertolotti, F., **Incerti, V.**, 2015. The interplay between organizational polychronicity, multitasking behaviors and organizational identification: a mixed-methods study in knowledge intensive organizations. *International Journal of Human-Computer Studies*, 79, 6-19. <http://dx.doi.org/10.1016/j.ijhcs.2015.02.002>.
- Bertolotti, F., Mattarelli, E., Mortensen, M., O'Leary, M., **Incerti, V.**, 2013. How Many Teams Should We Manage at Once? The Effect of Multiple Team Membership, Collaborative Technologies, and Polychronicity on Team Performance. In: International Conference on Information Systems (ICIS 2013): *Reshaping Society Through Information Systems Design*. Vol. 2, pp. 1939-1949. Association for Information Systems, Atlanta USA. ISBN: 9781629934266

Working Manuscripts

Incerti, V., Mell, J., Jang, S., Mortensen, M., Yücesan, E. Shocks and Ripples: Unpacking Human Capital Interdependence in Systems of Multiple Team Membership. (Under review at *Manufacturing & Service Operations Management*)

Incerti, V., Bertolotti, F., Mattarelli, E., Mortensen, M. Geographic Configuration Fluidity in Virtual Teams: Consequences for Individuals and Teams. (In preparation for submission to *Journal of Organizational Behavior*)

Incerti, V., Bellesia, F., Bertolotti, F., Chudoba, K., Fadel, K., Mattarelli, E., Ungureanu, P. With the Help of Janus: Navigating Context Variety in the Age of Multiple Virtual Team Memberships. (Manuscript in preparation for submission to *Journal of Management Information Systems*)

Research in Progress

Incerti, V., Bertolotti, F., Mattarelli, E., Mortensen, M. On the role of Multiple Team Membership in affecting individuals' career trajectories. (Data analysis in progress)

Incerti, V., Mell, J., Jang, S., Mortensen, M., Yücesan, E. On the changing effect of MTM on organisations through learning. (Study design in progress)

Incerti, V. MTMTM: a network perspective of the evolution of interlocking directorates. (Data analysis in progress)

Alvarez, J.L., **Incerti, V.** On the changing nature of Titles in boards. (Data analysis in progress)

Fletcher, L., **Incerti, V.** Fostering the innovative behaviour of LGBT+ entrepreneurs: the role of LGBT+ specific networks. (Data analysis and manuscript preparation in progress)

Refereed Conference Presentations and Symposia

(* indicates presenter)

Incerti, V.*, Mell, J., Jang, S., Yücesan, E., Mortensen, M., 2019. Flows of Knowledge in an MTM Environment: An Exploratory Simulation Study. Accepted for presentation at *Annual Meeting of the Academy of Management*, Boston, USA

Incerti, V., Bellesia, F.*, Bertolotti, F., Chudoba, K., Fadel, K., Mattarelli, E., Ungureanu, P., 2019 Multiple Team Membership and Organizational Context Variety. Accepted for presentation at *Annual Meeting of the Academy of Management*, Boston, USA

Incerti, V.*, Mell, J., Jang, S., Yücesan, E., Mortensen, M., 2019. Shocks and Ripples: Unpacking Human Capital Interdependence in Systems of Multiple Team Membership. *INGRoup conference*, Lisbon, Portugal

Incerti, V., Bellesia, F., Bertolotti, F.*, Chudoba, K., Fadel, K., Mattarelli, E., Ungureanu, P., 2019 Walking with different shoes: An experimental study on organizational context variety in a Multiple Team Membership environment. In: *Dynamic Teams: Boundary Transitions, Communication, and Attention (symposium)*, *INGRoup conference*, Lisbon, Portugal

Incerti, V.*, Mell, J., Jang, S., Yücesan, E., Mortensen, M., 2018. The Ripple Effect of Uncertain Events: Is Multiple Team Membership a Source of Resilience or Vulnerability for Organizations? *Annual Meeting of the Academy of Management*, Chicago, USA

Incerti, V.*, Yücesan, E., Mell, J., Mattarelli, E., Bertolotti, F., 2017. On the Impact of Multiple Team Membership on a System of Teams' Performance. *Annual Meeting of the Academy of Management*, Atlanta, USA

Incerti, V.*, Bertolotti, F., Mattarelli, E., Mortensen, M., O'Leary, M.B., 2016. Geographic Configuration Fluidity in Virtual Teams: Consequences for Individuals and Teams. In: *Advancing Research on Distributed Virtual Work: New Discoveries and Theoretical Developments (symposium)*, *Annual Meeting of the Academy of Management*, Anaheim, USA doi:10.5465/AMBPP.2016.16416symposium

Incerti, V.*, Bertolotti, F., Mattarelli, E., Mortensen, M., O'Leary, M.B., 2016. Fluid project teams: re-conceptualizing configuration in knowledge intensive teams. *European Group for Organizational Studies (EGOS) Colloquium*, Naples, Italy

Bertolotti, F., **Incerti, V.***, Mattarelli, E., Mortensen, M., O'Leary, M.B., 2015. I can't take it anymore! The interplay between multiple team membership and time preferences in affecting role overload. In: *Changing collaboration in knowledge intensive work: design implications for job, teams and organizations (symposium)*, *Annual Meeting of*

Incerti, V.*, Bertolotti, F., Mattarelli, E., 2014. Organizational Context and Multitasking Behaviors: a mixed-method study. *Mediterranean Conference on Information Systems (MCIS): IS in times of metamorphosis* (pp. 1-15). AiSNET. ISBN: 978-88-6787-273-2

Teaching

University of Bologna, Italy

Lecturer, Master “VINTAGE – Vine, Wine, and Terroir Management” Erasmus Mundus Program, offered by the Ecole Supérieur d’Agriculture of Angers
Course: Project Management

University of Modena and Reggio Emilia and University of Bologna, Italy

Collaboration in Curriculum Design and Lecturer, Master “Polymeric materials and products for the Biomedical sector”
Course: *Project and Team Management*, Course Head: Fabiola Bertolotti and Elisa Mattarelli,
Average Course Rating: 4.5 / 5

University of Modena and Reggio Emilia, Italy

Lecturer, Master in Management Engineering
Course: *Innovation and Project Management*, Course Head: Elisa Mattarelli

Lecturer, Bachelor in Management Engineering

Course: *Organisational Behaviour and Organisational Theory*, Course Head: Fabiola Bertolotti

Lecturer, Bachelor and Master in Management Engineering

Course: *Economics and Management Control Systems*, Course Head: Diego Maria Macri

Mentoring

University of Modena and Reggio Emilia, Italy

Master in Management Engineering, Thesis Advisor for three students 2018-2019

Bachelor in Management Engineering, Thesis Advisor for seven students 2013-2018

Doctoral Consortia and Summer Schools

Academy of Management OB Division Doctoral Consortium 2016

Academy of Management OCIS Division Doctoral Consortium 2016

Academy of Management OB Division “Halfway there, but now what?” Doctoral Consortium 2015

Academy of Management Research Methods Division Doctoral Student and Early Career Faculty Consortium 2015

Mediterranean Conference on Information Systems (MCIS): Doctoral consortium 2014

Summer Workshop in Advanced Research Methods (SWARM) 2014

Fellowships and Awards

PRESTIGE Fellowship (25 K€) 2018-2019
EU Marie Skłodowska-Curie actions (MSCA) and Campus France

Marie Curie Fellowship 2018-2019
EU Marie Skłodowska-Curie actions (MSCA) and Campus France

PhD Fellowship 2014-2016
University of Modena and Reggio Emilia, Italy

Affiliations

INGRoup – Interdisciplinary Network for Group Research	2019
Academy of Management, Organizational Behavior (OB) and Organizational Communication and Information Systems (OCIS) Divisions	2015-2020
European Group for Organizational Studies (EGOS)	2016-2017
Academy of Management, Research Methods Division	2015-2016

Professional Services

Reviewer for INGRoup Conference	2019
Reviewer for CERN IdeaSquare Journal of Experimental Innovation	2018
Reviewer for the European Conference on Information Systems (ECIS)	2018
Reviewer for the International Conference on Information Systems (ICIS)	2016-2017
Reviewer for the Academy of Management Annual Meeting for the Organizational Behavior (OB) and Organizational Communication and Information Systems (OCIS) Divisions	2016-present

Consulting and Business Experience

University of Modena and Reggio Emilia, Italy <i>Internship</i> Collaboration on a mixed-methods study in an ICT and Business Intelligence consulting firm	06/2012-03/2013
SAC Sueri S.p.A., Italy <i>Technical Employee</i> Responsibility over MPS, MRP, forecast, stock	11/2007-11/2008
Municipality of Correggio, Italy <i>Voluntary Civil Service</i> at G. Einaudi Library Front office and statistical data processing related to customers reading choices	09/2006-08/2007

Personal Skills

Nationality	Italian
Languages	Native Italian; Fluent English; Intermediate French; Beginner German
Computer packages and programs	SPSS, R, NetLogo, SmartPLS
Computer skills and coding-languages	Java, SQL, Database management, R

References

Mark Mortensen	Mentor and co-author	mark.mortensen@insead.edu
Fabiola Bertolotti	PhD advisor and co-author	fabiola.bertolotti@unimore.it
Julija N. Mell	Co-author	jmell@rsm.nl
Katherine Chudoba	Co-author	kathy.chudoba@usu.edu