



July, 2025

# MATTEO DEVIGILI

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## EDUCATION

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<b>Postdoctoral Researcher</b> INSEAD, Singapore <i>Advisors: Vibha Gaba, Henrich Greve, Dogukan Yilmaz</i>	10/2024 - present
<b>PhD in Strategy</b> Bayes Business School (formerly Cass), United Kingdom <i>Committee: Santi Furnari, Phanish Puranam</i> <i>Advisors: Gianvito Lanzolla, Simone Santoni</i>	10/2020 - 03/2025 Defended
<b>MSc in Management</b> University of Siena, Italy	09/2015 - 07/2017 Summa cum Laude
<b>BSc in Business Economics</b> University of Siena, Italy	09/2012 - 07/2015 Summa cum Laude

## RESEARCH

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### Under Review

- Devigili, M., Yilmaz, D., Gaba, V., Greve, H. [Title hidden to ensure blind review – a piece on AI and Organizational Skills], Revise & Resubmit at *Management Science*.
  - Accepted/Presented at *AI & Strategy Consortium* and *Strategic Management Society Conference*.
- Devigili, M., Santoni, S. [Title hidden to ensure blind review – a piece on ML for Qualitative Research], PhD dissertation project, Under Review at *Strategic Organization*.

### Ongoing Projects

- Devigili, M., Yilmaz, D., Gaba, V., Greve, H. “Generative AI and Organizational Hierarchies”, in preparation for submission at *Academy of Management Journal*.
- Devigili, M., Santoni, S., Gaba, V. “Searching for Topic Models”, in preparation for submission at *Strategic Management Journal*.
- Devigili, M., Santoni, S., Lanzolla, G. “Penguins Don’t Talk, But They Huddle: How Plans Redistribute Mutual Adjustment”, **Job Market Paper** – PhD dissertation project.
  - Accepted/Presented at *Academy of Management Conference*, *EGOS Colloquium*.
- Devigili, M., Santoni, S., “CTRL-OSS: controlling Linux”, Working Paper (data re-analysis stage, working paper available) – PhD dissertation project. Target: *Administrative Science Quarterly*.
  - Accepted/Presented at *Academy of Management Conference*, *AI & Strategy Consortium*, *American Sociological Association*, *DRUID*, *EGOS Colloquium*, *Medici*

*Summer School, Open and User Innovation Conference, Strategic Management Society Conference.*

7. Devigili, M., Alexy, O., Hsieh, Y.Y., “*Leadership emergence in decentralized autonomous organizations*”. Working Paper (data re-analysis stage, working paper available) – PhD dissertation project.
  - Accepted/Presented at *Academy of Management Conference* and *European DAO Workshop*.

### Next-in-line Projects

8. Devigili, M. “*Bit by Bit: the emergence of contribution trajectories in open-source software*”, Working Paper (data analysis stage).
  - Presented at *Strategic Management Society Conference*.
    - Selected for the SMS PhD Paper Prize competition 2023.
9. Santoni, S., Devigili, M., Lomi, A. “*The Institutionalization of Labor Division in Open Collaborative Projects: A Case Study of the Linux Kernel*”, Working Paper (data analysis stage).
  - Accepted/Presented at *EGOS* and *International Conference on Computational Social Science*.
10. Santoni, S., Miric, M., Devigili, M., “*The functions of verbal aggression in open-source software*”, Working Paper (data analysis stage).
  - Accepted/Presented at *International Network of Analytical Sociology* and *Wharton People & Organizations Conference*.
11. Gaba, V., Joseph, J., Angeli, F., Devigili, M., “*Multiple Goals and Problem Representation*”, Data analysis stage.
12. Aggarwal, V., Devigili, M., Yilmaz, D., “*Artificial Intelligence and Team Dynamics*”, Data analysis stage.

## TEACHING EXPERIENCE

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### PhD education

*Seminar Speaker*

Introduction to Econometrics  
INSEAD

In the Fall of 2025, I will assist Dogukan Yilmaz in teaching a session on causality.

*Seminar Leader*

Applied NLP for Social Science  
University of Florence

In May 2022, I designed and executed a 3-hour seminar on natural language processing (NLP). The seminar aims to discuss research opportunities and epistemological challenges emerging from the application of NLP to address old and new Social Science research questions.

### MBA education

*Teaching Assistant*

AI for Strategy and Organizing



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INSEAD

In the Fall of 2025, I will assist Professor Vibha Gaba in teaching the Executive MBA module on AI for Strategy and Organizing.

*Teaching Assistant*

Digital Transformation  
Bayes Business School

In April 2024, I assisted Professor Gianvito Lanzolla in teaching the module on Digital Transformation. In this module, I co-led sessions on digital technology adoption strategy, organizing for digital innovation, and AI governance.

## Master education

*Module Leader*

Data Management Systems  
Bayes Business School

In April 2020, I built a module on Data Management Systems for the master's in Business Analytics from scratch. Between 2020 and 2024, I have taught how to design, build, and operate relational and schema-free database systems. In particular, the course is based on PostgreSQL and MongoDB operated both at localhost and via Amazon Web Services. The course repo is at this link and the website here. Average evaluation of 4.2/5 (2020 to 2024).

*Teaching Assistant*

Network Analytics  
Bayes Business School

Between 2020 and 2024, I assisted Simone Santoni in teaching the module on Network Analytics. In this module, I executed three in-class components: cascading behaviors and diffusion, percolation theory and robustness, and scaling network analysis with Graph-Tool. The course repo is at this link.

*Master Thesis Coordinator*

Applied Research Projects  
Bayes Business School

Between 2022 and 2024, I handled the Applied Research Projects (ARP) for the Master in Business Analytics. My role was that of finding potential business clients, crafting the ARP outline with the client, presenting such projects, and allocating students accordingly. The adherent business clients were the Bank of England, Banfi, Fiat, and Maserati.

*Master Thesis Supervisor*

Applied Research Projects  
Bayes Business School

Between 2021 and 2024, I supervised master's theses based on applied research projects with Fiat, Maserati, and Banfi.

*Module Proponent*

Applied Business Intelligence  
Bayes Business School

In February 2022, I crafted a module outline on Applied Business Intelligence. The module focuses on modern tools to easily interact with and analyse small and massive datasets on current or historical trends and make actionable business decisions. The program has been accepted by the PARC committee.

## SERVICE

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### Reviewer

- *Journals*: Journal of Management Studies, Technological Forecasting and Social Change.

- *Conferences*: Academy of Management Annual Meeting, DRUID Annual Meeting, Strategic Management Society Annual Meeting.

## Organizer

- AoM 2025 PDWs
  - with Frank Nagle and Tony Tong, ‘*New Frontiers in Open Source: Implications for Strategy and Organization Research*’:
    - \* Distinguished Speaker: Shane Greenstein.
    - \* Presenters: Sonali Shah, Markus Reitzig, Vivianna Fang He, Francesco Rullani, Joachim Henkel, Abhishek Nagaraj.
- AoM 2024 PDWs
  - with Frank Nagle and Tony Tong, ‘*New Frontiers in Open Source: Implications for Strategy and Organization Research*’:
    - \* Distinguished Speaker: Eric Arthur Von Hippel.
    - \* Presenters: Annamaria Conti, Sheraz Daniel, Stefan Haefliger, Helge Klapper, Nataliya Wright, Ran Zhuo.
  - with Mara Guerra, ‘*New frontiers of mixed-methods research*’:
    - \* Presenters: Giada di Stefano, Santi Furnari, Milan Miric, Audra Wormald.
    - \* Panellist: Oliver Alexy, Stefano Brusoni, J.P. Eggers, Benjamin Hallen.
- “*Strategy, Entrepreneurship, and Innovation PhD Research Day*”, website:
  - SEI 2023, Imperial College, London, United Kingdom, December 6, 2023.
  - SEI 2022, Bayes Business School, London, United Kingdom, December 1, 2022.

## Other

- Mailing list moderator for Strategic Management (STR) AoM division, 2024–present.

## TECHNICAL SKILLS

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<b>Operating System</b>	Arco Linux, Fedora, MacOS, Ubuntu
<b>Programming</b>	Python, R, JS, Bash
<b>VCS</b>	Git
<b>Databases</b>	MongoDB, PostgreSQL, Snowflake
<b>Annotation</b>	Prodigy
<b>Other Software</b>	Stata, Latex, Vim, Office
<b>Python Libraries</b>	
<i>Big Data</i>	Dask, PySpark
<i>NLP</i>	SpaCy, Tomotopy, Gensim
<i>ML, DL</i>	Scikit-Learn, PyTorch
<i>Simulation</i>	Mesa
<b>R Libraries</b>	
<i>SNA</i>	Siena

## REFERENCES

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**Vibha Gaba**

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INSEAD  
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**Henrich Greve**

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