

Alessandro Iorio

ASSISTANT PROFESSOR

Organizational Behavior

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Biography

Alessandro Iorio is an Assistant Professor at Università Bocconi at the Department of Management and Technology.

His research uses a multimethod approach to understand how social networks create competitive advantages for individuals and organizations. He is also interested in investigating the origins and evolution of social network structures, with special emphasis on the link between formal organizational arrangements and informal social relationships. His research focuses on the question: How do people derive advantages from their social networks? Although prior research has demonstrated the importance of social structures in providing opportunities to achieve superior performance, the mechanisms through which these opportunities may (or may not) translate into concrete performance benefits remain largely unexplored. He is developing a research program, at the intersection of organization theory and strategic management, that investigates why some individuals are able to extract more benefits from their workplace social structures than others. Furthermore, in addition to investigating the mechanisms underpinning network advantage, he is also interested in studying how social networks emerge and change over time, with a particular emphasis on the relationship between an organization's formal structure and its informal networks. In this second line of research, he examines how both situational and dispositional factors affect how people informally connect with each other. His work has been published in *Administrative Science Quarterly*, *Academy of Management Journal*, and *Organizational Behavior and Human Decision Processes*. He serves as an ad-hoc reviewer for several journals, including *Administrative Science Quarterly*, *Academy of Management Journal*, *Organization Science*, *Management Science*, *Journal of Management*, and *Journal of Management Studies*.

He got his Ph.D. in Organizational Behavior and Theory from the Tepper School of Business at Carnegie Mellon University, where he was awarded the Herbert A. Simon Doctoral Dissertation Award in Behavioral Research in the Administrative Sciences. Prior to his Doctoral studies, he got a Master of Science in Management from Università Bocconi and a Bachelor of Science in Economics and Management from Università Tor Vergata in Rome.

ARTICLES IN SCHOLARLY JOURNALS

HELZER E. G., COHEN T. R., KIM Y., IORIO A., AVEN B.

Moral beacons: Understanding moral character and moral influence

Journal of Personality and Social Psychology, 2024, vol.92, no. 3, pp.735-752

AVEN B., IORIO A.

Organizing for misconduct: A social network lens on collective corporate corruption

Research in Organizational Behavior, 2023, vol.43, pp.100191

IORIO A.

Brokers in Disguise: The Joint Effect of Actual Brokerage and Socially Perceived Brokerage on Network Advantage

Administrative Science Quarterly, 2022, vol.67, no. 3, pp.769-820

AVEN B., MORSE L., IORIO A.

The valley of trust: The effect of relational strength on monitoring quality

Organizational Behavior and Human Decision Processes, 2021, vol.166, pp.179-193

TORTORIELLO M., SODA G., IORIO A.

Harvesting Value from Brokerage: Individual Strategic Orientation, Structural Holes, and Performance

Academy of Management Journal, 2018, vol.61, no. 3, pp.896-918

PROCEEDINGS/PRESENTATIONS

IORIO A., GÓMEZ-SOLÓRZANO M., SODA G.

Stepping Out of Your Comfort Zone? Need for Cognitive Closure, (in) Formal Structures, and Individual Performance

Academy of Management 83rd Annual Meeting, 4-8 August, 2023, Boston, MA, United States of America

IORIO A., SODA G.

Network Strategies Within Organizations: How Does Knowledge Similarity Breed Connection?

Strategic Management Society 42nd Annual Conference, September 17-20, 2022, London, Great Britain

NETCHAEVA E., IORIO A., SODA G.

At Face Value: The Effect of Facial Traits on Social Networks and Job Performance Evaluations

82nd Annual Meeting of the Academy of Management - August 5-9, 2022, Seattle, WA, United States of America

TORTORIELLO M., SODA G., IORIO A.

"It is How You Broker: Behavioral Orientation, Structural Holes and Individual Performance"

Academy Of Management Annual Meeting - August 7-11, 2015, Vancouver, Canada

Grants & Honors

Innovation in Teaching Award – Undergraduate School – Università Commerciale Luigi Bocconi , 2022

Excellence in Research Award – Università Commerciale Luigi Bocconi , 2022

The Herbert A. Simon Doctoral Dissertation Award – Tepper School of Business, Carnegie Mellon University , 2020
