

AMIT GAL

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Education

- 2017 (exp.) **PhD Candidate, Management**, Tel Aviv University, Israel.
Advisor: Prof. Peter Bamberger
Dissertation title (provisional): “synergy work and synergistic membership: how and when individuals contribute to teams by facilitating the performance of others
- 2009 **M.Sc. Management Science & Applied Economics**, Wharton Business School, University of Pennsylvania, USA.
Specialization: Organizational Behavior & Theory.
- 2004 **M.A. Musicology** (Magna Cum Laude), Hebrew University of Jerusalem, Israel.
Specialization: Music Cognition, Musical semiotics, 20th century Music.
Thesis: A cognitive-computational model for musical similarity and a methodology for its verification as a tool for researching musical concepts (Thesis written in Hebrew).
- 1996 **B.Sc. Mathematics** (Magna Cum Laude), Hebrew University of Jerusalem, Israel.
Specialization: Mathematical Logic, Game Theory

Research Interests

Broadly, I am interested in how collective behaviors and “macro level” phenomena emerge from and are affected by individual actions and interactions, focusing mainly on small groups in organizations. My dissertation research examines indirect ways by which team members contribute to team outcomes seemingly making other members perform better. In this context I study how the timing of interactions among members affects aggregate-level team performance, and study some potential factors that make it likely that some members will use such beneficial timing patterns disproportionately more than other members.

Beyond my dissertation research, I'm interested in organizational routines, specifically focusing on their formation and change over time, and how such changes may eventually result in institutional and organizational change. I also have a keen interest in advanced research methods and employ in my research diverse approaches, from standard observational, multilevel methods, to more complex Bayesian methods and advance machine learning and big-data techniques. I also employ formal and computational models (such as agent based simulations) as a tool for advancing our understanding of the complex cross level phenomena such as those listed above.

Publications & Conference Presentations

- Gal, Amit (2015), "Timing as a source of process gains in teams", Academy of Management (AOM) Annual Meeting, Vancouver, Canada.
- Gal, Amit (2015), "The paradigmatic and syntagmatic structure of organizational routines: a deeper look into the ostensive", European Group of Organizational Theory (EGOS) Annual Meeting, Athens, Greece.

- Gal, Amit (2015), "Revisiting (multi)core-periphery network structures: a machine learning approach", International Network of Social Network Analysis (INSNA) SUNBELT conference, Brighton, UK.
- Valentine, M. A., Barsade, S., Edmondson, A. C., Gal, A., & Rhodes, R. (2014). Informal Peer Interaction and Practice Type as Predictors of Physician Performance on Maintenance of Certification Examinations. *JAMA surgery*.
- Gal, Amit & Felin, Teppo (2012), "Expertise Diversity, Information Aggregation and Strategy", 5th Israel Strategy Conference, Tel Aviv, Israel.
- Gal, Amit (2012), "Two Types of Mediation, Two Types of Theories: Embracing the Complexities of Mediation Analysis", Annual meeting of the Academy of management, Boston MA, USA.
- Gal, Amit (2012), "Participation analysis: assessing individuals' direct and indirect contribution to team outcomes", 7th Annual INGRoup conference, Chicago IL, USA.
- Gal, Amit & Hellman, Ziv (2010), "Modeling the micro-foundations of routine formation: when expectations match interpretations", Best paper proceedings, 70th Annual Meeting of the Academy of Management, Montreal, Canada.
- Gal, Amit (2010), "Causality and Turning Points: A Formal Model for Settling a Theoretical Dispute", Israel Sociological Society 41st Annual Conference, Israel (in Hebrew).
- Gal, Amit (2005), "Toward an analysis of orchestration - a semiotic approach", Conference on Interdisciplinary Musicology (CIM'05), Montreal, Canada.
- Hellman, Ziv & Gal, Amit (2003), "Structural conflict avoidance in collaborative ontology engineering", in: Camp, O.; Filipe, J.B.; Hammoudi, S.; Piattini, M.G. (Eds.) *Enterprise Information Systems V*, Kluwer Academic Publisher, Netherlands, pp. 216-225.
- Gal, Amit (2002), "The creative musical workshop - not for musicians only", Conference on "Arts in Education", Tel Aviv (in Hebrew).

Workshops & Additional Training

- Social network analysis summer workshop. LINKS Centre, University of Kentucky, USA (2009).
- Group improvisation, collaborative music making and workshop leading skills - Guildhall School of Music & Drama, London, UK (2000-2001)

Awards & Fellowships

2016	Best Reviewer Award for the OMT division at the AOM.
2014	OMT sponsored travel grant (500\$) to the paper development worksop on institutional organizational change (Edinburgh, 2014)
2013	INGRoup sponsored travel grant (1000\$) to INGRoup's first doctoral consortium (Atlanta, 2013)
2011-2013	Doctoral Fellowship. Recanati Business School, Tel Aviv University.
2007-2009	Doctoral Fellowship. Wharton School, University of Pennsylvania.
2001-2004	Departmental Scholarship for MA studies. Musicology department, Hebrew University of Jerusalem.
1992-1995	"Amirim" program fellowship for excellent students. Hebrew

- University of Jerusalem.
- 1992 Undergraduate scholarship, Wolf Foundation.
- 1992, 1993 Appeared on the Dean's list of outstanding students. Hebrew University of Jerusalem.

Teaching Experience

- 2013 - current **Freelance Instructor and workshop leader**
R & research methods workshops in various settings and levels
Clients include: Tel Aviv University, Hebrew University, Academy of Management, Bank of Israel, Israel Sociological Society, Bank Leumi, Google, Wix, Cellcom
- 2010-current **OPEN UNIVERSITY, Israel**
 - Teaching college level courses in Calculus and Statistics
- 2002-2004 **HEBREW UNIVERSITY OF JERUSALEM, Israel**
 - Taught an undergraduate class in musicology. (4 semesters)
 - Initiated a free improvisation extra-curricular workshop for undergraduates.

Professional Activity & Service

- Member, Academy of Management (Since 2009)
- Ad hoc reviewer: Journal of Management Studies, Managerial & Decision economics, AoM annual meeting (2010-2012,2014).

Non-academic Professional Experience

- 2009-current **FREELANCE CONSULTANT**
 - Big-Data analysis, machine learning and data mining expert, designing and executing data analysis projects for a wide range of clients (bio-technology, internet marketing, financial trading)
 - Advanced algorithm research & development for a wide range of clients.
- 2004-2007 **CADENCE DESIGN SYSTEMS, Israel & UK**
Senior Engineering Manager
 - Led a strategic innovative project, from its conception to its initial release.
 - Managed a geographically distributed team of 6 developers.
 - Provided technical leadership affecting the work of up to 15 developers and collaborators. Responsibility for all design and algorithms.
 - Developed state-of-the-art algorithms for constraint solving in the context of automatic verification of hardware designs, resulting in 2 patent applications.
 - Collaborated with strategic customers and other teams within Cadence worldwide.

- 2002-2003 **UNICORN SOLUTIONS Ltd., Israel**
Chief mathematician
- Defined formal models and meta-models for the company's products. Responsible for the alignment of models with requirements and design.
 - Researched new methodologies for data modeling, especially for collaborative environments in large organizations.
 - Developed several algorithms for data manipulation.
 - Managed one junior mathematician.
- 1998-2000 **TRADEUM Ltd. (later acquired by VerticalNet Inc.), Israel**
Algorithm developer and team leader
- Joined this start-up company as the first programmer.
 - Developed from scratch a sophisticated matching system and query language, that became the heart of an electronic B2B trading system.
 - As the company grew, I recruited and assumed responsibility for the algorithm development team (team size ranged from 1-4 developers).
- 1996-1997 **COMPUGEN Ltd., Israel**
Research team member
- Developed novel algorithms for the analysis of protein and DNA structures. Self study of advanced concepts in molecular biology.

Musical Compositions

- Gal, Amit, Quintet No.2 for Oboe, Horn, Guitar, Viola and Piano, commissioned and performed by Kaprizma Ensemble, Jerusalem Music Centre, Jerusalem, 11/2000. Broadcasted on Israeli radio.
- Gal, Amit, Quintet No.1 for Flute, Oboe, Clarinet, Horn and Bassoon, commissioned and performed by Kaprizma ensemble, Targ Music Centre, Jerusalem, 01/1999.

Other activities

- Initiated and organized a voluntary community project in which Cadence employees helped children with special needs. I also conducted an ongoing improvisation workshop to a group of these children.
- Conducted several team building and leadership skills development workshops using musical improvisation.
- A keen hiker and mountaineer, I regularly travel and hike in remote places, including Mt. Kilimanjaro, the Himalayas and mountain ranges in Europe, New Zealand, U.S.A, Ethiopia and the Middle East. I am also an ultra-distance cyclist.
- I home-school my two adorable kids.