

Pubblicazioni

1. **Ceschel, F.**, Hinna, A., Rotundi, F. (2019). Risk management e anticorruzione nelle organizzazioni pubbliche: analisi comparativa delle prassi internazionali. *Azienda pubblica*, 2(2018) 123-145. (ISSN 1127-5812). (Allegato_01).
2. Hinna A., Homberg F., **Ceschel F.** (2018). Anticorruption Reforms and Governance. In Farazmand A. (Ed.). *Global Encyclopedia of Public Administration, Public Policy, and Governance*. Springer, Cham. (ISBN 978-3-319-31816-5) (Allegato_02).
3. **Ceschel, F.**, Hinna, A., Pastorelli, A. (2018). Strategic decision-making process in the risk management practices: data analysis as innovative tool to prevent corruption. In Cantoni, F. and Mangia, G. (Ed.). *Human Resource Management and Digitalization*. Giappichelli - Routledge (ISBN Giappichelli 978-88-921-1425-8) (ISBN Routledge 978-1-138-31335-4). (Allegato_03).
4. **Ceschel, F.**, Hinna, A., Scarozza, D. (2018). Anticorruption policies and risk management practices: the way to cope with the demands of Reforms. In Canonico, P., Consiglio, S., Mangia, G., Martinez, M., Mercurio, R. e Moschera (Ed.). *Organizing in the Shadow of Power*. Studi MOA – Collana di Management e Organizzazione Aziendale. (ISBN 978-88-98-85428-8). (Allegato_04).
5. Hinna, A., Rotundi, F., **Ceschel, F.** (2017). Implementazione di un sistema di Risk Management per la prevenzione della corruzione. In Nunziata, M. (Ed.). *Riflessioni in tema di lotta alla corruzione*, Carocci Editore, Bologna. (ISBN 978-88-430-8981-9). (Allegato_05).
6. **Ceschel, F.**, Hinna, A., Scarozza, D. (2016). Organization and Risk Management practices for fighting corruption: evidences from the Italian Public Sector. In Tworek, P. and Myrczek, J. (Ed.). *Public Risk Management. Tome I: Perspective of Theory and Practice*. Publishing House of the University of Economics in Katowice, Katowice 2016. (ISBN 978-83-7875-330-8). (Allegato_06).

Tesi di dottorato

7. *La prevenzione della corruzione nel settore pubblico: sistemi di risk management e processi di cambiamento organizzativo*. Università degli Studi di Roma "Tor Vergata", Ph.D. in Management (Public Management and Governance), XXXI Ciclo, Anno Accademico 2017/2018. (Allegato_07)

In corso di pubblicazione

8. **Ceschel, F.**, Hinna, A. Public management reform in Italy. In Bonocore F. e Decastri M. (Ed.). *Public Organizational Development. The Italian Way*. Palgrave (in corso di pubblicazione, concluso il ciclo di revisioni). (Allegato_08).

In corso di redazione

9. **Ceschel, F.**, Hinna, A. *Elementi di analisi e progettazione organizzativa per la gestione del rischio corruttivo nella pubblica amministrazione*, Carocci Editore (ISBN 9788829000555) (in corso di redazione). (Allegato_Ceschel_Carocci editore).

Elenco delle pubblicazioni scientifiche presentate:

MONOGRAFIA

1. MENSHIKOVA M (2018). Changes in work organisation in the framework of digital transformation. ROMA:Aracne Editrice, ISBN: 978-88-255-1299-1

CONTRIBUTO IN VOLUME

2. MENSHIKOVA M, FEDOROVA A, GATTI M (2019). Introducing smart-working in the conditions of digital business transformation: analysis of an employee's experience. In: (a cura di): Evgeny Zaramenskikh, Alena Fedorova. The 1st International Conference on Digitalization of Society, Economics, Management and Education (DSEME-2018).

3. AIELLO L, DULSKAIA I, MENSHIKOVA M, ZITELLI F (2018). PPP for the Digitization of SMEs in Sustainable Perspective. In: (a cura di): Federico Cabitza, Alessandra Lazazzara, Massimo Magni and Stefano Za, Organizing for Digital Economy: societies, communities and individuals. ISBN: 978-8-868-56129-1

4. MENSHIKOVA M, ROMOLINI A, SABBATELLI I, DE MARCO M (2017). The Role of Digital Tools and Platforms for Training Programmes Developed by the Organisations of the Banking Sector. In: (a cura di): Stefano Za Monica Drãgoicea Maurizio Cavallari, Exploring Services Science. p. 309-322, ISBN: 978-3-319-56924-6

5. AIELLO L, DULSKAIA I, MENSHIKOVA M (2016). Supply Chain Management and the role of ICT: DART-SCM perspective. In: (a cura di): Ricciardi F., Harfouche A., Information and Communication Technologies in Organizations and Society. Lecture Notes in Information Systems and Organisation. p. 167-176, ISBN: 978-3-319-28906-9

6. MENSHIKOVA M, RASTORGUEVA N, DULSKAIA I (2016). Perspectives of IoT in contemporary agriculture. In: (a cura di): Rocco Agrifoglio Leonardo Caporarello Massimo Magni Stefano Za, Re-shaping Organizations through Digital and Social Innovation. ISBN: 978-88-6856-055-3

7. AIELLO L, MENSHIKOVA M (2015). La propensione all'assunzione delle imprese italiane : una lettura organizzativa. In: Diritto del lavoro e mercato : . Assago : Wolters Kluwer ; Padova : CEDAM, 2015. Quaderni di argomenti di diritto del lavoro. p. 33-42, ISBN: 9788813351946

CONTRIBUTO IN ATTI DI CONVEGNO

8. FEDOROVA A, GATTI M, MENSHIKOVA M, KOROPETS O. (2018). Gender Differences in Employees' Evaluations of the Toxic HRM Practices. In: Proceedings of the International Conference on Gender Research, Porto, Portugal, 12-13 April, 2018

9. AIELLO L, DULSKAIA I, FERRI MA, GATTI M, MENSHIKOVA M, ZITELLI F (2016). 'Made in Italy' enhancement: role of the external agents for the Italian SMEs digitization. In: (a cura di): XXVIII Sinergie Annual Conference, Management in a Digital World. Decisions, Production, Communication. p. 447-462, ISBN: 97888907394-6-0, Udine, 9-10 June 2016, doi: 0.7433/SRECP.FP.2016.28

10. AIELLO L., DULSKAIA I., FERRI M. A., MENSHIKOVA M. (2015). Use of E-tools Opportunities by Italian Hospitality SMEs. In: Conference Proceeding. p. 16-25, ISBN: 9788813351946, Wuhan, Cina, June 2015
 11. DULSKAIA I, MENSHIKOVA M (2014). New service development: Best practice of the Italian Postal Sector. In: Association for Information Systems AIS Electronic Library (AISeL). Mediterranean Conference on Information Systems 2014 (MCIS 2014). ISBN: 978-88-6787-2732
 12. FEDOROVA, A., DVORAKOVA, Z., KACANE, I., KHAN, H., MENSHIKOVA, M., & SOLEK-BOROWSKA, C. (2018). Toxic labour relations: a narrative case study. In Regec, Z. Bekirogullari, MY. Minas, & RX. Thambusamy (Eds.), ICPSIRS 2018 - 5TH INTERNATIONAL CONFERENCE ON POLITICAL SCIENCE, INTERNATIONAL RELATIONS AND SOCIOLOGY (pp. 59-72). (European Proceedings of Social and Behavioural Sciences; Vol. 37). FUTURE ACAD.
 13. FEDOROVA, A., & MENSHIKOVA, M. (2014). Social pollution factors and their influence on psychosocial wellbeing at work. In: Psychology and psychiatry, sociology and healthcare, education, VOL II (pp. 839-846). (International Multidisciplinary Scientific Conferences on Social Sciences and Arts). STEF92 Technology.
- CONTRIBUTO IN RIVISTA**
14. MENSHIKOVA M. (2017). Analysis of the new generation's expectations towards digital transformation trends. Journal of Research on Trade, Management and Economic Development VOLUME 4, ISSUE 2(8)/2017. ISSN 2345-1424
 15. MENSHIKOVA M. & FEDOROVA A. (2016). MAIN DRIVERS OF THE ORGANIZATIONAL CHANGE AND DIGITAL TRANSFORMATION IN THE WORLD OF WORK. Human Progress Journal. Volume 2, number 12. December 2016. ISSN 2414 - 4916
 16. MENSHIKOVA, M. (2013). Impact of Corporate Social Responsibility and Sustainability Policies on Consumer Decisions. Upravljenec, (3).
 17. FEDOROVA A.E., DVORAKOVA Z., KACANE I., KHAN H., MENSHIKOVA M. (2019). Studying the factors behind breaching a psychological contract between employee and employer: A cross-country analysis. Upravljenets – The Manager, vol. 10, no. 1, pp. 52–61. DOI: 10.29141/2218-5003-2019-10-1-5.

OGGETTO: ELENCO PUBBLICAZIONI

Il sottoscritto chiede di partecipare alla seguente procedura pubblica di selezione a n° 1 posto/i di ricercatore universitario a tempo determinato, ai sensi dell'Art. 24, c. 3 lettera a) della L. 240/2010, da assumere con contratto di lavoro subordinato, per la durata di tre anni per il settore concorsuale 13/B3 Organizzazione Aziendale, S.S.D. SECS-P/10 Organizzazione Aziendale presso il Dipartimento di Economia Aziendale, bandita con decreto rettorale disponibile sul sito pubblico <http://www.albopretorionline.it/uniroma/alboente.aspx> ed il cui avviso è pubblicato sulla Gazzetta Ufficiale n. 86 del 29 Ottobre 2019.

A tal fine, ai sensi degli artt. 2 e 4 della legge n.15/1968 e degli artt. 46 e 47 del D.P.R. n.445/2000 e consapevole che le dichiarazioni mendaci sono punite ai sensi del codice penale e delle leggi speciali in materia

DICHIARA

di allegare alla domanda di selezione in oggetto le seguenti pubblicazioni.

Elenco Pubblicazioni:

1. Annosi, M.C., Brunetta, F., Monti, A., & Nati, F. (2019). Is the trend your friend? An analysis of technology 4.0 investment decisions in Agricultural SMEs. Special Issue on "Agri-Food 4.0 and Digitalization in Agriculture Supply Chains - New directions, challenges and applications". Guest editors: M. Lezoche, H. Panetto, J. Hernandez, M. del Mar E. A. Diaz, and J. Kacprzyk. *Computers in Industry*. doi.org/10.1016/j.compind.2019.04.003
2. Dubini, P., and Monti, A. (2018). Board composition and organizational performance in the cultural sector: the case of Italian opera houses. **Special Issue: Cultural Entrepreneurship and the New Arts Management. *International Journal of Arts Management***, Volume 20 (2): pp. 56 - 70. ISSN : 1480-8986
3. Turner, K., Annosi, M.C. and Monti, A. (2017). A Knowledge-Based View of Innovation: The Role of Input and Output Controls. Paper published in the proceeding of the European Academy of Management (**EURAM**), June 21-24, Glasgow, UK. ISSN 2466-7498.
4. Equi Pierazzini, M., Monti, A., and Dubini, P. (2017). Glass Cliff In Art? An Exploratory Study Of Women Artists' Careers At Art Basel System. Paper published in the proceeding of the European Academy of Management (**EURAM**), June 21-24, Glasgow, UK. ISSN 2466-7498
5. Giordano, S., Monti, A., and Dubini, P. (2017). "Nessun Dorma":International Strategies For Italian Opera Houses. Paper published in the proceeding of the European Academy of Management (**EURAM**), June 21-24, Glasgow, UK. ISSN 2466-7498.
6. Annosi, M.C., Martini, A., and Monti, A. (2017). Integrating Social Network Theory Into Learning and Ambidexterity Research: A Micro-Level Analysis for Self-Managing Teams. Paper published in the proceedings of the 18th International CINet Conference, "Digitalization and innovation: designing the organization of the future", 10-12 September, Potsdam, Germany, ISBN 978-90-77360-20-0

7. Barberio, V., Monti, A. (2015). Réseaux sémantiques et légitimité du discours organisationnel : une illustration ("Semantic networks and organizational discourse legitimacy : an empirical illustration"). *Revue internationale de Communication sociale et publique*, No 12: 7-25. ISSN 1913-5297.
8. Monti A. (2015). The endorsement of ethically questionable tactics: the moderating role of culture and individual's attitudes. In Paolo Gubitta, Martina Gianecchini, Diego Campagnolo (Eds), *Back to Basics. Searching for New Forms of Organizing*. ISBN 978-88-6938-056-3.
9. Monti, A., Soda G. (2014). Perceived organizational identification and prototypicality as origins of knowledge exchange networks. In Daniel J. Brass, Giuseppe (Joe) Labianca, Ajay Mehra, Daniel S. Halgin, Stephen P. Borgatti (Ed), *Contemporary Perspectives on Organizational Social Networks, Research in the Sociology of Organizations*, Volume 40, pp. 353-375. ISSN: 0733-558X/doi:10.1108/S0733-558X(2014)0000040018.
10. Monti, A., Bergami M. (2014). Interpersonal citizenship behaviors (ICB): the role of ICB attitude and members prototypicality. In John Humphreys (Eds), *Academy of Management Proceedings* (Vol. 2014, No. 1, p. 16717), Academy of Management. doi:10.5465/AMBPP.2014.238. Awarded for the "Best Paper Proceedings" by the Organizational Behavior Division.
11. Monti, A., Salvemini S. (2014). "The Barolo Brothers: Organizational Identity and Social Relationships as Strategic Decision-Making Drivers." Special Issue on Management-Learning Case Writing, Discussion, and Impacts: Theory, Methods, and Practice Honoring the Contributions of T. Grandon Gill. *Management Decision*, Vol. 52(9): 1750-1781. <http://dx.doi.org/10.1108/MD-10-2013-0559>.
12. Monti, A. (2014). Meaning and Meaningfulness in the Psychological and Organizational Literature: A Conceptual and Empirical Examination. Paper published in the proceedings of the XV "Workshop dei Docenti e Ricercatori di Organizzazione Aziendale" (WOA): *Organising for growth: theories and practices*. Udine, March 26–28, 2014. ISBN: 13: 978-1502474896 (CreativeSpace-Uniud assigned); 10: 1502474891

Luogo e data Milano, 27 Novembre 2019

il dichiarante

FEDERICO CESCHEL

(A) Attuali posizioni

UNIVERSITÀ DEGLI STUDI DI ROMA "TOR VERGATA"

Cultore della materia - settore scientifico disciplinare "Organizzazione Aziendale" (SECS-P/10)

SCUOLA NAZIONALE DELL'AMMINISTRAZIONE – PRESIDENZA DEL CONSIGLIO DEI MINISTRI

Docente temporaneo "area management pubblico e innovazione digitale"

UNITED NATIONS DEVELOPMENT PROGRAMME

Specialist on corruption risk management in HRM processes

(B) Istruzione

Dottorato di ricerca | 2016-2019

Phd in "Public Management & Governance" conseguito presso Università degli Studi di Roma "Tor Vergata". Titolo della tesi: La prevenzione della corruzione nel settore pubblico: sistemi di *risk management* e processi di cambiamento organizzativo. Difesa il 29 aprile 2019 (voto Eccellente con Lode).

Laurea magistrale | 2006-2008

Laurea Magistrale in "Diritto ed Economia" conseguita presso Libera Università degli Studi Sociali - LUISS Guido Carli, Roma (voto 110/110 con Lode).

Laurea | 2001-2005

Laurea in "Scienze Internazionali e Diplomatiche" conseguita presso Università degli Studi di Trieste (voto 105/110).

(C.1) Attività didattica | Ambito accademico

Università degli Studi di Roma "Tor Vergata"

Cultore della materia | A partire dall'anno accademico 2017/2018

Settore scientifico disciplinare (SECS-P/10), cultore della materia e assistente alle cattedre di:

- *Analisi organizzativa delle Istituzioni pubbliche*, Corso di Laurea Magistrale in Economia dei Mercati e degli Intermediari Finanziari (CLEMIF), Dipartimento di Economia e Finanza;
- *Organizzazione aziendale*, Corso di Laurea in Economia e Management (CLEM), Dipartimento di Management e Diritto;
- *Organizzazione delle aziende pubbliche e non-profit*, Corso di Laurea Magistrale in Economia e Management, Dipartimento di Economia e Finanza;
- *Organizzazione delle pubbliche amministrazioni*, Corso di Laurea Magistrale in Economia dei Mercati e degli Intermediari Finanziari (CLEMIF), Dipartimento di Economia e Finanza;
- *People management*, BA Business Administration, Dipartimento di Economia e Finanza;
- *Progettazione organizzativa*, Corso di Laurea in Economia e Management (CLEM), Dipartimento di Management e Diritto.

Università degli Studi di Roma "Tor Vergata"

Docente incaricato | Anno accademico 2016/2017 – 2017/2018 – 2018/2019

Titolare del corso di Organizzazione aziendale presso la Facoltà di Medicina e Chirurgia, Corso di Laurea Triennale in "Tecniche della prevenzione nell'ambiente e nei luoghi di lavoro".

Docente incaricato | Anno accademico 2016/2017 – 2017/2018 – 2018/2019

Dipartimento di Management e Diritto (prima, Studi di Impresa - Governo – Filosofia), docenze in materia di "Identificazione e analisi dei rischi corruttivi", Master MIMAP - Innovazione e Management nelle Amministrazioni Pubbliche (II Livello).

Docente incaricato | Anno accademico 2016/2017 – 2017/2018 – 2018/2019

Dipartimento di Management e Diritto, docenze in materia di "Organizzazione aziendale", Master in Economia e Gestione della Comunicazione e dei Media (I Livello).

Docente incaricato | Anno accademico 2018/2019

Dipartimento di Management e Diritto, docenze in materia di "Organizzazione aziendale", Master in Gestione della Disabilità e delle Diversità (I Livello).

Docente incaricato | Anno accademico 2015/2016

Dipartimento di Economia e Finanza, docenza in materia di "Le azioni formative in campo di prevenzione della corruzione", Master in Anticorruzione (II Livello).

Docente incaricato | 2015-2016-2017

Dipartimento di Management e Diritto in collaborazione con l'Albo nazionale dei Segretari Comunali e Provinciali, Corso di Alta formazione "Organizzazione e management dei servizi pubblici locali"

Politecnico di Milano - Graduate School of Business

Docente incaricato | Anno accademico 2014/2015

Graduate School of Business - anno accademico 2014/2015 docenza in materia di "Project management e risk management", Master SUM - Management dell'Università e della Ricerca (II Livello).

Docente incaricato | Anno accademico 2015/2016 – 2016/2017

"Corsi bando INPS - VALORE PA: Trasparenza e anticorruzione nella Pubblica Amministrazione".

Università degli Studi di Napoli "Federico II"

Docente incaricato | Anno accademico 2014/2015 – 2016/2017 – 2017/2018

Dipartimento di Economia, Management e Istituzioni, docenze in materia di "Gestione e prevenzione del rischio corruzione", Master Pratica Manageriale Pubblica MP2 (II Livello).

Università degli Studi di Ferrara

Docente incaricato | Anno accademico 2017/2018 – 2018/2019

Dipartimento di Economia e Management, docenze in materia di "Analisi degli obiettivi strategici, azioni previste ed esame delle esperienze internazionali innovative", Master ANT.COP - Prevenzione della corruzione e contratti pubblici: aspetti giuridici, misure organizzative, performance ed integrità (II Livello).

Università degli Studi della Toscana

Docente incaricato | Anno accademico 2017/2018 – 2018/2019

Dipartimento di Economia, Ingegneria, Società e Impresa, docenze in materia di "La lotta alla corruzione: ruolo dell'ANAC – Casi concreti ed atti dell'ANAC dai quali si definiscono i contesti delle aree a rischio dei piani anticorruzione degli enti pubblici", Master CRISIS - Master in Scienze criminologiche e forensi, investigazioni e sicurezza (I Livello).

(C.2) Attività didattica | Altri incarichi

Scuola Nazionale dell'Amministrazione – Presidenza del Consiglio dei Ministri

Docente temporaneo | A partire dal 2014 – in corso

Area management pubblico e innovazione digitale, attività formative concernenti la "Repressione della corruzione e i sistemi di prevenzione nella PA". I corsi di formazione proposti sono finalizzati a fornire un supporto ai diversi attori organizzativi coinvolti nel sistema di gestione del rischio corruzione, con particolare attenzione alle scelte e le implicazioni di tipo organizzativo nonché all'applicazione dei sistemi di *risk management*.

Oltre 180 ore/anno di docenze, oltre alle attività di progettazione didattica e gestione, nei corsi di:

- La funzione dei Responsabili e Referenti dell'anticorruzione - Corso avanzato;
- La funzione dei Responsabili e Referenti dell'anticorruzione - Corso base;
- Prevenzione della corruzione nelle Pubbliche Amministrazioni;
- Redigere il Piano di prevenzione della corruzione;
- Sistemi e strumenti di *risk management* a supporto della programmazione e controllo nel settore pubblico;
- *Risk management* e legalità: l'integrazione del Modello 231 con le misure previste dalla L. 190/2012;
- Il Risk assessment nell'applicazione del Regolamento UE 2016/679 sulla protezione della privacy (GDPR);
- Sviluppo professionale del personale dell'Autorità Nazionale Anticorruzione – ANAC;
- Corsi *in-house* presso amministrazioni pubbliche centrali ed Enti locali.

Inoltre, sono stato referente SNA nell'anno accademico 2017/2018 per il Master Universitario di II Livello in "Corruzione e sistema istituzionale", istituito dal Dipartimento di Scienze Giuridiche della Facoltà di Giurisprudenza dell'Università degli Studi di Roma "Sapienza" e dall'Autorità Nazionale Anticorruzione (ANAC).

Attualmente, per l'anno accademico 2018/2019, sono referente SNA per:

- "Executive Master in Management delle Amministrazioni Pubbliche" (EMMAP) istituito da SDA Bocconi – School of Management;
- Master di II Livello in "Pubblica Amministrazione" istituito da Università Ca' Foscari, Venezia.

Presso la SNA, infine, sono componente del "Gruppo di lavoro per le biblioteche SNA", incaricato di contribuire allo sviluppo e della promozione del patrimonio bibliografico SNA.

Albo nazionale dei Segretari comunali e provinciali – Ministero dell'Interno

Docente incaricato | 2019

Regione Veneto; Regione Friuli-Venezia Giulia

Attività di docenza rivolta ai Segretari comunali e provinciali, ai profili dirigenziali e direttivi degli Enti locali e agli amministratori locali, sulla tematica "Trasparenza e prevenzione della corruzione".

Tor Vergata School of Government

Docente incaricato | 2018-2019

Docenza sui temi "Sistemi e modelli organizzativi per la gestione del rischio corruzione" presso la Società finanziaria Regione Sardegna - SFIRS S.p.A.

Docente incaricato | 2019

Docenza sui temi "La prevenzione della corruzione" presso la Città Metropolitana di Reggio Calabria

Altre pubbliche amministrazioni

Docente incaricato | A partire dal 2015

Di seguito, si segnalano i principali incarichi di docenza (dal 2015) su temi quali la prevenzione della corruzione, i sistemi di *risk management*, le misure di trattamento del rischio, *change management*, organizzazione aziendale etc. svoltesi presso: AGENAS – Agenzia Nazionale per i Servizi Sanitari Regionali; ALISA (Sistema Sanitario Regione Liguria) - Gruppo PREVCOR delle Aziende Sanitarie Liguri; Azienda Ospedaliera-Universitaria Careggi, Firenze; Azienda Sanitaria Locale 1, Avezzano – Sulmona - L'Aquila; Azienda Sanitaria Provinciale – Cosenza; Città Metropolitana di Messina; Consorzio Trapanese per la Legalità e lo Sviluppo; Fondazione IRCCS - Istituto Nazionale dei Tumori; FORMAS Toscana – Laboratorio Regionale per la Formazione Sanitaria; Giunta regionale Toscana; ESTAR – Ente di Supporto Tecnico Amministrativo Regionale (Toscana); Istituto Regionale di Studi Giuridici del Lazio – Arturo Carlo Jemolo; Istituto Zooprofilattico Sperimentale del Mezzogiorno; Istituto Zooprofilattico Sperimentale del Piemonte, Liguria e Valle d'Aosta; Istituto Zooprofilattico Sperimentale del Venezie; Regione Calabria; Università degli Studi di Catania; Università degli Studi di Napoli "Federico II"; DiSCo Lazio – Ente Regionale per il Diritto allo Studio e alla Conoscenza.

(D.1) Attività di ricerca | Internazionali

United Nations Development Programme

Specialist on corruption risk management in HRM processes | 2019-2020

Ricercatore nell'ambito del progetto denominato "Leadership, Effectiveness, Adaptability and Professionalism in Myanmar's Civil Service". In particolare, l'incarico prevede: (1) la scrittura e la presentazione di due position papers su "Corruption risk prevention measures to be introduced in Human Resources Management System" e "Tools and complaints mechanism to be introduced in the Union Civil Service Board (USCB) to foster integrity in HRM processes"; (2) la gestione di diversi *focus group* con i membri dell'USCB e i professori delle Scuole di Formazione Nazionali per il rilevamento di criticità e particolari fabbisogni; (3) la progettazione di specifici curricula formativi (compresi contenuti e *teaching notes*) nonché l'erogazione degli stessi ai futuri docenti incaricati (formazione per formatori).

DevStat - Servicios de Consultoría Estadística S.L. (Spagna)

Ricercatore | 2017-2018

Ricercatore nell'ambito del progetto denominato "Development of Conceptual Elements for a Common Quality Framework in the European Statistical System (ESS)". In particolare, mi sono occupato di: "inventory of existing quality framework applied by individual ESS

partners, including quality assurance methods and tools as well as risk management methods"; "develop a set of core values and principles and a model for an enhanced common quality framework in the ESS, incl. risk management, with specific elements and requirements and a common vocabulary".

UNECE – United Nations Economic Commission for Europe

Ricercatore | 2016-2017

Ricercatore presso il gruppo di lavoro che ha realizzato le "Guidelines on Risk Management Practices in Statistical Organizations" in rappresentanza dell'Università di Roma "Tor Vergata" nella Commissione MCOFE, ONU/UNECE.

<http://www1.unece.org/stat/platform/display/GORM/Guidelines+on+Risk+Management>

The World Bank, Armenia country office

Ricercatore | 2016

Assistenza tecnica al Governo armeno per l'implementazione della strategia di prevenzione della corruzione nel Paese; Partecipazione in qualità di relatore e gestione di diversi workshop per gli "Anti-Corruption Focal Points" del Governo armeno.

OSCE – Organization for Security and Co-operation in Europe

Ricercatore | 2016

Assistenza tecnica all'Ufficio del Primo Ministro, per l'identificazione delle misure anticorruzione in Albania; Sviluppo dei progetti formativi in materia di "sistemi di prevenzione della corruzione". Progetto di ricerca sviluppato in collaborazione con la Scuola Nazionale dell'Amministrazione.

The World Bank Group

Ricercatore | 2015-2016

Membro del gruppo di lavoro incaricato per la progettazione e il coordinamento delle iniziative formative relative all'accordo di partenariato SNA-World Bank denominato "Reducing Corruption Risks in Public Administration in Italy";

(D.2) Attività di ricerca | Nazionali

Scuola Nazionale dell'Amministrazione

Incarico di ricerca | 2018-2019

Membro del gruppo di lavoro costituito per il progetto di "Analisi, verifica e rafforzamento delle competenze manageriali" del personale dirigenziale della Presidenza del Consiglio dei Ministri.

Gli obiettivi della ricerca sono molteplici: (a.) Identificare il "profilo di competenze" di ciascun dirigente; (b.) creare le condizioni per progettare piani di sviluppo e formazione

differentiati e mirati; (c.) favorire un processo di sviluppo costante delle competenze dei Dirigenti in chiave strategica.

Il progetto è articolato in quattro momenti sequenziali: (1) costruzione delle *job description* e dei profili di ruolo dei tre livelli manageriali in PCM; (2) realizzazione dell'attività di *assessment* per valutare il profilo di competenze di ciascun Dirigente coinvolto; (3) identificazione di un eventuale gap tra il profilo di ruolo ed il profilo di competenze di ciascun dirigente; (4) definizione di percorsi di formazione e sviluppo collettivi e individuali.

Il progetto è realizzato con una metodologia di analisi multi-metodo, combinando interviste semi-strutturate con attività di *assessment* individuale in presenza e online.

FNOPI – Federazione Nazionale Ordini Professioni Infermieristiche

Incarico di ricerca | 2018

Membro del gruppo di lavoro costituito per la redazione del "Supporto metodologico per l'implementazione di un sistema di prevenzione della corruzione negli Ordini delle Professioni Infermieristiche".

Ufficio Programma di Governo – Presidenza del Consiglio dei Ministri

Incarico di ricerca | 2017

Progetto per l'attuazione e la trasparenza del programma di Governo, convenzione tra PCM (Ufficio Programma di Governo) e FORMEZ PA. Attività di ricerca e assistenza tecnica sul tema "La pianificazione strategica: il contesto normativo di riferimento e il ruolo dell'Ufficio Programma di Governo".

DINTEC – Consorzio per l'Innovazione Tecnologica (UnionCamere)

Incarico di ricerca | 2016-2017

Ricercatore nell'ambito del progetto "ACTs Anti-Corruption Toolkit for SMEs". In particolare, mi sono occupato di: redazione di un rapporto di analisi degli schemi corruttivi rilevati nei Paesi di riferimento del progetto (Italia, Romania e Serbia); redazione di un rapporto di analisi dei principali fattori abilitanti dei fenomeni corruttivi nei suddetti Paesi; elaborazione di strumenti di autocontrollo e prevenzione della corruzione a favore delle imprese; elaborazione di un manuale metodologico del progetto ACTs.

(D.3) Attività di ricerca | Incarichi

UNECE – United Nations Economic Commission for Europe

Componente comitato scientifico | Anni 2016-2017

Componente del Task team "Risk Management in the context of Agile", Modernization Committee on Capabilities and Communication – ONU/UNECE.

Istituto Regionale di Studi Giuridici del Lazio – Arturo Carlo Jemolo

Componente comitato scientifico | A partire dal 2015

Componente comitato scientifico per la Programmazione delle attività didattiche in materia di prevenzione della corruzione.

(E) Altre esperienze professionali

Maggio 2010 –
novembre 2011

Dipartimento della Funzione Pubblica, Presidenza del Consiglio dei Ministri, Roma (Italia)

Consulente Esperto

- Supporto economico-giuridico e predisposizione di relazioni e approfondimenti per il Ministro in materia di pubblica amministrazione, pubblico impiego e innovazione;
- Esperto per il supporto di policy; per il supporto delle forme di partenariato internazionale nel campo dell'e-government; per la collaborazione alle attività di monitoraggio dei progetti di e-government e di assistenza tecnica ai paesi in via di sviluppo.

Luglio 2009 –
aprile 2010

Banca della Marca, Treviso (Italia)

Analista

- Controllo Crediti e Valutazione Merito Creditizio sotto il profilo patrimoniale, finanziario ed economico.

Giugno 2008 –
giugno 2009

Studio Bellioni - One Works Architecture, Infrastructure and Urban Engineering, Roma (Italia)

Consulente

- Consulenza legale - amministrativa a Società di Gestione Aeroportuale;
- Gestione economico - finanziaria del progetto finanziato dal programma trans-European transport networks (TEN-T)
"Feasibility study of Marco Polo Venice International Airport.

(F) Competenze

Linguistiche

Italiano: madrelingua

Inglese: ottima conoscenza parlata e scritta (European language standard: C1)

Informatiche

Abilità nell'uso dei sistemi operativi Windows e MacOSX. Pacchetti applicative Office: word processing, spreadsheets, database/filling systems, presentation and drawing, information network services, Internet.

(G.1) Pubblicazioni

1. **Ceschel, F.**, Hinna, A., Rotundi, F. (2019). Risk management e anticorruzione nelle organizzazioni pubbliche: analisi comparativa delle prassi internazionali. *Azienda pubblica*, 2(2018) 123-145. (ISSN 1127-5812). (Allegato_01).
2. Hinna A., Homberg F., **Ceschel F.** (2018). Anticorruption Reforms and Governance. In Farazmand A. (Ed.). *Global Encyclopedia of Public Administration, Public Policy, and Governance*. Springer, Cham. (ISBN 978-3-319-31816-5) (Allegato_02).
3. **Ceschel, F.**, Hinna, A., Pastorelli, A. (2018). Strategic decision-making process in the risk management practices: data analysis as innovative tool to prevent corruption. In Cantoni, F. and Mangia, G. (Ed.). *Human Resource Management and Digitalization*. Giappichelli - Routledge (ISBN Giappichelli 978-88-921-1425-8)(ISBN Routledge 978-1-138-31335-4). (Allegato_03).
4. **Ceschel, F.**, Hinna, A., Scarozza, D. (2018). Anticorruption policies and risk management practices: the way to cope with the demands of Reforms. In Canonico, P., Consiglio, S., Mangia, G., Martinez, M., Mercurio, R. e Moschera (Ed.). *Organizing in the Shadow of Power*. Studi MOA – Collana di Management e Organizzazione Aziendale. (ISBN 978-88-98-85428-8). (Allegato_04).
5. Hinna, A., Rotundi, F., **Ceschel, F.** (2017). Implementazione di un sistema di Risk Management per la prevenzione della corruzione. In Nunziata, M. (Ed.). *Riflessioni in tema di lotta alla corruzione*, Carocci Editore, Bologna. (ISBN 978-88-430-8981-9). (Allegato_05).
6. **Ceschel, F.**, Hinna, A., Scarozza, D. (2016). Organization and Risk Management practices for fighting corruption: evidences from the Italian Public Sector. In Piotr Tworek and Józef Myrczek (Ed.). *Public Risk Management. Tome I: Perspective of Theory and Practice*. Publishing House of the University of Economics in Katowice, Katowice 2016. (ISBN 978-83-7875-330-8). (Allegato_06).

(G.1) In corso di pubblicazione o under review

1. **Ceschel, F.**, Hinna, A. *Elementi di analisi e progettazione organizzativa per la gestione del rischio corruttivo nella pubblica amministrazione*, Carocci Editore (ISBN 9788829000555) (In corso di redazione). (Allegato_Ceschel_Carocci editore).
2. **Ceschel, F.**, Hinna, A. Public management reform in Italy. In Bonocore F. e Decastri M. (Ed.). *Public Organizational Development. The Italian Way*. Palgrave (in corso di pubblicazione, concluso il ciclo di revisioni). (Allegato_08).

3. **Ceschel, F.**, Hinna, A., Pellegrini M. "A revised paradigm for change management in the public sector: a systematic literature review", first round review, submitted to Public Management Review (Fascia A – ANVUR).
4. **Ceschel F.**, Hinna, A., Homberg, F. "Curbing Corruption? A systematic literature review on corruption in public sector settings", first round review, submitted to Administration & Society (Fascia A – ANVUR).

(H.1) Presentazioni accademiche a conferenze internazionali e nazionali

1. **Ceschel, F.**, Hinna, A., Pellegrini, M. (2019), "A revised paradigm for change management in the public sector: a systematic literature review", presentato a European Group of Organizational Studies 2019, Edimburgo.
2. **Ceschel F.**, Hinna, A., Homberg, F. (2019), "Corruption in the public sector: Implications on organizational and individual behavior", presentato a European Group of Organizational Studies 2019, Edimburgo.
3. **Ceschel F.**, Hinna, A., Homberg, F. (2019), "Curbing Corruption? A systematic literature review on corruption in public sector settings", presentato a European Academy of Management 2019, Lisbona.
4. **Ceschel F.**, Hinna, A., Homberg, F. (2019), "Curbing Corruption? A systematic literature review on corruption in public sector settings", presentato a International Association of School and Institute of Administration (IASIA) – Kaunas University of Technology (KTU) regional conference 2019, Kaunas (Lituania).
5. **Ceschel, F.**, Hinna, A., Pellegrini, M. (2018), "Theories and process of change management in public sector: a literature review", presentato a European Academy of Management 2018, Reykjavik.
6. **Ceschel, F.**, Hinna, A., Scarozza, D. (2018), "Personnel appraisal systems in public organizations: the implementation of the Italian Reform" presentato a European Group of Organizational Studies 2016, Tallin.
7. **Ceschel, F.**, Hinna, A., Rotundi, F. (2017), Risk Management e anticorruzione nelle organizzazioni pubbliche: analisi delle prassi internazionali. Presentato presso 8th "Azienda Pubblica" Workshop – International Symposium "Resilience, Sustainability, and Innovation in Public Services" and Workshop "Managing Innovation in the Public Sector. Theory and Practice", Venezia.
8. **Ceschel, F.**, Hinna, A., Rotundi, F. (2017), "Risk Management value and practices in Public Sector: from compliance to performance-based organizations", presentato a European Academy of Management 2017, Glasgow.
9. **Ceschel, F.**, Hinna, A., Scarozza, D., Mameli, S. (2016), "Anticorruption policies and risk management practices: the way to cope with the demands of reforms", presentato a European Group of Organizational Studies 2016, Napoli.

10. **Ceschel, F.**, Previtali, P. (2016), "Anticorruption in Italy. The application of law no. 190/2012 in the public sector: Rhetoric or real effectiveness?", presentato a European Group of Organizational Studies 2016, Napoli.
11. **Ceschel, F.**, Hinna, A., Scarozza, D. (2016), "The institutionalization of RM logics and practices in Italian public administrations", presentato a European Academy of Management 2016, Parigi.

(H.2) Relatore a conferenze internazionali e nazionali

- (2019) Inter-Sectoral Dialogue Forum on Public Service Motivation to Support the Realisation of ASEAN Community Vision 2025 and Sustainable Development Goals, titolo dell'intevento "Where change and people management meet: reviewing change management in public sector from an organizational perspective", (Nay Pyi Taw, Myanmar)
- (2018) Il ruolo del farmacologo nel Sistema Sanitario Nazionale, titolo dell'intervento "Misure di prevenzione della corruzione nei processi di acquisizione di beni e servizi", Società Italiana di Farmacologia, (Roma)
- (2015) Il pubblico impiego dopo la Riforma Madia (Legge 124/2015), titolo dell'intervento "Le novità in materia di prevenzione dei fenomeni corruttivi", Maggioli Editore, (Bologna)

(I) Attività di reviewer

- Reviewer Conferenza Euram 2017, Making Knowledge Work, Glasgow, UK. Reviewer per la track "Public and Non-Profit Management >> Public and Non-Profit Management - SIG General Track".
- Reviewer Conferenza Euram 2018, Research in Action, Reykiavik, Islanda. Reviewer per la track "Public and Non-Profit Management >> Public and Non-Profit Management - SIG General Track".
- Reviewer Conferenza Euram 2019, Exploring the future of management, Lisbona, Portogallo. Reviewer per la track "Public and Non-Profit Management >> Public and Non-Profit Management - SIG General Track".

Maria Menshikova

Citizenship:

Place and Birth Date:

E-mail: _____

Education

November 2012 - July 2016	PhD in Management, Banking and Commodity Sciences, <i>Faculty of Economics, Sapienza University of Rome, Italy</i> PhD Thesis on “Smart Working Implementation within the Digital Transformation process: Case study Telecom Italia Group”, cum laude
February 2011 –February 2012	Erasmus Mundus Multic Action 2 , <i>Faculty of Economics, Sapienza University of Rome, Italy</i>
September 2006 - June 2012	Degree in Marketing (5 years) , <i>Faculty of Management and Informatics, Department of Marketing, Ural State University of Economics, Ekaterinburg, Russia</i> , cum laude.
September 2004 – September 2007	Specialization in Management , <i>College of entrepreneurship and social management, Ekaterinburg, Russia</i>
September 1996 - June 2006	Elementary, Middle & High School Diploma , diploma cum laude, Polevskoy, Russia

Additional Education and Training Information

15 – 19 January 2018	Winter School, Narratives in Organizational Research , <i>Sapienza University, Rome</i>
23 – 27 February 2015	Training Week - Web Marketing per StartUp , <i>online course GT Idea</i>
15 November 2014	Workshop - Facebook Marketing , <i>DoLab Social, LUISS ENLABS, Rome</i>
10 – 14 November 2014	Training Week - Search Marketing , <i>online course GT Idea</i>
13 – 17 October 2014	Training Week - Social Media Marketing , <i>online course GT Idea</i>
15 - 19 September 2014	Training Week - Web Marketing Turistico , <i>online course GT Idea</i>
July 2014	Training for the Project “ Made in Italy: Eccellenze in Digitale ”, realized by Google & Unioncamere, <i>Piazza Sallustio 21, Rome</i>
May 2014	Social Network analysis - Acquisition and processing of sociometric data, software UCINET , held by Prof. Anzera, <i>Sapienza University of Rome</i>
March 2014	Fuzzy-set qualitative comparative analysis (fs/QCA) Course , held by Prof. S. Furnari, <i>University of Udine</i> .
December 2013	“Social Network” Seminars , held by Prof. P. Velardi, Department of Computer Science, <i>Sapienza University of Rome</i>

November 2013	“Network Analysis”, “How to write a monograph” Courses , held by prof. Ancarini prof. Anzera, School of the Italian Society of Marketing, <i>University of Naples Federico II</i>
October 2013	“The Best Ways to Learn from Data” Course , held by Prof. Andrew Gelman, <i>Department of Statistics, Sapienza University of Rome</i>
June 2013 – July 2013	“SPSS – Advanced Level” Course , <i>Sapienza University of Rome</i> .
September 2013 – October 2013	“LaTeX” Course , <i>Sapienza University of Rome</i> .
March 2013 – June 2013	Attendance of PhD courses, Sapienza University of Rome. <ul style="list-style-type: none"> ▪ Research Methodology for Social Sciences ▪ Advanced Statistics ▪ Mathematics ▪ Econometrics ▪ Multidimensional and Textual Analysis

Work Experience

September 2019 – ongoing	Digital coach for personnel development , project collaboration, Prime call, Moscow, Russia
June – December 2019	Scientific collaborator in the field of the scientific project “Monitoring changes in labour relations between employees and employers in the digital age”, <i>Ural Federal University, Ekaterinburg, Russia</i>
September 2019- December 2019	Member of the Organizing Committee of the 2 nd RusAIS Conference on “Digitalization Of Society, Economy, Management and Education – DSEME2019”. <i>Ural Federal University, Ekaterinburg, Russia, 5-6 December 2019</i>
September 2018 – December 2018	Member of the Organizing Committee of the 1 st RusAIS Conference on “Digitalization Of Society, Economy, Management and Education – DSEME2018”. <i>Ural Federal University, Ekaterinburg, Russia</i>
16 August 2018 – 31 December 2018	Researcher in the framework of International Project “Monitoring of changes in labour relations between employer and employees”, <i>Ural Federal University, Ekaterinburg, Russia</i>
20 July 2015 – 3 September 2018	Research and Management in the framework of International projects and at Economics Faculty, International Telematic University UNINETTUN, Rome, Italy <ul style="list-style-type: none"> ▪ Research and management at the Economics Faculty; ▪ Management of the development and implementation of the new Master Degree in Business Management and Digital Technologies (Faculty of Economics); ▪ Coordination of the development and opening of double/joint degree and other specific programs with the Russian speaking countries (Azerbaijan, Georgia, Kazakhstan, Kyrgyzstan, Moldova, Mongolia, Russia). ▪ Management of the work packages implementation and research in the framework of International Projects (IoT, LMPI, LMPT, LPEB, LMPH) ▪ Coordination of e-learning content development and didactic assistance on e-learning platform use to the professors and tutors from the Russian speaking countries (Azerbaijan, Georgia, Kazakhstan, Kyrgyzstan, Moldova, Mongolia, Russia).

March 2018 – July 2018	<p>Member of the Organizing Committee and Teacher in the framework of the First Italian-Russian Summer School on "New challenges of work"</p> <p>Teaching activity on "Smart Working as an innovative tool for labour organisation", and consecutive translation (Italian – Russian / Russian – Italian) of the workshops and meetings organized in the framework of the Summer School</p>
December 2017	<p>Member of the Organizing Committee – International Scientific-practical conference "Social technologies in personnel management: creation and change of governance and leadership structures", <i>Ural Federal University, Ekaterinburg, Russia</i></p>
October 2015	<p>Member of the Organizing Committee - ITAIS 2015, <i>Sapienza University of Rome, Italy</i></p>
10 July 2015	<p>Consecutive translation (Italian – Russian), Conference "The new world with BRICS", organized by Movimento 5 Stelle, <i>Chamber of Deputies (Rome, Italy)</i></p>
1 June 2015 – 31 May 2016	<p>Research grant (Assegno di ricerca) for the project: "Development of an intelligent system for selecting, sharing and dissemination of innovative managerial skills aimed at the development of best practices, productivity, and increase of the competitiveness in the tourism sector", <i>Department of Management, Sapienza University of Rome, Italy</i></p>
May 2015 – June 2015	<p>Recruiter HR (Sector ICT) / Member of the Expert Committee for the public grant "Made In Italy - Eccellenze In Digitale Edizione 2015" promoted by Unioncamere e Google, <i>Universitas Mercatorum/ Istituto Tagliacarne, Rome, Italy</i></p>
30 April 2015	<p>Lecturer in the framework of the Project Cosy4You – Training course "Building Skills for Accessible Tourism", <i>Peepul Association, Naples, Italy</i></p> <p>Lessons on the following topics:</p> <ul style="list-style-type: none"> • "Principles of marketing for Accessible Tourism: marketing mix, segmentation, positioning and communication tools", • "Communications Campaign and information delivery channels: from traditional to electronic channels"
September 2014 – March 2015	<p>Digital consultant, Chamber of Commerce, Frosinone (Lazio region, Italy)</p> <p>Scholarship of Unioncamere and Google Italia</p> <ul style="list-style-type: none"> • Consulting services to the SMEs for the digital marketing strategies' development; • Training courses on "Digitalization and e-tools for SMEs" provided to the entrepreneurs of Frosinone Province (sectors: tourism, mining and processing of marble)
April 2012 – June 2014	<p>Assistant - Occasional Collaboration, <i>Centre of Russian studies "Russkiy Mir", Rome, Italy</i></p> <ul style="list-style-type: none"> • Assistance in the organization of meetings, forums and conferences for Russian and Italian universities, enterprises and public administration; • Translation of brochures, leaflets and documents of various types; • Consecutive translation for conferences, meetings, and negotiation processes.
January 2014	<p>Member of the Organizing Committee, International Symposium - B.S.Lab 2014, <i>Universitas Mercatorum, Rome, Italy</i></p>
May 2014	<p>Member of the Organizing Committee, WOA 2013, <i>Faculty of Economics, Sapienza University of Rome, Italy</i></p>
December 2010 – February 2011	<p>Marketing Specialist, <i>Ural State University of Economics, Ekaterinburg, Russia</i></p> <p>Development of the marketing research "Analysis of Higher Education services in Ekaterinburg: a triple perspective"</p>

Academic Activity

31 May 2018	Winner of the public selection procedure for the recruitment of a researcher for the Economics Faculty, SECS-P/10 , International Telematic University UNINETTUNO, Rome, Italy
15 October 2018 – 15 October 2024	National scientific qualification – Associate Professor (Professore II Fascia) – SECS/P-10 Business Organization (Organizzazione Aziendale)
December 2018 – ongoing	Secretary of RusAIS (Russian Chapter of Association for Information Systems)
January 2018 – June 2018	Teaching (Seminars for Master students in Russian), <i>Ural State University of Economics, Ekaterinburg, Russia</i> : <ul style="list-style-type: none"> • “Innovation Management in Human Resource Management” (15h)
March 2018 – June 2018	Teaching (tutorship) , <i>International Telematic University UNINETTUNO, Rome, Italy</i> : <ul style="list-style-type: none"> • Marketing, e-business, e-commerce (Postgraduate Degree in English)
January 2017 – ongoing	External Expert/Reviewer for the evaluation of Ph.D Dissertation on the topics related to Management and Organizational studies, Institute of Development Studies (IDS), The University of Agriculture, Peshawar, Pakistan
December 2016	Teaching (Seminars for Master students in Russian), <i>Ural State University of Economics, Ekaterinburg, Russia</i> <ul style="list-style-type: none"> • “Smart working as an innovative tool of labor organization” (10h)
December 2016	Teaching (Seminars for Master students in Russian), <i>Ural Federal University, Ekaterinburg, Russia</i> <ul style="list-style-type: none"> • “Smart working as an innovative tool of labor organization”,
July 2015 - December 2016	Teaching (tutorship), <i>International Telematic University UNINETTUNO, Rome, Italy</i> <ul style="list-style-type: none"> ▪ Marketing (Undergraduate Degree in English) ▪ Marketing (Undergraduate Degree for Erasmus students in Russian) ▪ Marketing, e-business, e-commerce (Postgraduate Degree in Italian) ▪ Management for Hospitality Industry (Master’s course in English) ▪ Management Control and Finance in the Context of Hospitality and Events (Master’s course in English)
2014 – 2018	Reviewer for the international conferences: <ul style="list-style-type: none"> ▪ ICTO (Information and Communication Technologies in Organizations and Society) - 2015, 2016, 2017, 2018; ▪ ITAIS (Italian Chapter of Association for Information Systems) – 2015 ▪ RusAIS (Russian Chapter of Association for Information Systems) - 2018, 2019
2016 – ongoing	Reviewer and member of the Editorial Board - scientific e-journal “Human Progress”, Russia, http://progress-human.com/ru/redkollegiya
2015 -ongoing	Expert on the subject (<i>Cultore della materia</i>): “Business organization” (<i>Organizzazione Aziendale</i>), <i>Sapienza University of Rome, Italy</i>
2012-2016	Academic assistance during PhD studies , <i>Sapienza University of Rome, Italy</i> <ul style="list-style-type: none"> • Business Organization • Human Resources Management • Leadership and organizational change

Periods of maternity leave

- **Period 1:** from 07/11/2016 to 06/08/2017
- **Period 2:** from 27/06/2018 to 22/05/2019

Speaker at International Conferences

- **MENSHIKOVA M.** "The role of digital platforms and innovative technologies for the labour organization in smart working perspective", 2nd RusAIS Conference on "Digitalization of Society, Economy, Management and Education – DSEME2019", 6 December 2019, Ural Federal University, Ekaterinburg, Russia
- **MENSHIKOVA M.** "Smart working: analysis of Italian workers' experience in the Telco sector", Videoconference "International and national practices of labour organization", Ural State University of Economics, Ekaterinburg, Russia, 24 October 2018
- **Dolzhenko S, Pesha A, Melnikova A, MENSHIKOVA M (2018).** "Comprehensive Experimental Technique of the Research on Forms of Personnel Reserve Stimulation", ECRM Conference, 12 – 13 July, Rome, Italy, University Roma Tre
- **MENSHIKOVA, M. (2017).** "Smart working as a tool to reduce the toxicity level in the organizational environment". International Scientific-practical conference "Social technologies in personnel management: creation and change of governance and leadership structures", 15- 16 December 2017, Ural Federal University, Ekaterinburg, Russia
- **MENSHIKOVA, M. (2017).** "Analysis of the new generation's expectations towards digital transformation trends". International Scientific-practical conference "Development of trade relations from the perspective of economic integration of the Republic of Moldova in the international economy", 21-22 September 2017, Trade Co-operative University of Moldova, Chisinau, Moldova
- **MENSHIKOVA, M., Romolini, A., Sabbatelli, I., De Marco, M. (2017).** "The Role of Digital Tools and Platforms for Training Programmes Developed by the Organisations of the Banking Sector", 8th International Conference, IEES 2017, Sapienza University of Rome, Italy, May 24-26, 2017
- **Sabbatelli, I., MENSHIKOVA, M., Romolini, A., De Marco, M. (2017).** "The role of ICT and web-based training in the banking sector: an analysis of an Italian banking group's experience". ICTO (Information and Communication Technologies in Organizations and Society) 2017, University of Paris Nanterre, Paris March 16 and 17, 2017
- **MENSHIKOVA, M., Fedorova, A. (2016).** Main drivers of the organizational change and digital transformation in the world of work. International Scientific and Practical Conference "The Human Potential Progress", December 2016, Ekaterinburg (Russia)
- **Aiello, L., Dulaskaia, I., Ferri, M. A., Gatti, M. MENSHIKOVA, M., Zitelli, F. (2016).** Made in Italy' enhancement: role of the external agents for the Italian SMEs digitization. XXVIII Sinergie Annual Conference. Management in a Digital World. Decisions, Production, Communication. 9-10 June 2016 - University of Udine (Italy)
- **Aiello, L., Dulaskaia, I., MENSHIKOVA, M., Zitelli, F. (2016).** PPP for the digitization of SMEs in sustainable perspective. ICTO 2016: Information and Communication Technologies in Organizations and Society, March 3-4, Paris, France
- **MENSHIKOVA, M., Rastorgueva, N., Dulaskaia, I. (2015).** Perspectives of IoT in contemporary agriculture. ITAIS 2015 --- 12th Conference of the Italian Chapter of AIS - Reshaping Organizations through Digital and Social Innovation. 9th - 10th of October, 2015 – Roma, Italy
- **Fedorova, A., Dvorakova, Z., Kacane, I., Katashinskikh, V., Stepankova, M., Koralov, M., Khan, H. MENSHIKOVA, M. (2015).** "Evaluation of current changes in labour relations by workers of the certain countries." Conference Proceedings, CSR: University Builds Country, Prague, September 11 and 14, 2015

- **MENSHIKOVA, M. (2015).** "The intoxication of the organizational organism: a literature review". WOA 2015 "Back to basics: searching for new forms of organizing", Padua, Italy
- **Aiello, L., Dulaskaia, I., MENSHIKOVA, M. (2015).** "Supply chain management and the role of ICT: DART-SCM perspective". ICTO 2015 "The Past, Present, and Future of Information and Communication Technologies in Organizations", Paris, France, March 2015
- **Dulaskaia, I., MENSHIKOVA, M. (2014).** "New service development: Best practice of the Italian Postal Sector", 8th Mediterranean Conference on Information Systems (MCIS 2014), AIS-affiliated conference, 3rd - 5th September 2014, University of Verona, Italy
- **Gatti, M., Fedorova, A., MENSHIKOVA, M. (2014).** "Toxic elements" in internal environment of the enterprise: comparative analysis of Russian and Italian situation. WOA 2014 "Organising for growth: theories and practices", Udine, Italy, March 2014
- **Ferri, M.A., MENSHIKOVA, M. (2014).** "Strategy development, sustainable growth and enterprise viability over time. An empirical test of the Abell Model in railway transport sector". Business Systems Laboratory --- 2nd International Symposium, SYSTEMS THINKING FOR A SUSTAINABLE ECONOMY. Advancements in Economic and Managerial Theory and Practice, January, 2014, Universitas Mercatorum
- **Fedorova, A., MENSHIKOVA, M., Dvorzakova, Z., Parsukevich, A. (2013).** Toxic human factor of crisis situations within the Russian organizations. The 7th International Days of Statistics and Economics, Prague, September, 2013
- **Fedorova, A., MENSHIKOVA, M. (2013).** Influence of toxic management on development of crisis situation within the organization: Review of Russian situation. XIV Workshop "Organizing in turbulent times: the challenges ahead", Rome, May 2013

Participation in Lectures and Workshop

- Workshops **"TIM Equity & Inclusion Week"**, November – December 2016
- Webinar **"Smart working: tools for the agile work"** held by Forum PA and Microsoft Italia, April – May 2016
- Workshop **"Writing for Scholarly Publications"** held by prof. Andrea Calabrò, December 1, 2015
- Workshop **"The innovative and technological services for the new factory 4.0: the challenge of productivity"**, Confindustria, Rome, 22 June 2015
- Conference **"Social Media Week"**, Rome, 8-12 June 2015
- Workshop **"Instagram – a new tool for the visual marketing and PR"**, DoLab Social, LUISS Enlab, 23 October 2014
- Workshop **"Perspective for tourism: quality, tradition, innovation"**, ALUMNI – Associazione Laureati in Economia, 16 June 2014, Palazzo delle Assicurazioni Generali, Roma
- **Forum on tourism and cultural heritage** in the context of the project development **"TECA"** – Turismo - Enogastronomia - Cultura - Ambiente, 28 May 2014, Palazzo Chigi, Ariccia
- Workshop **"Sustainability, Innovation and Inter-Organizational collaboration"**, held by Dr. Gerrit Tamm, Ian Towers e Bert Eichorn, SRH University of Berlin, June 2014
- Workshop **"The future of management studies"**, The Italian society of management, 11 April, LUMSA University, Rome, 2014
- Speaker in the International Workshop **"Social pollution phenomena and toxic managerial practices"**, XI Personnel Forum, Omsk, Russia, 2014
- Speaker in the Workshop **"Toxicity as a fact of organizational life: anticipation, monitoring and handling"**, Ural Federal University, Ekaterinburg, Russia, 2014
- Speaker in International Workshop **"Diversity: Women on Boards / Top Management Teams"**, University of Witten/Herdecke in December 2013
- Workshop **"Business Development"** and **"Execution of Strategy"** held by prof. Laintila, Sapienza University of Rome, June 2013
- Workshop **"Starting the Publishing Process"** held by prof. Huse, Sapienza University of Rome, June 2013
- Web Workshop (Italy-Russia) **"Toxic management practices and toxic employees (experience exchange)"**, June 2013
- Workshop **"Write and Review an article"** held by prof. Sorrentino, Sapienza University of Rome, May 2013

Participation in International Projects

- **Responsible** for the project “Evaluation of digital coaching efficiency and the role of new technologies for the HR development and training” in collaboration with Prime call company, Russia, Moscow
from September 2019 - ongoing
- **Research and management** for the EU projects founded by Erasmus Plus /Tempus:
 - ✓ **IoT4SMEs** - Internet of Things for European Small and Medium Enterprises, Project Number: 2016-1-IT01-KA202-005561 (currently ongoing)
 - ✓ **LMPI** - Licence, Master professionnels pour le développement, l’administration, la gestion, la protection des systèmes et réseaux informatiques dans les entreprises en Moldavie, au Kazakhstan, au Vietnam, Project Number: 573901-EPP-1-2016-1-IT-EPPKA2-CBHE-JP (currently ongoing)
 - ✓ **LPEB** - Licence professionnelle en formation ouverte et à distance pour la performance énergétique et environnementale des bâtiments en Fédération de Russie, en Chine et en Azerbaïdjan, Project number: N°561732-EPP-1-2015-1-FR-EPPKA2-CBHE-JP (currently ongoing)
 - ✓ **LMPT** - Licence Master professionnels pour la conception et le développement d’activités touristiques durables, Project Number: 573897-EPP-1-2016-BG-EPPKA2-CBHE-JP (currently ongoing)
 - ✓ **LMPH** - License Masters Professionnels en management des activités hôtelières pour le développement de l’Industrie Touristique en Géorgie, Azerbaïdjan, Moldavie, Project number: 544191-TEMPUS-1-2013-1-PT-TEMPUS-JPCR (concluded)
- **Membership** in the International Research Team Network (Czech Republic, Italy, Latvia, Pakistan, Poland, Russia). Development of the annual study "Monitoring changes in labour relations between employees and employers",
Under the leadership of Ural Federal University, Russia), from 2015 – ongoing
- **Membership** in the International Research Team. “Comparative analysis of the changes in labour relations between employees and employers”.
Under the leadership of Ural Federal University, Russia in the framework of the Grant of the Ural Federal University named after the first President of Russia B.N. Yeltsin, 2013-2014

Participation in National Italian Projects

- **Membership** in the National study group for the economic evaluation of telemedicine services -
ongoing
- **Responsible** for the research "Narrative approach to agile working: the smart work experience in TIM" realized in collaboration among TIM, Sapienza Università di Roma, Università Telematica Internazionale UNINETTUNO, *April – November 2018*
- **Responsible** for the research of Sapienza University (*Finanziamento d'Ateneo, anno 2014*). "Toxic elements in organizational environment: evidence from Russian and Italian realities".
- **Responsible** for the research of Sapienza University (*Finanziamento d'Ateneo, anno 2013*). “Conditions of effectiveness and critical elements in the strategic alliances with companies from emerging Countries. The risks of cultural incompatibility and conflict management in the Italian - Russian partnership ”.

Publications:

1. **MENSHIKOVA M., Fedorova A., Gatti M. (2019).** Smart Working: Pros and Cons in Employee's Estimates. In: Proceedings of the 34th IBIMA Conference: 13-14 November 2019, Madrid, Spain, ISBN: 978-0-9998551-3-3
2. **MENSHIKOVA M., Fedorova A., Gatti M. (2019).** Introducing Smart-working in the conditions of Digital Business Transformation: Analysis of an Employee's Experience. In: Proceedings of The 1st International Conference on Digitalization of Society, Economics, Management and Education (DSEME-2018), Ekaterinburg, Russia, December 14-15, 2018. (In print)
3. **Fedorova A.E., Dvorakova Z., Kacane I., Khan H., MENSHIKOVA M. (2019).** Studying the factors behind breaching a psychological contract between employee and employer: A cross-country analysis. *Upravlenets – The Manager*, vol. 10, no. 1, pp. 52–61. DOI: 10.29141/2218-5003-2019-10-1-5.
4. **Fedorova, A., Dvorakova, Z., Kacane, I., Khan, H., Gatti, M., & MENSHIKOVA, M. (2018).** Psychological contract and confidence of employees in employers: Assessment of labour relation conditions. In 32nd International Business Information Management Association Conference, IBIMA 2018 (pp. 2686-2698). International Business Information Management Association, IBIMA.
5. **Dolzhenko S, Pesha A, Melnikova A, MENSHIKOVA M (2018).** "Comprehensive Experimental Technique of the Research on Forms of Personnel Reserve Stimulation", Proceedings of the 17th European Conference on Research Methodology for Business and Management Studies, Edited by Prof. Paola Demartini and Prof. Michela Marchiori - ISBN: 978-1-911218-92-0
6. **Fedorova A, Gatti M, MENSHIKOVA M, Koropets O (2018).** Gender Differences in Employees' Evaluations of the Toxic HRM Practices. In: Proceedings of the International Conference on Gender Research ICGR 2018, Porto, 12-13 April 2018, ISBN: 978-1-911218-78-4
7. **AIELLO L, DULSKAIA I, MENSHIKOVA M, ZITELLI F (2018).** PPP for the Digitization of SMEs in Sustainable Perspective. In: (a cura di): Federico Cabitza, Alessandra Lazazzara, Massimo Magni and Stefano Za, Organizing for Digital Economy: societies, communities and individuals. ISBN: 978-8-868-56129-1
8. **MENSHIKOVA, M (2018).** Changes in work organisation in the framework of digital transformation. ROMA: Aracne Editrice, ISBN: 978-88-255-1299-1.
9. **Fedorova A, Dvorakova Z, Kacane I, Khan H, MENSHIKOVA M, Solec-Borowska C (2018).** Toxic Labour Relations: A Narrative Case Study. In: 5th ic-PSIRS 2018 International Conference on Political Science, International Relations and Sociology, The European Proceedings of Social & Behavioural Sciences EpSBS, ISSN: 2357-1330
10. **MENSHIKOVA, M (2017).** "Analysis of the new generation's expectations towards digital transformation trends". *Journal of Research on Trade, Management and Economic Development*. Volume 4, Issue 2(8)/2017, Chişinău: UCCM, 2017, pp. 48-66. ISSN 2345-1424.E-ISSN 2345-1483.
11. **MENSHIKOVA, M., Romolini, A., Sabbatelli, I., De Marco, M. (2017).** "The Role of Digital Tools and Platforms for Training Programmes Developed by the Organisations of the Banking Sector" in Springer - Exploring Service Science, 8th International Conference, IESS 2017, Rome, Italy, May 24-26, 2017, Proceedings: Za, S.; Dragoicea, M.; Cavallari, M. (Eds.) 2017, XVII, 432 p, ISBN 978-3-319-56924-6
12. **Fedorova, A., Khan, H., MENSHIKOVA, M., Polents, I. (2017).** Toxicity within labor relations in terms of hired workers. Proceedings of INTCESS 2017, 4th International Conference on Education and Social Sciences 6-8 February 2017- Istanbul, Turkey. ISBN: 978-605-64453-9-2
13. **MENSHIKOVA, M., Fedorova, A. (2016).** Main drivers of the organizational change and digital transformation in the world of work. *Human Progress* Vol.2, n.12, December 2016, ISSN 2414-4916
14. **Sabbatelli, I., MENSHIKOVA, M, Romolini, A., De Marco, M. (2016).** "The Role of ICT and web- based training in the Banking Sector: an analysis of an Italian Banking Group's Experience" EADTU - The Online, Open and Flexible Higher Education Conference 2016 – Proceedings "Enhancing European Higher Education - Opportunities and impact of new modes of teaching", ISBN: 978-90-79730-25-4
15. **Fedorova, A., Dvorakova, Z., Kacane, I., Katashinskikh, V.,Stepankova, M., Koralov, M., Khan, H. MENSHIKOVA, M. (2016).** MONITORING CHANGES IN LABOUR RELATIONS BETWEEN EMPLOYEES AND EMPLOYERS: 2015-2016, International Research Survey. 1st edition. Sedlcany: Ústav personalistiky, ISBN 978-80-906064-2-5
16. **MENSHIKOVA, M., Rastorgueva, N., Dulaskaia, I. (2016)** Perspectives of IoT in contemporary agriculture. Conference Proceeding ITAIS 2015. Re-shaping Organizations through Digital and Social Innovation. Proceedings of the 12th Annual Conference of ITAIS. Edited by Rocco Agrifoglio, Leonardo Caporarello, Massimo Magni, Stefano Za, LUISS University Press - Pola Srl, ISBN 978-88-6856-055-3
17. **GATTI M, FEDOROVA A, MENSHIKOVA M (2016).** The Expectationsof New Generations From The Changes in Consumption, Work, and Business in the Digital Age. In: SGEM2016 Conference

Proceedings. vol. 1/2, p. 1003-1010, ISBN: 978-619-7105-71-1, Albena - Bulgaria, 24-31 August, 2016.

18. **AIELLO L, DULSKAIA I, FERRI MA, GATTI M, MENSHIKOVA M, ZITELLI F (2016).** 'Made in Italy' enhancement: role of the external agents for the Italian SMEs digitization. In: (a cura di): XXVIII Sinergie Annual Conference, Management in a Digital World. Decisions, Production, Communication. p.447-462, ISBN: 97888907394-6-0, Udine, 9-10 June 2016, doi: 0.7433/SRECP.FP.2016.28
19. **Fedorova, A., Dvorakova, Z., Kacane, I., Katashinskikh, V., Stepankova, M., Koralov, M., Khan, H., MENSHIKOVA, M. (2015).** Monitoring changes in labour relations between employees and employers: 2015, International Research Survey, 1st edition. Sedlcany: Ústav personalistiky, ISBN 978-80-906064-3-2
20. **Fedorova A, Dvorakova Z, Kacane I, Katashinskikh V, Stepankova M, Koralov M, Khan H, MENSHIKOVA M (2016).** EVALUATION OF CURRENT CHANGES IN LABOUR RELATIONS BY WORKERS OF THE CERTAIN COUNTRIES. In: (a cura di): DVORAKOVA, Z., FEDOROVA, A., POLENTS, I., CSR: University Builds the Country. Volume I. Sedlcany. Ústav personalistiky. p. 200-209, ISBN: 978-80-906064-4-9, Prague, 11-14 September 2015
21. **Aiello, L., Dulskaia, I., MENSHIKOVA, M. (2016).** Supply chain management and the role of ICT: DART-SCM perspective. In: Antoine Harfouche, Francesca Ricciardi. Information and Communication Technologies in Organizations and Society: Past, Present, and Future issues. Springer. Volume 15. ISBN 978-3-319-28907-6
22. **Aiello, L., Dulskaia, I., Ferri, M.A., MENSHIKOVA, M. (2015).** "Use of E-tools Opportunities by Italian Hospitality SMEs". WHICEB 2015 Conference Proceeding, pp. 16-25. ISBN 9780980051087.
23. **Aiello, L., MENSHIKOVA, M. (2015).** La propensione all'assunzione delle imprese italiane: una lettura organizzativa. In: Brollo M., Marazza M.. Diritto del lavoro e mercato l'impatto delle riforme del lavoro nell'analisi giuridica dei dati sull'occupazione. Vol. 13, Padova: CEDAM, ISBN: 9788813351946
24. **Fedorova, A., Vishnevskii, Y., MENSHIKOVA, M. (2015).** Toxic organizational environment on the Italian and Russian enterprises: an inter-country comparison. Proceedings of ADVED15 International Conference on Advances in Education and Social Sciences. 12-14 October 2015- Istanbul, Turkey ISBN: 978-605-64453-4-7
25. **Fedorova, A., MENSHIKOVA, M. (2014).** "The toxic elements inherent the organizational environment of Italian and Russian enterprises: A comparative analysis." Izvestiya of USUE. ISSN 2073 – 1019.
26. **Dulskai, I., MENSHIKOVA, M. (2014).** "New service development: Best practice of the Italian Postal Sector", 8th Mediterranean Conference on Information Systems (MCIS 2014), AIS-affiliated conference, 3rd - 5th September 2014, University of Verona, Verona, Italy, ISBN 978-88-6787-2732
27. **Ferri, M.A., MENSHIKOVA, M. (2014).** "Strategy development, sustainable growth and enterprise viability over time. An empirical test of the Abell Model in railway transport sector". Business Systems Laboratory --- 2nd International Symposium, SYSTEMS THINKING FOR A SUSTAINABLE ECONOMY. Advancements in Economic and Managerial Theory and Practice, January, 2014, Universitas Mercatorum, ISBN: 9788890824203
28. **Fedorova, A., MENSHIKOVA, M., Parsiukevich, A. (2014).** "Evaluation of the intra-organizational environment factors affecting the workers' health". SIBR 2014 Conference (Kuala Lumpur) on Interdisciplinary Business and Economics Research, February 2014, Kuala Lumpur. ISSN: 2223-5078
29. **Fedorova, A., MENSHIKOVA, M. (2014).** SOCIAL POLLUTION FACTORS AND THEIR INFLUENCE ON PSYCHOSOCIAL WELLBEING AT WORK. Vol. 2, No. SGEM2014 Conference Proceedings, ISBN 978-619-7105-23-0/ISSN 2367-5659, September 1-9, 2014, Vol. 2, 839-846 pp, pp. 839-846
30. **MENSHIKOVA, M. (2013).** "Impact of Corporate Social Responsibility and Sustainability Policies on Consumer Decision". Upravlennets №3/43/2013, ISSN 2218-5005
31. **Fedorova, A., MENSHIKOVA, M. (2013).** "Influence of toxic management on development of crisis situations within organization: Review of Russian reality". WOA 2013 XIV Workshop dei Docenti e Ricercatori di Organizzazione Aziendale. Organizing in turbulent times: the challenges ahead, Sapienza Università di Roma, 2013. ISBN: 9788867870554.
32. **Fedorova, A., MENSHIKOVA, M., Dvorzakova, Z., Parsiukevich, A. (2013).** "Toxic human factor of crisis situations within the Russian organizations". The 7th International Days of Statistics and Economics Conference Proceedings. ISBN 978-80-86175-87-4
33. **MENSHIKOVA, M., Shokola, I. (2013).** "Customers' gender differences as a basis for communication CSR politics' construction (example of food-retail in Italy)." 4th EMAC CEE Regional Conference. ISBN 978-5-9924-0081-6

Languages

Mother tongue - Russian

	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken interaction	Spoken production	Writing
Italian	C1	C1	C1	C1	C1
English	B2	B2	B2	B2	B2
Spanish	B2	B2	B1	B1	B1

Technical Skills

Proficient with Microsoft Office Package (Word, Excel, PowerPoint), Internet

Basic usage of software: SPSS, SPAD, LaTeX, UCINET, NVivo

Organization skills and competences

- Organization of collaboration between Italian and foreign Universities, assistance in the signing agreements and exchange of professors in the framework of academic and scientific mobility (Ural State University of Economics, Ural Federal University – Russia; Sapienza University of Rome, International Telematic University UNINETTUNO – Italy);
- Organization of cultural events and scientific conferences (Ural State University of Economics - Russia, Ural Federal University – Russia, Sapienza University of Rome - Italy, Universitas Mercatorum - Italy, International Telematic University UNINETTUNO – Italy)

Awards

April 2018	Finalist of the Scientific contest «Young professionals of Eurasia» in the framework of the EURASIAN ECONOMIC YOUTH FORUM CONGRESSES OF 2018.
2014/2015	Scholarship “Made in Italy: Eccellenze in Digitale” , project realized by Unioncamere and Google Italy under the patronage of the Ministry of Economic Development
2014/2015	Grant for “Start to research” , Sapienza University of Rome.
2013/2014	Grant for “Start to research” , Sapienza University of Rome
2011/2012	Scholarship Erasmus Mundus MULTIC Action2
2010	Best Student Award , Ural State University of Economics, Ekaterinburg, Russia

27/11/2019



EMPLOYEMENT

ADJUNCT PROFESSOR (Selected; language of instruction: English)

2017-present, *Social Network Theory and Analysis for the Cultural Sector*, CATTOLICA UNIVERSITY (ITALY)

2017-present, *Organization Theory*, BOCCONI UNIVERSITY (ITALY)

2016-present, *Managing Creativity*, BOCCONI UNIVERSITY (ITALY)

2019-2020, *Creativity & design thinking*, IESEG UNIVERSITY, PARIS (FRANCE)

2016-2019, *Leadership and Negotiation*, IESEG UNIVERSITY, PARIS (FRANCE)

2016-2017, *Organizational Behavior*, UNIVERSITA' DELLA SVIZZERA ITALIANA, (SWITZERLAND)

2014-present, *Leadership and Managerial Skills Seminar*, BOCCONI UNIVERSITY (ITALY)

2018-2019, *MGT 601-602 Practical Experience*, FRANKLIN UNIVERSITY (SWITZERLAND)

2014-2018, *Cross-Cultural Negotiation*, FRANKLIN UNIVERSITY (SWITZERLAND)

2014-2016, *Leading People and Organization*, BOLOGNA BUSINESS SCHOOL (ITALY)

2010-2012, *Decision Making and Negotiation*, BOCCONI UNIVERSITY (ITALY)

BOCCONI UNIVERSITY, DEPARTMENT OF MANAGEMENT AND TECHNOLOGY

September 2010 – August 2014

Post Doctoral Research Fellow (4 years grant)

FOOD IMPORT LIMITED COMPANY (F.lli Monti)

June 2002- July 2006

Role: *Chief Executive Officer*

Main activities: Planning of the family business generational change, after a discontinuity crisis, and of a 5-years strategic plan to manage the transformation of the family business from mere import and distribution of codfish and stockfish to food processing.

EDUCATION

UNIVERSITY OF BOLOGNA, DEPARTMENT OF MANAGEMENT

November 2006 – May 2010

Ph.D in Management (Judgment: excellent)

Dissertation: “Social Identity and Social Network in Organizations: A Conceptual and Empirical Examination”

Advisory committee: Prof. Massimo Bergami, Prof. Simone Ferriani, Prof. Alessandro Lomi and Prof. Richard P. Bagozzi

ROSS SCHOOL OF BUSINESS, UNIVERSITY OF MICHIGAN (ANN ARBOR, MI, USA)

August 2007 – August 2008

February 2009 – August 2010

Visiting scholar

BA870. Ph.D. course on Research Methods in the Behavioral & Social Sciences. Among others, the central concepts considered in the course included reliability, validity, explanation, prediction, control, and understanding of individual, group, and organizational phenomena. We performed secondary analyses and interpretation of data and used broad based structural equation methodology (LISREL) as the primary means of analysis. Teacher: Prof. Richard P. Bagozzi.

CSIB 897. Doctoral Seminar in Corporate Strategy. This doctoral seminar surveyed the major theoretical perspectives used in strategic management (or strategy) research. The course drew upon economics, sociology and organization theories to supplement more traditional strategy approaches towards understanding firm performance and related issues. Teacher: Prof. Gautam Ahuja.

UNIVERSITY OF BOLOGNA, SCHOOL OF ECONOMICS
November 2002 – July 2004
M.Sc. Summa Cum Laude in Business Management

UNIVERSITY OF BOLOGNA, SCHOOL OF ECONOMICS
October 1998 – October 2002
B.A. in Management

RESEARCH INTERESTS

The overarching theme of my research program is the analysis of the interplay between social identity theory (SIT) and social network analysis (SNA) and their effects on individual and organizational behavior. In particular, I investigate both the boundary conditions and the underlying mechanisms underpinning the reciprocal influence between core variables in the SIT and SNA literature and their joint impact on behaviors such as individuals' decision making, knowledge sharing and pro-social and creative behaviors.

Main Area Organization Theory & Organizational Behavior

Specific Interests Social Identity and Categorization Theory, Social Network Analysis, Knowledge Sharing, Cooperation, Decision Making, Creativity.

PUBLICATIONS (peer reviewed)

1. Annosi, M.C., Brunetta, F., Monti, A., & Nati, F. (2019). Is the trend your friend? An analysis of technology 4.0 investment decisions in Agricultural SMEs. **Special Issue** on "Agri-Food 4.0 and Digitalization in Agriculture Supply Chains - New directions, challenges and applications". Guest editors: M. Lezoche, H. Panetto, J. Hernandez, M. del Mar E. A. Diaz, and J. Kacprzyk. *Computers in Industry*. doi.org/10.1016/j.compind.2019.04.003
2. Dubini, P., and Monti, A. (2018). Board composition and organizational performance in the cultural sector: the case of Italian opera houses. **Special Issue: Cultural Entrepreneurship and the New Arts Management**. *International Journal of Arts Management*, Volume 20 (2): pp. 56 - 70 . ISSN: 1480-8986
3. Turner, K., Annosi, M.C. and Monti, A. (2017) A Knowledge-Based View of Innovation: The Role of Input and Output Controls. Paper published in the proceeding of the European Academy of Management (**EURAM**), June 21-24, Glasgow, UK. ISSN 2466-7498.
4. Equi Pierazzini, M., Monti, A., and Dubini, P. (2017). Glass Cliff In Art? An Exploratory Study Of Women Artists' Careers At Art Basel System. Paper published in the proceeding of the European Academy of Management (**EURAM**), June 21-24, Glasgow, UK. ISSN 2466-7498
5. Giordano, S., Monti, A., and Dubini, P. (2017). "Nessun Dorma":International Strategies For Italian Opera Houses. Paper published in the proceeding of the European Academy of Management (**EURAM**), June 21-24, Glasgow, UK. ISSN 2466-7498.
6. Annosi, M.C., Martini, A., and Monti, A. (2017). Integrating Social Network Theory Into Learning and Ambidexterity Research: A Micro-Level Analysis for Self-Managing Teams. Paper published in the proceedings of the 18th International CINet Conference, "Digitalization and innovation: designing the organization of the future", 10-12 September, Potsdam, Germany, ISBN 978-90-77360-20-0

7. Monti, A., Magni, M. (2017). Intra-team Trust and Team Performance: The Role of Team Potency and Team Behavioral Integration. Paper published in the proceedings of the XVIII “Workshop dei Docenti e Ricercatori di Organizzazione Aziendale” (WOA), February, 16-17, Pisa, Italy.
8. Barberio, V., Monti, A. (2015). Réseaux sémantiques et légitimité du discours organisationnel : une illustration ("Semantic networks and organizational discourse legitimacy : an empirical illustration"). *Revue internationale de Communication sociale et publique*, No 12: 7-25. ISSN 1913-5297.
9. Monti A. (2015). The endorsement of ethically questionable tactics: the moderating role of culture and individual's attitudes. In Paolo Gubitta, Martina Gianecchini, Diego Campagnolo (Eds), *Back to Basics. Searching for New Forms of Organizing*. ISBN 978-88-6938-056-3.
10. Monti A. & Dubini, P. (2015). Board of directors' profile and organizational performance in the cultural sector: the case of Italian opera houses. In Paolo Gubitta, Martina Gianecchini, Diego Campagnolo (Eds), *Back to Basics. Searching for New Forms of Organizing*. ISBN 978-88-6938-056-3.
11. Monti, A., Soda G. (2014). Perceived organizational identification and prototypicality as origins of knowledge exchange networks. In Daniel J. Brass, Giuseppe (Joe) Labianca, Ajay Mehra, Daniel S. Halgin, Stephen P. Borgatti (Ed), *Contemporary Perspectives on Organizational Social Networks, Research in the Sociology of Organizations*, Volume 40, pp. 353-375. ISSN: 0733-558X/doi:10.1108/S0733-558X(2014)0000040018.
12. Monti, A., Bergami M. (2014). Interpersonal citizenship behaviors (ICB): the role of ICB attitude and members prototypicality. In John Humphreys (Eds), *Academy of Management Proceedings* (Vol. 2014, No. 1, p. 16717), Academy of Management. doi:10.5465/AMBPP.2014.238. Awarded for the “Best Paper Proceedings” by the Organizational Behavior Division.
13. Monti, A., Salvemini S. (2014). “The Barolo Brothers: Organizational Identity and Social Relationships as Strategic Decision-Making Drivers.” Special Issue on Management-Learning Case Writing, Discussion, and Impacts: Theory, Methods, and Practice Honoring the Contributions of T. Grandon Gill. *Management Decision*, Vol. 52(9): 1750-1781. <http://dx.doi.org/10.1108/MD-10-2013-0559>.
14. Monti, A. (2014). Meaning and Meaningfulness in the Psychological and Organizational Literature: A Conceptual and Empirical Examination. Paper published in the proceedings of the XV “Workshop dei Docenti e Ricercatori di Organizzazione Aziendale” (WOA): *Organising for growth: theories and practices*. Udine, March 26–28, 2014. ISBN: 13: 978-1502474896 (CreativeSpace-Uniud assigned); 10: 1502474891
15. Monti, A. (2013). Organizational Identification and Social Networks: A Complementary Role in Explaining Interpersonal Citizenship' Attitude and Performance. Paper published in the proceedings of the XIV WOA: “*Organizing in turbulent times: the challenges ahead*”, pp 1 -12. Roma, July 30 – 31, 2013. ISBN: 978-88-6787-055-4.
16. Monti, A., Salvemini S. (2013). “The Barolo Brothers”: From Wine to Culture. A successful story of unconventional diversification. Business Case. The Case Centre, # [313-118-1](#).
17. Monti, A., Salvemini S. (2013). “The Barolo Brothers”: From Wine to Culture. A successful story of unconventional diversification. Teaching Note. The Case Centre, # [313-118-8](#).

PAPER UNDER REVIEW

1. Annosi, M.C., Monti, A., Martini, A. (2019). The antecedents of individual learning goal orientations in self-managing team-based configurations. *Creativity and Innovation Management* (Status: minor revision at 2nd round expected resubmission December 15, 2019).

2. Annosi, M.C., Monti A., Turner, K., (2019). Disentangling the Effects of Organizational Controls on Process and Product Innovation. *European Management Journal* (**Status:** Revised and Resubmit, 1st round with policy of conditional acceptance if the modifications are accepted)

PUBLICATIONS (not peer reviewed)

1. Iacopino, V., Mascia D., Monti A., Cicchetti, A. (2018). Professional Networks and the Diffusion of Medical Technologies: An Empirical Study on Robotic Surgery. In Boccardelli, P., Magnusson, M., Annosi, M.C., Brunetta, F. (Eds). *Learning and Innovation in hybrids and "new" organizations*, pp. 143 – 163, New York: Palgrave Macmillan (Book Chapter). ISBN: 978-3-319-62466-2. https://doi.org/10.1007/978-3-319-62467-9_8
2. Bergami, M., Monti, A., Morandin G. (2013). Leadership in a combination of continuity and strategic change: building a new identity. In: (a cura di): Bergami M., Celli P. L., Soda G., *National monopoly to successful multinational: the case of Enel*. p. 118-135, New York: Palgrave Macmillan, ISBN: 9781137033895
3. Bergami, M., Monti, A., Morandin G. (2011). La leadership tra continuità e cambiamento strategico: la costruzione di una nuova identità. In: Bergami M., Celli P. L., Soda G. *Enel: da monopolista nazionale a leader globale*. p. 111-127, Milano: Egea. ISBN: 9788823833159

WORKING PAPERS

1. Monti, A. *A social identity approach to advice relations: The role of affective and evaluative dimensions of identification and member's prototypicality*. Status: revised after friendly reviews to be sent for editing-proofreading. Target journal: Organization Science. To be submitted in May.
2. Monti, A. *Social Identity and Social Network in Organizations: Toward an Integrated Framework*. New draft version. Target Journal: Academy of Management Review. To be submitted in June.
3. Monti, A. The Art's Boardroom? Glass Cliff as a Phenomenon in the Art System. (with Equi Pierazzini, M., & Dubini, P.) **Status:** Additional qualitative data collection requested before submitting to Journal of Management Studies.
4. Monti, A. Is Governance the Answer? The impact of Directors and their boardroom after the Italian Museum reform. (with Dubini, P.) **Status:** To be submitted to International Journal of Arts Management for the Special Issue on "Governance, Boards and Directors in the Arts and Cultural Sector: Perturbations, Change and Destablization".
5. Monti, A. *The Role of Narrative Identity Work In Serial Entrepreneurship: A Longitudinal Study*. (with Giuliani, A., Barberio, V.) **Status:** Second draft. Target Journal: Administrative Science Quarterly
6. Monti, A. *Interpersonal citizenship behaviors (ICB): the role of ICB attitude and members prototypicality*. (with Bergami M.) **Status:** To be sent for editing-proofreading. Target Journal: Journal of Applied Psychology.
7. Monti, A. Social identity and social network determinants of individual performance within the organization: Complementary or substitutes? **Status:** First Draft
8. Monti, A. *How to drive individual initiative to adapt and align in self-managing team-based organizations. An abductive approach* (Annosi, M., Martini, A.). **Status:** First Draft

PRESENTATIONS (peer reviewed conferences/workshop)

1. Monti, A., Equi Pierazzini, M. & Dubini, P. (2019). "The Art's Boardroom? Glass Cliff as a Phenomenon in the Art System". Paper presented at the 79th **Academy of Management Meeting** (AOM), in a OB Divisional Paper session and PDW on "How to publish diversity research", 9-13 August, Boston, USA
2. Monti, A. (2019). Social identity and social network determinants of individual performance within the organization: Complementary or substitutes? Paper accepted at 35th **EGOS Colloquium** [SWG = 07] Networks, Goals and Organizational Effectiveness: The Idea of 'Network Management', July 4-6, in Edinburgh, United Kingdom
3. Monti, A. (2019). A Social Identity Perspective on Intra-Organizational Network: The Role of Different Targets and Contents of Identification and of Members Prototypicality. Paper presented at the XXV **Organization Science Winter Conference**. The Disciplines and Organization Science (OSWC), February 28- March – 2, Phoenix, Arizona, USA.
4. Annosi, M.C., Monti, A., Martini, A. (2019). How to drive individual initiative to adapt and align in self-managing team-based organizations. An abductive approach. Paper presented at the XXV **OSWC**, February 28- March – 2, Phoenix, Arizona, USA.
5. Monti, A. (2019). The Social Network Bases of Organizational Identification: Tie Contents, Network Structures and Boundary Conditions. **Academy of Management Review Theory Development "Hackathon"**, February 22 and 23, at the IESE Business School, Barcelona, Spain
6. Monti, A. & Lomi, A. (2018). The multilevel structure of social networks and organizational vocabularies. Paper accepted at the XXXVIII, *Sunbelt conference of the International Network for Social Network Analysis (ISNA)*, June 26-July 1, 2018 in Utrecht, the Netherlands.
7. Giuliani, A. P., Monti, A., and Barberio, V. (2018). Narrative identity work and serial entrepreneurship: exploring optimal distinctiveness discourse strategies. Paper presented at the 78th **Academy of Management Meeting** (AOM), PDW: *Optimal Distinctiveness: Past Approaches, Theoretical Integration, and Future Research Agenda*, Friday, Aug 10, Chicago, USA.
8. Annosi, M., Martini, A., Monti, A. and Redaelli, G. (2018). Self-Managing Team as Organizational Context For Individual Ambidexterity: A Micro-Level Study. Paper accepted for the **R&D Management Conference**, Track 12: Team, leadership & organization for creativity and innovation, June 30- July 4, Milan, Italy.
9. Gallagher, G., Monti, A., Robins G., Lomi A. (2017). Influential relations: How experiential learning diffuses in organizations. Paper presented at the XXXVII **ISNA** Conference, Beijing, May30-June 4.
10. Giuliani, A., Monti, A. & Barberio, V. (2017). The Role Of Narrative Identity Work In Serial Entrepreneurship: A Longitudinal Study. Paper accepted for presentation at the at the 77th **Academy of Management Meeting** (AOM), scheduled for August 4-8 in Atlanta, USA.
11. Turner, K., Annosi, M.C. and Monti, A. (2017) Disentangling the Effects of Organizational Controls on Process and Product Innovation. Paper presented at the at the 77th **AOM**, August 4-8 in Atlanta, USA.
12. Equi Pierazzini, M., Monti, A., and Dubini, P. (2017). Glass Cliff In Art? An Exploratory Study Of Women Artists' Careers At Art Basel System. Paper presented at the **European Academy of Management** (EURAM), June 21-24, Glasgow, UK.
13. Giordano, S., Monti, A., and Dubini, P. (2017). "Nessun Dorma":International Strategies For Italian Opera Houses. Paper presented at the **EURAM**, June 21-24, Glasgow, UK.

14. Turner, K., Annosi, M.C. and Monti, A. (2017). A Knowledge-Based View of Innovation: The Role of Input and Output Controls. Paper presented at the **EURAM**, June 21-24, Glasgow, UK.
15. Annosi, M.C., Martini, A., and Monti, A. (2017). Integrating Social Network Theory Into Learning and Ambidexterity Research: A Micro-Level Analysis for Self-Managing Teams. Paper presented at the proceedings of the 18th International CINet Conference, "Digitalization and innovation: designing the organization of the future", 10-12 September, Potsdam, Germany.
16. Monti, A., Magni, M. (2017). Intra-team Trust and Team Performance: The Role of Team Potency and Team Behavioral Integration. Paper presented at the XVIII "Workshop dei Docenti e Ricercatori di Organizzazione Aziendale" (**WOA**), February, 16-17, Pisa, Italy.
17. Monti, A. (2016). A social identity approach to advice relations: The role of affective and evaluative dimensions of identification and member's prototypicality. Short paper accepted at 32th **European Group of Organization Studies (EGOS)**, in the Sub-theme 05: (SWG) Multi-level Network Research: The Interplay between Micro-level and Macro-level Networks". July 7-9, Naple, Italy.
18. Equi Pierazzini, M., Monti, A. & Dubini, P. (2016). Glass ceiling or glass cliff in art? An exploratory study of women artists careers at Art Basel system. Short paper accepted at 32th **EGOS**, in the sub-theme 60: Shadowing Diversity Issues to Exploit Power Dynamics and Innovation Processes in Organization. July 7-9, Naple, Italy.
19. Monti, A. (2015). "Social Identity and Social Network in Organizations: Exploring The Role of members prototypicality". Paper presented in a Divisional Paper session (OB) at the 74th **Academy of Management Meeting (AOM)**, scheduled for August 7-11 in Vancouver, BC, Canada.
20. Monti, A. (2015). "The Network Base of Social Identification: Tie Contents, Network Structures and Boundary Conditions". Paper presented in a Divisional Paper session (OB) at the 74th **AOM**, scheduled for August 7-11 in Vancouver, BC, Canada.
21. Giuliani, A., Monti, A. (2015). "The Role Of Narrative Identity Work In Serial Entrepreneurship: A Longitudinal Study". Paper presented for presentation at the 35th **Babson College Entrepreneurship Research Conference (BCERC)** scheduled for June 10-13 in Natick, MA, USA.
22. Monti, A., Giuliani, A. (2015). "Uncovering patterns of narrative identity work in serial entrepreneurship: A longitudinal mixed method study". Paper presented at 31th **EGOS**, in the Sub-theme 07: (SWG) Institutions and Identities. July 2-4, Athens, Greece. **Running up for the best paper EGOS 2015.**
23. Monti A. (2015). The endorsement of ethically questionable tactics: the moderating role of culture and individual's attitudes. Paper presented at XVI **WOA** "Back to Basic: Searching for New Forms of Organizing", Padova, Italia, 20-22 Maggio 2015.
24. Monti A. & Dubini, P. (2015). Board of directors' profile and organizational performance in the cultural sector: the case of Italian opera houses. Paper presented at XVI **WOA** "Back to Basic: Searching for New Forms of Organizing", Padova, Italia, 20-22 Maggio 2015.
25. Monti, A., Bergami M. (2014). "Interpersonal citizenship behaviors (ICB): the role of ICB attitude and members prototypicality". Paper presented in a Divisional Paper session at the 73th **AOM** August 1-5, Philadelphia, Pennsylvania. **Awarded** for the "**Best Paper Proceedings**" by the Organizational Behavior Division.
26. Monti, A., Soda G., Bizzi L. (2014). "Boundary Spanning in Organizations: The Role of Affective and Instrumental Multiplexity". Paper accepted for presentation in a Divisional Paper session at the 73th **AOM**. August 1-5, Philadelphia, Pennsylvania (scheduled).
27. Monti, A., Soda G. (2014). "Integrating social capital and social identity perspective: implication for knowledge exchange". Paper presented at 30th **EGOS**, sub-theme 14:(SWG) Organizational Network Research: Organization and Renewal of Organizational Networks. July 3-5, Rotterdam, Netherlands.

28. Dubini, P. Monti A., Raviola E. (2014). "What is cultural entrepreneurship all about". Paper presented at the 30th **EGOS**, in the Sub-theme 13: (SWG) Creative Industries Revamped: Trespassing and Crosspollination. July 3-5, Rotterdam, Netherlands.
29. Dubini, P., Monti A., Papanikolaou C. (2014). "Made in Italy: positioning Italian Opera in the global landscape". Paper accepted for the 18th *International Conference on Cultural Economics* (ACEI). June 24-27, Montreal, Canada.
30. Monti, A. (2014). Meaning And Meaningfulness in the Psychological and Organizational Literature: A Conceptual and Empirical Examination. Paper presented at the XV "Workshop dei Docenti e Ricercatori di Organizzazione Aziendale" (**WOA**): *Organising for growth: theories and practices*. Udine, March 26 – 28, 2014.
31. Monti, A., Soda G. (2013). "Integrating Social Capital and Social Identity Perspectives: Implication for Knowledge Exchange". Paper presented at the 72th **AOM** in a Divisional paper session: "Social Networks & Social Capital". August 9-13, Orlando, Florida.
32. Monti, A., Soda G. (2013). "Cross-boundary integration in organizations: The role of affective and instrumental multiplexity". Paper presented at the 29th **EGOS** in the Sub-theme 14: (SWG) "Organizational Network Research: Bridging and Bridges in Organizational Networks". July 4-6, Montreal, Canada.
33. Monti, A. (2013). Organizational Identification and Social Networks: A Complementary Role in Explaining Interpersonal Citizenship' Attitude and Performance. Paper presented at the XIV **WOA** "Organizing in turbulent times: the challenges ahead", Roma, July 30 – 31, 2013.
34. Monti, A., Bergami M. (2011). "When Identities Mirror Networks: An empirical examination". Paper presented at the 71th **AOM** in a Divisional Roundtable Paper session: "Social Identity at Work: Individual Differences and Team Processes Individual and Group Identity". August 12-16, San Antonio, Texas.
35. Morandin, G., Bergami M., Monti A., Bagozzi R. P. (2010). "Schema-based Sensemaking of the Decision to Participate and Its Effects on Job Performance". Paper presented at the 70th **AOM** in a Divisional Roundtable Paper session: "Decision making: Towards managing and understanding cognitive biases and schema". August 6-10, 2010, Montreal, Canada.
36. Monti A., Bergami M., Morandin G. (2010). "The Interplay between Social Networks and Organizational Identification: A Conceptual Examination". Paper presented at the 26th **EGOS** in the Sub-theme 02: (SWG): "New Directions in Organizational Network Theory and Research". June 28 – July 3 2010, Lisbon, Portugal.
37. Morandin, G., Bergami M., Monti A. (2010). "Customers Participate in the organization through membership in customer communities: A Situated Cognition Analysis". Paper presented at the 26th **EGOS** in the Sub-theme 42: "Communities and Networks as an Organizational Form". June 28 – July 3, 2010, Lisbon, Portugal.
38. Monti A. (2009) "Social Identity Perspective and Network Ecology: Toward an Integrated Framework". Paper accepted for the 24th *Cardiff Employment Research Unit* (ERU) Conference, "New Directions in Organization Studies ",Cardiff, UK, September, 3-4 2009.
39. Monti A., Morandin G., Bergami M., Lomi A. (2009). "Identity assimilation and social networks in organizations: An empirical study of social identities across multiple organizational targets." Paper presented at the 25th **EGOS** in the Sub-theme 46. July 2-4, 2009, Barcelona, Spain.
40. Monti A., Bergami M., Morandin G. (2008). "The relationship between multiple structures and organizational identification: a conceptual examination". Paper presented at 68th **AOM** at "Managerial and Organizational Cognition" division. August 8-13, 2008, Anaheim, CA.

41. Morandin G., Bergami M., Monti A., (2008). “Do motivations to join the organization influence job performance? An application of the cognitive schemas theory to call center employees”. Paper presented at the 24th **EGOS** in the Sub-theme: “Organizations and Careers: Interaction and their Implications”. July 10-12, 2008, Amsterdam, Netherlands.

TEACHING EXPERIENCE (selected)

BOCCONI UNIVERSITY

Instructor

2017-present (language of instruction: English)

Organization Theory (Bachelor in International Economy and Management; BIEM; 48 hours)

Grade 2017-18 (class 32): Professor Evaluation: **0.76/1**. Course Evaluation: **0.77/1** (students ≈ 100)

Grade 2017-18 (class 33): Professor Evaluation: **0.78/1**. Course Evaluation: **0.78/1** (students ≈ 80)

Instructor

2016-present (language of instruction: English)

Managing Creativity (Open to all Bachelor's Programs; Elective course: 48 hours)

Grade 2016-17: Professor Evaluation: **0.76/1**. Course Evaluation: **0.82/1** (students ≈ 115)

Grade 2017-18: Professor Evaluation: **0.82/1**. Course Evaluation: **0.82/1** (students ≈ 100)

Instructor

2014 – present (language of instruction: English)

Leadership Managerial and Behavioral Skills (BIEM; 16 hours)

Grade 2016-17: Professor Evaluation: **0.75/1**. Course Evaluation: **0.79/1** (students ≈ 115)

Grade 2017-18: Professor Evaluation: **0.86/1**. Course Evaluation: **0.85/1** (students ≈ 100)

Instructor (language of instruction: English)

February 2010-2012

Decision Making And Negotiation (M.Sc. in International Management and other M.Sc. programs; 48 hours)

Grade 2011-2: Professor Evaluation: **0.80/1**. Course Evaluation: **0.81/1** (students ≈ 70)

Grade 2010-1: Professor Evaluation: **0.82/1**. Course Evaluation: **0.83/1** (students ≈ 40)

UNIVERSITA' DELLA SVIZZERA ITALIANA (USI), SWITZERLAND

Instructor (language of instruction: English)

September 2016 – December 2016

Organizational Behavior (M.Sc. in Management & Economics and Health Communication & Management; 42 hours)

Course Evaluation (2016-17): overall evaluation **7.5 /10** (students ≈ 60)

FRANKLIN UNIVERSITY (SWITZERLAND)

Instructor (language of instruction: English)

2014-2018

Cross-cultural Negotiation (M.Sc. in International Management; 30 hours)
 Course Evaluation (2014-15): overall **4/5** (students \approx 8)
 Course Evaluation (2015-16): overall **4/5** (students \approx 16)
 Course Evaluation (2016-17): overall **4/5** (students \approx 10)
 Course Evaluation (2017-18): overall **to be received**

UNIVERSITY OF BOLOGNA

Instructor (language of instruction: English)
 2014-2016

Leading People and Organizations (M.B.A. Bologna Business School; 24 hours)
 Course Evaluation (2014-15): overall evaluation **7/10** (students \approx 50)

CATTOLICA UNIVERSITY

Instructor
 2017-present (language of instruction: English)

Social Network Theory and Analysis for the Cultural Sector (M.Sc. Methods and topics in arts management; 48 hours)
 Course Evaluation (2017-2018) Overall Evaluation 7/9 (students \approx 24)

IESEG SCHOOL OF MANAGEMENT

Instructor
 2016-present (language of instruction: English)

Leadership and Negotiation (M.Sc. Fashion Management; 16 hours)
 Evaluation not available

FELLOWSHIPS AND AWARDS

- 2015 Finalist for the best paper at *European Group of Organization Studies* (EGOS), Athens, Greece, for the “Uncovering patterns of narrative identity work in serial entrepreneurship: A longitudinal mixed method study”(with Giuliani, A.)
- 2014 **Academy of Management Best Paper Proceedings** for the paper “Interpersonal citizenship behaviors (ICB): the role of ICB attitude and members prototypicality” (with Bergami M.).
- 2010-4 Bocconi University: research fellowship.
- 2008 Winner of the XIV “Marco Polo” Program fellowship for a visiting scholarship with destination Ross Business School, University of Michigan (USA): euro 8100 (funded period 6 months: March to August 2009).
- 2007 Winner of the XIII “Marco Polo” Program fellowship for a visiting scholarship with destination Ross Business School, University of Michigan (USA): euro 8100 (funded period 6 months: November 2007 to August 2008).
- 2006-10 Italian Ministry of Education and Research (MIUR): PhD Scholarship.

RESEARCH PROPOSALS AND GRANTS

2007-8 RESEARCH PROJECT OF NATIONAL INTEREST (PRIN)

Research team member in the University of Bologna Unit for the project: “Excellent companies and “innovative” entrepreneurs in the contemporary Italy: traces of the new ruling class in the political, institutional and the economic system” (Protocol 2007NLSE5F_003). Leading university: LUISS Guido Carli. Duration: 24 months (Amount awarded for our Unit: 30.000 euro).

INSTITUTIONAL RESPONSABILITIES

2016-present	Responsible of the course “Managing Creativity” (Elective shared by the majority of Bachelor Programs), Bocconi University
2016 – 2017	Responsible of the course “Organization” for the M.Sc. in International Management, Bocconi University
2014 – 2016	Assistant of the Director of the Undergraduate Degree in Management for the Arts, Culture and Communication (around 750 students), Bocconi University, Italy. In the capacity of this role, I attended Undergraduate Faculty Meetings and I helped develop objectives, improvements / correction interventions, and revise procedures related to the Annual Study Program Review Report (Rapporto di Riesame del corso di Laurea procedura AVA e SUA ed ANVUR). I also managed the procedure related to the approval of exams given in exchange but not automatically recognized by the University.

SUPERVISION OF GRADUATE STUDENTS AND PHDs

2016	Co-Advisor of 1 PhD (Silvia Giordano) IMT School for Advanced Studies, PhD program in Analysis and Management of Cultural Heritage, Lucca
2010 – 2018	Supervision of more than 35 Master Students’ thesis mostly at the Department of Management and Technology, Bocconi University, Italy and other Institutions while discussant of more than 50 Master Thesis at Bocconi University. In my role of supervisor, I helped the students approach their theses with scientific rigor and to combine relevance and concern about the potential implications of their work for management and employees. Each thesis involved the development of a model and data collection with different methodology such as experiments, secondary data or primary data with questionnaire in single or multiple organizations.

ONGOING PROJECTS

1st Stream: *Social Identity, Social Networks and their impact on individual’s and organizational behaviors*

To strengthen the validity of the models proposed in my dissertation, and already tested in two of the published papers, two new data collection will be performed replicating the original questionnaire both within the same company (data collected in May 2017) and in another

company (data collected in June 2017). Papers published in RSO, AMBPP and minor revision at Creativity and Innovation Management and other conferences' proceedings can be considered the output of this stream.

2nd Stream: *Innovation, category emergence and consecration in creative industries*

A first project investigates (with Paola Dubini of Bocconi University) the role of Opera Houses' board members composition, inter-organizational relationships and position on their innovation in terms of programming. An original dataset with information on theatres, programs, conductors and directors for each opera played in each theatre for the period 2010-2013 at the global level was developed. Additional information for the Italian dataset on board compositions, performances, and co-production for the period 2006-2013 are already collected. A first descriptive analysis of the data was presented in May at the Opera Europa International Conference (dedicated to professional of the sectors). A first paper of this larger project was published in a special issue launched by the International Journal of Arts Management. **Status:** longitudinal data collection and preparation of a follow up paper.

I also explore (with Antonio Giuliani of the University of Illinois Chicago), the role of narrative identity work in serial entrepreneurship in a cultural setting. In particular, we will approach the problem with a longitudinal mixed-method case study using semantic network analysis to analyze patterns of consistency and flexibility established and sustained by serial entrepreneurs in managing different identities related to different ventures. **Status:** To be submitted to Administrative Science Quarterly (expected in September 2019)

PROFESSIONAL AFFILIATIONS AND ACTIVITIES

2016 – present	Associazione Italiana dei docenti di Organizzazione Aziendale (ASSIOA)
2006 – present	European Group for Organizational Studies (EGOS)
2007 – present	Academy of Management Society (AOM): OB and OMT divisions

Ad hoc Reviewer

2017 - present	International Journal of Arts Management
2016 - present	Management Decision
2014 – present	Organization Science
2013 – 2015	Strategic Management Journal European Management Review
2012 – 2013	Scandinavian Management Review
2008 – present	Academy of Management Meeting, OB and OMT divisions

WORKSHOPS AND SUMMER SCHOOLS

- 2013 **Teaching Excellence Program (TEP).** This workshop was focused on executive education theory and practices with the aim to prepare a field project to develop and track progresses on defined teaching weaknesses. Bocconi University, January 15-18, Milan, Italy.

- 2012 **Getting Published in Top Tier Journals: Guidance and Insights.** Research development workshop held by AMJ and OMT Division of the Academy of Management with the aim to offer general insights and specific suggestions to Authors in early career stage on specific draft papers judged to have the potential to be published in top tier journals. Bocconi University, May 7 – 8, Milan, IT.
- 2010 **Workshop on Statistical Models for Social Networks.** The course was based on a short theoretical introduction to exponential random graph models (ERGM) models and a focus on the use of Pnet software with research data. Teachers: Professor Yuval Kalish, Tel Aviv University, Israel. Università della Svizzera Italiana (USI), September 29-30, Lugano, SW.
- 2009 **The Medici Summer School in Management Studies: “Categories and Identities in Industries and Markets”.** The program focused on the role that organizational categories and identities play in organizational functioning, particularly at the industry and field levels (Prof. J. Porac; G. Gavetti; E. Zuckerman; R. Garud; H. Rao; R. Durand; E. Pontikes). “La Pietra”, July 6-11, Florence, IT.
- 2009 **Summer School on Longitudinal Network Data Analysis using SIENA.** The course’s primary topic was the approach of stochastic, actor-based modelling to the analysis of longitudinal data on complete networks. As second topic, we addressed the use of exponential random graph models for cross-sectional and complete network data. University of Bologna, June 15-19, Forlì, IT.

RESEARCH AND CONSULTANCY PROJECTS (selected)

- 2017 **ERICSSON** (TLC industry)
Organizational identity and of informal social relationships and their impact on project team knowledge sharing and performance. Role: *adjunct research consultant*.
- 2014 **BERTOLI** (manufacturing and engine industry)
Analysis of climate, organizational identity and of informal social relationships and their impact on knowledge exchange and satisfaction. Role: *research consultant leader*.
- 2012 **LAGO** (manufacturing and design industry)
Analysis of the organizational climate and of misalignment between formal and informal structure of the white collar group. Suggested practices to avoid potential threads. Role: *research leader*.
- 2010-11 **ENI** (energy industry)
The system of industrial relations in Eni and the protection of employee and human rights: mapping, benchmarking and the definition of best practices. Role: *adjunct research consultant*.
- 2010 **COESIA GROUP** (packaging industry)
Assessment of the alignment and participation of the top management to the new strategic vision, identity and behaviors promoted by the corporate headquarter. Role: *adjunct research consultant*.
- 2009-17 **DALLARA** (automotive industry)
Analysis of climate and of informal social relations with the aim of isolating main drivers and potential threads to knowledge sharing in the organization. Co-design of organizational practices to foster knowledge sharing and cooperation within and across functions. Role: *research consultant leader*.
- 2007-8 **SEAT PAGINE GIALLE** (service industry)
A 2-phases project concerning the evaluation of the impact of the organizational changes on member’s attitude and behaviors and co-design of the organizational identity related to the new headquarters relocations. Role: *executive research leader*.

LANGUAGES

- Italian (mother tongue)
- English (fluent)

COMPUTER SKILLS

- Statistical packages: SPSS, AMOS, LISREL, STATA
- Social Network Analysis packages: UCINET, ORA, STOCNET (p* models)

Autorizzo il trattamento dei miei dati personali ai sensi del Decreto Legislativo 30 giugno 2003, n. 196.