

Curriculum Vitae & Publications

Giuseppe Delmestri is full professor and chair of the Institute of Change Management & Management Development in the Management Department of WU Vienna University of Economics and Business. He serves as chair of EGOS, in the ASSIOA Board and in the Faculty of VHB-ProDok. He received the doctoral degree at Mannheim University and the *idoneità* to associate professor and to ordinarius at Parthenope University in Naples. He was tenured assistant professor at Bocconi University in Milan, where he also acted as senior lecturer at SDA Bocconi. He also served as tenured associate professor at the University of Bergamo, where he acted as deputy director of the Department of Business Administration and dean of SdM School of Management. As full professor at Johannes Kepler University he started the Joint Master in Global Business “Troika”. He currently studies market and social categories, their evaluation, social movements, branding, and ethics in multinational companies, cinema, universities, global cities, community pharmacy and the food and beverage industry. He published in journals such as Administrative Science Quarterly, Organization Studies, Journal of International Business Studies, Journal of Management Studies, Human Relations, Higher Education, British Journal of Management, Economia & Management, and others.



CURRENT POSITIONS

- Full professor, head of Institute of Change Management & Management Development, member of STaR (Sustainability Transformation and Responsibility) and deputy member of Senate at WU Vienna
- Chair of EGOS, board member ASSIOA and faculty member responsible for PhD-Courses in Management at VHB-ProDok
- Co-founder of *Organization Scientists for Future* (<https://os4future.org> @OS4Future)

PREVIOUS POSITIONS

2020-2022	Board member and vice-chair EGOS
2015-2019	Faculty member of the German EMBA, WU Executive Academy
2012-2014	Speaker of the KO-BWL/WIN (Business Administration & Informatics) Group at JKU Linz
2012-2014	Head of the <i>Institute für Organisation & Globale Managementstudien</i> at JKU Linz
2011-2012	Head of the <i>Institute für Organisation</i> at JKU Linz
2012-2014	Deputy Chair Study Commission “Double Degrees” at JKU Linz
2011-2014	Faculty member, Global Executive MBA & Management MBA, LIMAK – Austrian Business School
2011-2014	Tenured Full Professor at Johannes Kepler University (JKU) Linz
2011-2012	President, SdM School of Management, Bergamo University, Italy
2005-2011	Tenured Associate Professor of Organization & Management, Bergamo University
2009-2011	Dean, SdM School of Management, Bergamo University, Italy
2006-2009	Deputy Director, Department of Business Administration, Bergamo University
2005-2009	Founder & Deputy Dean, SdM School of Management, Bergamo University
2006-2009	Adjunct Senior Lecturer at SDA Bocconi, Bocconi University, Milan
2000-2005	Senior Lecturer at SDA Bocconi, Bocconi University, Milan
2003-2004	Lecturer in Organizzazione Aziendale, Università dell’Insubria, Varese, Italy.
1999-2004	Tenured Assistant Professor, Bocconi University, Milan
1994-1999	Part time Ph.D. Student at Mannheim University, Lehrstuhl Prof. Alfred Kieser
1992-1998	Research grants from Bocconi University & Italian Ministry of University and Research
1989-1991	<i>Marketing Executive</i> at Fabbri Publishing, Hamburg

EDUCATION AND TITLES

- 2011 *Idoneità in Organizzazione Aziendale* (habilitation) to Full Professor, Parthenope University, Naples
2003 *Idoneità in Organizzazione Aziendale* (habilitation) to Associate Professor, Parthenope University, Naples
2001 *Doktor der Wirtschaftswissenschaften (Dr. rer. pol.)*, Universität Mannheim, Lehrstuhl Prof. Alfred Kieser
1992 Entrepreneurship and Small Business Development - European Teachers and Trainers Program, Durham University Business School
1989 *Dottore in Economia Aziendale* (major in Organization Science), Bocconi University
1987 Exchange student at WU Wien in IMP (International Management Program) & stage at Länderbank Wien
1984 *Maturità Classica* (Classical High school degree), *Liceo classico* S. Alessandro, Bergamo, Italy

ACTIVITIES RELATED TO JOURNALS AND ACADEMIC ASSOCIATIONS

- Chair of EGOS (the European Group of Organization Studies)
- Elected board member of ASSIOA, Italian Academic Association for Organization Studies (2018-2024)
- Editorial board member *Organization Studies*, *Journal of Management Education*, *Studi Organizzativi*
- Ad-hoc reviewer for: Administrative Science Quarterly, Academy of Management Journal, American Journal of Sociology, Organization Studies, Organization Science, Strategic Management Journal, Journal of Management Studies, Industrial and Corporate Change, Strategic Entrepreneurship Journal, Human Relations, International Journal of Management Reviews, Journal of Management & Governance, Industry and Innovation, British Journal of Management, Journal of Marketing for Higher Education, Management International Review, Current Sociology, Acta Sociologica, Nonprofit and Voluntary Sector Quarterly, Technological Forecasting & Social Change, Public Management Review
- Member of *American Academy of Management* (OMT, ONE, CMS), the *European Group of Organization Studies*, *VHB* the German Academic Association for Business Research, *AIDEA* the Italian Academic Association for Business Research and *ASSIOA* the Italian Academic Association for Organization Studies

VISITING PROFESSORSHIP & ACTIVITIES

Università degli studi di Napoli Parthenope (Jan/Feb 2023); LUISS Rome (Nov/Dec 2022); Università degli studi di Cagliari (Aug/Sep 2022); Università degli studi di Modena e Reggio Emilia (Sept/Dic 2012); CBS (Nov 2008); University of Alberta (Feb/Mar&Jun 2009); Stanford University (Apr/May 2009); WU Vienna (Aug 2000)

CALLS AND BERUFUNGSVORTRÄGE (invitations to competitions for full professorships)

- Università della Svizzera Italiana (invited and shortlisted 2nd 2022)
- Leopold Franzen University Innsbruck, Austria (listed 1st and called 2013)
- University of Salzburg (invited 2012)
- Johannes Kepler Universität (JKU) Linz, Austria (2009; listed 2nd and called 2011)
- Università Parthenope di Napoli, Italy (2011; listed 1st)
- Technische Universität Graz, Austria (2010; listed 3rd)
- WU Wien, Austria (invited 2007)

RECENT THIRD MISSION ACTIVITIES

- Co-founder of OS4Future *Organization Scientists for Future* (<https://os4future.org> @OS4Future)
- Faculty member of *Lectures4Future* in Austria and member of *Scientists for Future* (S4F)
- Member of Selection/Editorial Board of the Responsible Research in Business and Management Honor Roll
- Invited speech with Magdalena Winkler at Tierrechtskongress Vienna (Oct 2022): [Technologische Disruption in der Tierindustrie? Zelluläre Landwirtschaft: ein Status-Quo Bericht](#)
- Invited speech (14.6.22) at BOKU Vienna "[Slow Science - a fast lane to addressing urgent crises?](#)" within *Nachhaltigkeit im Diskurs*, Veranstaltungsreihe der AG Nachhaltigkeitsforschung
- *Inside Impact* Podcast, [Activism – a road to change business and society?](#) (July 2021)
- Outreach event 2019 „WU Matters, WU Talks“: [Veganismus, Feminismus und die Proteinwende](#) (Video)

RECENT MEDIA CONTRIBUTIONS AND MENTIONS

- (mention) [Wenn Wissenschaftler Straßen blockieren](#), 10/01/23, Die Presse (Austria)
- (Interview) [Zelluläre Landwirtschaft. Magdalena Winkler und Giuseppe Delmestri berichten von Zellkulturen als Nahrungsmittelquelle](#), 16/12/2022, Tierrechtsradio, Radio Orange 94.0
- (Interview) [Junge Chefs mit neuem Anspruch](#) 12/11/22, Kurier (Austria)
- (Contribution) *Prozesse der Verleugnung in der Klimakrise* 12/01/22, BRUNO selbstbewusst. stark. sozialdemokratisch (Austria)
- (Interview) [Nur noch 9 Jahre Zeit. Radikale Antworten auf die Klimakrise](#). 14/04/21, Wolfgang Magazin (Austria)
- (Interview) *Wenn die Norm nicht mehr passt. Wie wir uns nach Corona neu (er)finden*, 17/02/21, BusinessArt - Wirtschaft mit Weitblick (Austria)
- (Mention) [Ecco come la grappa, Cenerentola degli alcolici, è diventata regina](#) 4/12/20, La Repubblica (Italy)

EDITORSHIPS

- Co-editor with F.C Wezel, E. Goodrick & M. Washington of SI of *Organization Studies*, 2020, 41(7): *The hidden life of categories: emergence, maintenance and change in organizations, markets and society*
- Co-Editor for the peer reviewed section of *Studi Organizzativi* from 2009 to 2011

PEER REVIEWED PUBLICATIONS (LISTED IN ISI WEB OF SCIENCE, AHCI THOMPSON REUTERS & SCOPUS)

1. **Delmestri** (2023): Are we all activists? *Organization Studies*, 44(1), 159–162.
2. **Delmestri**, Wezel, Goodrick, & Washington (2020): The Hidden Paths of Category Research: Climbing new heights and slippery slopes. *Organization Studies*, 41(7): 909–920.
3. Oberg, Drori, **Delmestri** (2018): Where history, visuality and identity meet: Institutional paths to visual diversity among organizations. *Research in the Sociology of Organizations*. SI: *Multimodality, Meaning and Institutions*. Volume 54B, 71–99
4. **Delmestri**, Brumana (2017): The multinational corporation as a playing field of power: a Bourdieusian approach. *Research in the Sociology of Organizations*, 49: 325-353. [awarded with the Emerald Literati Award Outstanding Author Contribution]
5. **Delmestri**, Greenwood (2016): How Cinderella Became a Queen: Theorizing Radical Status Change. *Administrative Science Quarterly*, 61/4: 507–550.
6. **Delmestri**, Goodrick (2016): Looking away: denial and emotions in institutional stability and change. *Research in the Sociology of Organizations*, 48A: 235 - 273.
7. Nicolini, **Delmestri**, Goodrick, Reay, Lindberg, Adolfsson (2016): Look what's back! Institutional complexity, reversibility and the knotting of logics. *British Journal of Management*, 27/2: 228–248.
8. Drori, **Delmestri**, Oberg (2015): The iconography of universities as institutional narratives. *Higher Education*, 71:163–180.
9. Drori, **Delmestri**, Oberg (2013): Branding the university: relational strategy of identity construction in a competitive field. In Lars Engwall and Peter Scott (eds.), *Trust in Higher Education Institutions*, London: Portland Press, pp. 134-147.
10. Brumana, **Delmestri** (2012): Divergent glocalization in a multinational enterprise. Institutional-bound strategic change in European and US subsidiaries facing the late-2000 recession. *Journal of Strategy and Management*, 5/2: 124 153.
11. **Delmestri**, Wezel (2011): Breaking the wave: The contested legitimation of an alien organizational form. *Journal of International Business Studies*, 42/6: 828–852
12. **Delmestri**, Walgenbach (2009): Interference among Institutional Influences and Technical-Economic Conditions: The Adoption of the Assessment Center in French, German, Italian, UK and US International Firms. *International Journal of Human Resource Management*, 20/4: 885-911.
13. **Delmestri** (2009): Institutional Streams, Logics and Fields. *Research in the Sociology of Organizations*, 27, 99–128.
14. **Delmestri** (2006): Streams of Inconsistent Institutional Influences: Middle Managers as Carriers of Multiple Identities. *Human Relations*, 59/11: 1515–1541.

15. **Delmestri**, Montanari, Usai (2005): Reputation and Strength of Ties in Predicting Performance and Innovativeness of Independents in the Italian Feature Film Industry. *Journal of Management Studies*, 42/5: 975-1002.
16. **Delmestri**, Walgenbach (2005): Mastering Techniques or Brokering Knowledge? Middle Managers in Germany, Great Britain and Italy. *Organization Studies*, 26/2: 195-218. *Nominated finalist for the Roland Calori Prize 2007.*
17. Salvemini, **Delmestri** (2000): Governance in the Movie Industry. Alternatives to Hollywood? *International Journal of Arts Management*, 2/2: 59-73.
18. **Delmestri** (1998): Do All Roads Lead to Rome... or Berlin? The Evolution of Intra- and Inter-organizational Routines in the Machine-building Industry. *Organization Studies*, 19/4: 639-665.

OTHER PEER REVIEWED JOURNAL PUBLICATIONS (in English language)

- Schüßler, Habersang, Gutierrez O, Bothello, Etchanchu, **Delmestri** (2021) : Sustainable Conference Organizing: Practices and Impact. *Zeitschrift für Diversitätsforschung und -management*. 6 (1), 64-72.
- **Delmestri**, Oberg, Drori (2015): The unbearable lightness of university branding: cross-national patterns. Special issue on 'Strategies of building and managing higher education brands'. *International Studies of Management & Organization*, 45/2: 121-136.
- **Delmestri** (1998): Growth through Organizational Networks: A Process Analysis. *Socialiniai Mokslai*. 16/3: 24-36.
- **Delmestri** (1997): Convergent Organizational Responses to Globalization in the Italian and German Machine-Building Industries. *International Studies of Management & Organization*, Special Issue: Entrepreneurship Research in Europe, 27/3: 86-108.

OTHER NON-PEER REVIEWED JOURNAL PUBLICATIONS (in English language)

- **Delmestri**, March (2019): La Vita. James March talks to Giuseppe Delmestri. *Studi Organizzativi*, 1, 181-194.
- **Delmestri** (2004): Constructs as ideal types. Leveraging the metaphysical foundations of organization science. *Transdisciplinary Journal of Emergence*, Issue 3.

PEER REVIEWED BOOK CHAPTERS WITH INTERNATIONAL PUBLISHERS (in English language)

1. **Delmestri**, G., Schneeberger, D. 2022. [Organizational Change and Work Spirituality: Expanding the Moral Circle](#). In: Altman, Y., Neal, J., Mayrhofer, W. *Workplace Spirituality: Making a Difference*. Routledge (Awarded the RRBM Honor Roll)
2. **Delmestri**, G., Etchanchu, H., Bothello, J., Habersang, S., Gutierrez O, G., Schüßler, E. 2021. OS4Future: an academic advocacy movement for our future. In: *Personal Sustainability Practices: Faculty Approaches to Walking the Sustainability Talk and Living the UN SDGs*, Eds. Starik, Mark, Kanashiro, Patricia, 218-229. Cheltenham: Edward Elgar Publishing
3. Etchanchu, H., de Bakker, F., & **Delmestri**, G. (2021). Social movement organizations' agency for sustainable organizing, in Teerikangas, S., Onkila, T., Koistinen, K., & Mäkelä, M. *Research Handbook of Sustainability Agency*. London: Edward Elgar, pp. 197-212.
4. Drori, Oberg, **Delmestri** (2017): Forest and trees, institutional dynamics and artifacts: on visual organizational indicators of global and historical cultural patterns. In Krücken, G., Mazza, C., Meyer, R.E., Walgenbach, P., (eds.): *New Themes in Institutional Analysis. Topics and Issues from European Research*. Edward Elgar, pp. 224-252.
5. **Delmestri** (2013): Cosmopolitans, Harlequins, or Frankensteins? Managers enacting global, local and hybrid identities. In Drori, G., Höllerer, M., Walgenbach, P. (eds.): *Organizations and International Management: Global Themes and Local Variations*. Routledge, pp. 203-218.
6. **Delmestri** (2007): Institutional Theory. In Stewart R. Clegg and James R. Bailey *International Encyclopedia of Organization Studies*. Vol. 2, pp. 683-688. Sage Publications.

BOOKS

- **Delmestri** (2002): *Institutionen, Technik und Ökonomie. Eine organisationstheoretische Untersuchung des deutschen und italienischen Maschinenbaus*. Verlag Rainer Hampp, Munich.

BOOK CHAPTERS IN GERMAN LANGUAGE

- Bendl, **Delmestri**, Kudelka (2019): Vegaphobie. Ein Hindernis auf dem Weg zur Nachhaltigkeit. In F. Luks (ed.): *Chancen und Grenzen der Nachhaltigkeitstransformation*, https://doi.org/10.1007/978-3-658-22438-7_12
- **Delmestri**, Mühlbacher (2015): Organisationsführung und Strategie. In: *Personalmanagement - Führung - Organisation*, Eds W. Mayrhofer, G. Furtmüller, H. Kasper, 207-243. Wien: Linde Verlag.
- **Delmestri**, Walgenbach (2008): Institutionelle Interferenzen: Die Adoption des Assessment Centers durch britische, deutsche, französische, italienische und US-amerikanische multinationale Unternehmungen. In: Maurer, A./Schimank, U. (Hrsg): *Die Gesellschaft der Unternehmen – Die Unternehmen der Gesellschaft: Gesellschaftstheoretische Zugänge zum Wirtschaftsgeschehen*. Wiesbaden, VS Verlag: 277-300.

PROCEEDINGS OF INTERNATIONAL CONFERENCES

- Biscaro, **Delmestri**, Raynard. 2019. Don't Rock the Boat. Theorizing the Role of Social Exchanges in Issue Settlements. *Academy of Management Proceedings*, 2019 (1)
- Brumana, **Delmestri** (2011): Societal Differences Redux. Comparing Organizational Structures in French, German, Italian and US Firms. In S. Albertini, M. Bergami, A. D'Atri, M. De Marco, P. De Vita, M. Ferrara, C. Rossignoli, S. Salvemini (eds.): *Generations and Re-generations of Organizational Processes. Conference Proceedings*. XII Workshop of the Italian Researchers and Professors of Organization, Naples, June, ISBN 978-88-89677-76-6.
- Montanari, Proserpio, **Delmestri** (2001). Competitive dynamics in the entertainment industry: A model to predict density and mortality of multiplex cinemas. *6th International Conference on Arts and Cultural Management. Conference Proceedings*. Brisbane, Australia, 1 - 4 July, 2001, p. 88-95, BRISBANE: Queensland University of Technology, ISBN: 186435531X
- **Delmestri** (1993): The cinema exhibition industry in Europe between evolution and revolution. *2nd International Conference on Arts and Cultural Management. Conference Proceedings*. Groupe HEC, France 23-25 June.

PEER REVIEWED JOURNAL PUBLICATIONS IN ITALIAN LANGUAGE

- **Delmestri**, Magni (2003): L'unione fa la forza? Coesione e performance nei gruppi. *Economia & Management*, Nr. 2: 57-67.
- Salvemini, **Delmestri** (1999): Un nuovo assetto per il cinema italiano. Un confronto internazionale e intersettoriale. *Economia & Management*, Nr. 3: 33-42.
- **Delmestri**, Gehrke (1994): Flessibilità e rigore: le aziende tedesche nell'arena internazionale. *Economia & Management*, 2.

OTHER PUBLICATIONS IN ITALIAN LANGUAGE

1. Brumana, **Delmestri** (2010): Gli effetti dell'europizzazione su organizzazione e GdP? (Quasi) nulli! *Ticonzero. Knowledge and Ideas for Emerging Leaders*, Nr. 108.
2. **Delmestri** (2007): Change management tra bricolage istituzionale e generazione progettuale. In Butera, F., Rebori, G. (eds.): *Il change management nelle imprese e nelle pubbliche amministrazioni*. Atti del workshop di Castellanza, 5-6 giugno 2006. Aracne Editrice. Roma.
3. **Delmestri**, Degasperi (2005): Middle Management tra universalismo, specificità locale e bricolage transculturale. *Sviluppo & Organizzazione*, 207, 71-76.
4. **Delmestri**, Bianchi Bazzi (2003): Condivisione della conoscenza e incentivi nelle aziende di servizi professionali. *Sviluppo & Organizzazione*, N.196 Marzo/Aprile 2003: 21-32.

5. **Delmestri** (2002): Il consumo di cinema tra home theater, multiplex ed esperienza culturale. In: S. Salvemini (ed.): Il Cinema impresa possibile. Egea, Milano. pp. 87-128.
6. Usai, Montanari, **Delmestri** (2001) Capitale umano, capitale sociale e performance nel cinema italiano. In: Salvemini S./Soda G.: Artwork & Network, pp. 23-58. Egea, Milano.
7. **Delmestri** (2001): Fiducia, collaborazione e performance nella produzione di cartoons. In: Salvemini S./Soda G.: Artwork & Network, pp. 229-244. Egea, Milano
8. **Delmestri** (2000): Realtà, senso e retorica nell'organizzazione. In: Maggi, B. (ed.): Le sfide organizzative di fine/inizio millennio. Milano, Etas.
9. **Delmestri** (1999): La nuova sfida? L'organizzazione team-based tra 'umanesimo' ed 'efficientismo'. *Ticonzero. Knowledge and Ideas for Emerging Leaders*, Nr. 7.
10. **Delmestri** (1999): Dai sistemi socio-tecnici all'organizzazione team-based: vino vecchio in botti nuove? *Ticonzero. Knowledge and Ideas for Emerging Leaders*, Nr. 7.
11. **Delmestri**, Walgenbach (1999): Knowledge management e knowledge workers? Grazie, li abbiamo già. *Economia & Management*, nr. 5, Settembre, pp. 54-55.
12. **Delmestri**, Preti (1997): "Risorse umane, istituzioni educative ed economicità: indicazioni da una ricerca comparativa internazionale" In G. Brunetti, G. Mussati, G. Corbetta (ed.): Piccole e medie imprese e politiche di facilitazione. Milano, Egea: 337-374.
13. **Delmestri** (1997): Mentoring: strumento di gestione, percorso di sviluppo o moda? *Sviluppo & Organizzazione*, 160: 28-9.
14. **Delmestri** (1996): Le teorie contingenti. In G. Costa and R.C.D. Nacamulli (ed.), Manuale di Organizzazione, ETAS, pp. 149-180.
15. **Delmestri** (1996): A che cosa serve l'organizzazione? *Sviluppo & Organizzazione*, 153: 82-3.
16. **Delmestri** (1995): Il ritorno del mercato nel settore tipografico italiano. In A. Grandori: L'organizzazione delle attività economiche, Il Mulino, Bologna.
17. **Delmestri** (1994): La cultura dell'integrazione nelle reti transnazionali. *Sviluppo & Organizzazione*, 141, Aprile.
18. Forestieri, Corbetta, **Delmestri**, Zara (1994): I processi di crescita delle medie imprese italiane: strategie, strutture, uomini e capitali. In: L'impresa motore dello sviluppo. Studi sui percorsi evolutivi del sistema produttivo. Vol.I. Confindustria-SIPI, Roma.
19. **Delmestri** (1993): Caso Tuchenhausen. In R.C.D. Nacamulli (ed.): Capacità organizzative - Le strutture emergenti nel post-industriale. Etas Libri.
20. **Delmestri** (1992): Le sale cinematografiche in Europa tra evoluzione e rivoluzione. In S.Salvemini (ed.): Il cinema italiano: imprenditorialità, efficienza, innovazione, ANEC, Roma.

WORKING PAPER SERIES

- **Delmestri** (2002): An Arabian Phoenix: trust, cooperation and performance in the Italian animated cartoons industry. *SDA Bocconi Working Paper Series*, 72/02
- Usai, **Delmestri**, Montanari (2001): Human capital, social capital and performance: an empirical test from an entrepreneurial project-based industry. *SDA Bocconi Working Paper Series*, 44/01
- **Delmestri**, Passoni (2001): Team Leaders in Self Managed Work Groups: a Contradiction? *SDA Bocconi Working Paper Series*, 56/01.

BLOGS AND PODCASTS

- Delmestri (2022): [Der nicht-kantische kategorische Imperativ](#). *VHB-Jubiläumskalender: Schlaglichter der BWL*. Blog entry.
- Radio-Interview by Martin Balluch with Magdalena Winkler on [Zelluläre Landwirtschaft](#) (cellular agriculture) (Radio Orange, December 22)
- [Activism - a road to change society and business? Giuseppe Delmestri and Daniel Gratzer in Conversation](#) (12. Juli 2021). Inside Impact Podcast
- Delmestri, Greenwood (2017): [How to turn a Cinderella product into a market queen](#). *LSE Business Review* (12 Jan 2017). Blog entry.

- Delmestri (2018): [A body for RRBM #sabbicycle \(sabbatical on the bike\)](#). RRBM Responsible Research in Business and Management. Blog entry.
- Delmestri (2019): [Embodying academic engagement](#). Organization Scientists for Future site, blog entry.
- Delmestri (2018- ...): [Slow academics for a better world](#). Personal Blog Entries (The Sustainability & Responsibility Triathlon; „Sabbicycle? And when does he work?“; Perché la lenta bici se tutto oggi è così veloce?; Il mondo è piatto. Riflessioni dal sellino; The world is flat! End time reflections; Utopie. Meine Universität im Jahre 2035; Riding the talk; „Giving up is wonderful!“; The eco-fascistometer; I am a hero!)

AWARDS AND RECOGNITIONS

- Book chapter with D. Schneeberger D. (Organizational Change and Work Spirituality: Expanding the Moral Circle. In: Altman, Y., Neal, J., Mayrhofer, W. 2020 *Workplace Spirituality: Making a Difference*. Routledge) Awarded in 2023 the [Honor Roll](#) of Responsible Research in Business and Management (RRBM)



- *Researcher of the Month* (WU Vienna, 2020): [The 'Monsters' of Venice: Why we still see cruise liners in the Venetian Lagoon](#).
- *Best Accepted Paper* with C. Biscaro and M. Raynard at 79th Annual Meeting of the Academy of Management, 2019, Boston, OMT Division ([Cruising past the scrutiny. Toward a general theory of social exchanges in issue settlements](#))
- *Outstanding Author Contribution Emerald Literati Award for Excellence – 2018* for “The multinational corporation as a playing field of power: a Bourdieusian approach”, with Mara Brumana in the *Research in the Sociology of Organizations*
- Best paper nomination in EGOS 2018 Sub-theme: 29: Values, Organizations and Institutions (“The challenge of engaging with grand challenges: Towards an axiology for new institutionalism, with Florian Überbacher and Elizabeth Goodrick)
- *WK-ORG best paper nomination for VHB (2017): How Cinderella Became a Queen: Theorizing Radical Status Change*. Administrative Science Quarterly.
- “*Faraway, So Close! Field Access and Status Rise in Case of Institutional Complexity*” (with F. Montanari) short listed finalist as best international paper, AoM Conference 2015, Vancouver
- The Faculty of Economics & Business Administration, University of Bergamo, granted and financed my one year *Sabbatical Leave* (2008/2009) at Copenhagen Business School, November 2008 (invited by Prof. Jesper Strandgaard Pedersen), University of Alberta, January, February and June 2009 (invited by Prof. Royston Greenwood), Stanford University, March and April (invited by Prof. John W. Meyer)
- Awards from Bergamo University 2006 to 2010: €6.000, €13.000, €9.500, €13.200, €8.500
- *Mastering Techniques or Brokering Knowledge? Middle Managers in Germany, Great Britain and Italy* (with P. Walgenbach) nominated finalist for the Roland Calori Prize 2007
- *Local Struggles and Supranational Legitimation. Diffusion of US- type Multiplex-cinemas in Europe* (with M. Woywode) nominated by OMT and short-listed finalist for the Carolyn Dexter Award, AoM Conference 2004
- Award for Research Excellence Bocconi University 2003: € 30.500
- Award for Young Researchers “Progetto Giovani Ricercatori” *Ministero Ricerca Scientifica* 1999: € 4,000
- Award Research Incentive “Premio Incentivi alla Ricerca” Università Bocconi 1997: € 5.165
- Bocconi University Gold Medal for Best Graduates in 1989

RESEARCH GRANTS AND OTHER FUNDING

- WU Internal mobility “*International Research Fellow*” 2022 to visit LUISS, Rome, Engage.eu partner (€ 1.850)
- “*Forschungsvertrag der WU Jubiläumstiftung*”, 2017, € 35.000

- As Chair of *Institute für Organisation & Globale Managementstudien* grant in 2012 from the *Foundation for the Development of Global Management Programs (Industriellenvereinigung OÖ & MBA-Club Linz)* € 480.000; additionally Management Training Intervention (1 day) for Calvi Holding in Köln € 12.000.
- As Deputy and as Dean of SdM School of Management I acquired from 2005 to 2011 funds from private firms for Management Education Programs of about € 1.600.000
- Research funding by Farmintesa Logistica (2010) for a study on the distribution of pharmaceuticals in Italy (with S. Basaglia & M. Bergamaschi): € 44.000.
- Research fund for studying in 2008/2009 *Diversity Management* in the Unicredit Group (Austria, Czech Republic, Germany, Italy and Poland,) as Convenor for the Cultural Diversity Team together with Peter Walgenbach [the other two teams are Gender and Age with colleagues from Austria, Czech Republic and Italy]: € 30.000
- Research funding by Calvi Network (2007) for the research project “Which rationalization?” involving the colleagues Gili Drori (Stanford University), David Courpasson (EM Lyon), Peter Walgenbach (Erfurt University): € 146.000
- Research funding by Cotifa S.c.r.l. (2007) for a research project on the evolution of Pharmacy in several countries involving the colleagues Davide Nicolini (Warwick Business School), Trish Reay (University of Alberta), Beth Goodrick (Florida Atlantic University), Kajsa Lindberg e Petra Adolffsson (Göteborg University): € 30.000
- Grant from Research Division, SDA Bocconi, 2006: € 7.000.
- Personal research grants Università di Bergamo 2005 & 2011: € 4.600, € 3.000.
- Grant from Research Division of SDA Bocconi 2004: € 12.000
- Grant for *Ricerca di Base*, Università Bocconi: € 7.747
- Personal research grant Università Bocconi 2001 to 2003: € 2.550, 1.300, 1.100, 1.100

MEMBER OF FULL-PROFESSOR ASSESSMENT COMMITTEES

- Chairman for full professorship *Organizzazione Aziendale* at Università di Milano (2022)
- Chairman for full professorship *Family Business* at WU Vienna (2019-2020; and renewed 2022)
- External reviewer for promotion to full professor at Aalto University (2021)
- External reviewer for professorship “Management of Socio-Technical Transition” at JKU Linz (2020)
- Professorship „BWL, insbesondere Organisation“ (W2/W3) Leuphana University (2019)
- Professorship in Institutional Change and Organization at Copenhagen Business School (2013)
- Nominated Foreign Member of the National Scientific Qualification Committee for Organization and management Theory Section (*Organizzazione aziendale*) of ANVUR for the Italian ASR (*Abilitazione Scientifica nazionale*) (2013-2014)
- Berufungsverfahren W3-Professur Betriebswirtschaftslehre: Personalmanagement und Organisation, TU Kaiserslautern (2012)

TUTORSHIP OF PH.D. THESES AND MEMBERSHIP IN PH.D. ADVISE COMMISSIONS

- Diana Muslimova: Paradoxes in the decarbonization of Russian oil companies (Supervisor)
- Melanie Rainer, Fostering change from the inside out: social intrapreneurs in for-profit organizations (Supervisor)
- Magdalena Winkler: The emergence of cellular agriculture (Supervisor)
- Elisabeth Wagner: Status dynamics in the Austria higher education field (Supervisor)
- Lucija Mihotic: Innovation dynamics and tabus in family firms (Co-supervisor)
- Alexander Fleischmann: Alternative organizations and diversity management, ended 2019 (Co-supervisor)
- Daniel Semper: Organizations and institutional complexity in the Australian wine sector. Johannes Kepler University, Linz, ended 2017 (Supervisor)
- Mara Brumana: Organization, cognition and politics in MNCs. Longitudinal Evidence from an Italian Family-Owned Multinational Corporation. Bergamo University, ended 2014 (Supervisor)
- Silvio Carlos Arduini: The organizational role of Brazilian Middle Managers. Bocconi University, Ph.D. in Business Administration and Management, ended 2007 (Supervisor)

- Stefano Basaglia: Who is whispering in your ears? On the role of business newspaper in the Italian new IT artifact market. Bocconi University, Ph.D. in Business Administration and Management, ended 2006 (Commission Member)

INVITED SPEECHES AND OTHER INVITATIONS

1. Invited speech at Rotterdam School of Management, November 2023 (Academic climate activism, social criticism or civic disobedience: what roles for business school academics?)
2. Invited speech at Parthenope University, Napoli, February 2023 (In the danger zone: an ethics of the future for organization and management studies)
3. Invited speech at LUISS Rome Department Seminars December 2022 (Organizational duels: the role of cultural frames and interaction rituals in limiting conflict escalation)
4. Invited speech at IESEG ICOR Seminar (France) December 2020 (Looking Behind the Curtain or the Social Construction of Greed. Categories, Status and Institutions in US and Italian Community Pharmacy)
5. Invited speech at Università della Svizzera Italiana, Lugano, September 2019 (Organizations, categories and politics. An institutional theory of status competition)
6. Invited speech at University of Bergamo, Seminario DSAEMQ March 2018 (Perché non esiste la crescita sostenibile e perché i nostri nipoti vivranno nel medioevo)
7. Invited speech at University Ca'Foscari, Venezia at H-Farm/H-Education March 2018 (Innovation and cultural entrepreneurship. What do grappa, wine and garden soil have in common?)
8. Invited speech at the Stanford Scancor Workshop of Institutional Analysis September 2017 at WU Vienna (Faraway, so close! How organizations span categories and gain in status through cultural entrepreneurship)
9. Invited speech at Ca'Foscari Venezia, April 2017 (Academic identities, universities and life)
10. Invited speech at Ca'Foscari Venezia, November 2014 (Men of honor! Institutionally embedded power (meta)games in post-acquisition integration)
11. Invited speech at SDA Bocconi Diversity Management Lab, *Institutional complexity and diversity management*, April 2014.
12. Invited speech at WOA 2014 Udine 1st Plenary Session *International research in Organisation Studies*, April 2014.
13. Invited speech at Shanghai University, School of Management, China, December 2013 (Faraway, so close! status imperative and category membership of local Hollywood coproductions)
14. Invited speech at Copenhagen Business School, International Workshop (*Re*)-*Conceptualising Context in Organizational and Business Research*, November 2013 (Faraway, so close! status imperative and category membership of local Hollywood coproductions)
15. Invited speech to the Annual Conference of AIDEA (Associazione Italiana di Economia Aziendale), Lecce September 2013 (Professione o vocazione? Carriera e identità in accademia)
16. Invited faculty member at the Developmental Workshop "Multinationals as Social Actors" of the EGOS Standing Work Group 11, Montreal July 3rd 2013.
17. Invited speech at Sungkyunkwan University (SKKU), Seoul, North Korea, January 2013 (Radical recategorization: From Cinderella to princess)
18. Invited speech at the National Research University, Higher School of Economics, Nizhny Novgorod, Russia, November 2012 (Radical recategorization: From Cinderella to princess)
19. Invited speech at the SMS Conference Danube Extension 4th and 5th October 2012 (Institutional ambidexterity: combining knowledge and logics from different worlds for strategic change)
20. Invited speech at the Gustavson School of Business, University of Victoria, Canada, September 2012 (Radical recategorization: From Cinderella to princess)
21. Invited speech at the Stanford Scancor Workshop of Institutional Analysis August 2012 at WU Wien (Radical recategorization in markets: From Cinderella to princess)
22. Invited speech at JERSeminar Jena University May 2012 (Radical recategorization: From Cinderella to princess)

23. Invited speech at the Stanford Scancor Workshop of Institutional Analysis September 2011 at Mannheim University (Recategorization in markets: The Cinderella status race)
24. Invited speech at USI Università della Svizzera Italiana, Institute of Management, “Reconstructing markets: The Cinderella status race” (3/2/2011)
25. Invited, together with Gili Drori and Achim Oberg, to the panel “Neo-Institutional Theory and Higher Education” organized by Francisco Ramirez at the XIV WCCES (World Congress of Comparative Education Societies), Istanbul 14-18 June 2010 (Branding the University: Cross-National Analysis of Managerialist Governance of Academe)
26. Invited speech at the Symposium “The future of organizations and organization studies – zu Ehren von Prof. Dr. Dr. h.c. Kieser” Mannheim, 22nd of May 2010 (History & place matter. Warum die Organisationstheorie als Geistes- und Kulturwissenschaft betrieben werden sollte)
27. Invited speech at the 2009, 10-11 September, AEDEM Conference (European Academy of Management and Business Economics) (Does management exist in Italy?)
28. Invited speech at the SCANCOR Seminars, Stanford University, “Knotting institutional logics and institutional streams together. The case of retail pharmacy in the US, UK, Italy and Sweden”, 20th April 2009.
29. Invited speech at the School of Education, Stanford University: “Brands as Embodiments of Institutional Logics: An International Study of Universities”, 13th April 2009.
30. Invited Speech at the Department of Strategic Management & Organization, The University of Alberta Business School: “Contested legitimacy: cultural resistance and local struggles in the diffusion of organizational forms”, 10 Feb. 2009.
31. Invited Speech at the Department of Organization, Copenhagen Business School: “Institutional Streams, Logics and Fields: Theory and an Application to Pharmacy”, 18 November 2008.
32. Invited speech at the Technion, Haifa Israel, invited by Prof. Miriam Erez, March 2007 (Multiple Identities, Self-monitoring and Careers in MNCs and Local Firms in China and Germany)
33. Invited speech at the Séminaire Doctoral du Département Management et Ressources Humaines, Débats et Recherches, HEC School of Management, Paris, 2006 (Institutional streams, bricolage, and generative organizational design)
34. Invited speech by Prof. Miriam Erez (Technion, Haifa) at the 26th International Congress of Applied Psychology (ICAP), July 16-21 2006, Athens (Managers as Chameleons? Global and institutionalized identities, self-monitoring and careers in international and local firms in China and Germany)

ORGANIZATION OF CONFERENCES AND WORKSHOPS & OTHER PROFESSIONAL CONTRIBUTIONS

1. Co-convenor with R. Ortlieb and R. Bauer of the *10th Austrian Early Scholars Workshop in Management (AESWM)*, 2023 University of Graz
2. Member of Scientific Committee of 40th EGOS Colloquium in Milan July 2024
3. Member of Scientific Committee of 38th EGOS Colloquium in Vienna July 2022 (and co-responsible for the hybrid sub-themes)
4. Co-convenor with R. Bauer of the *9th Austrian Early Scholars Workshop in Management (AESWM)*, 2021 On-line
5. Co-convenor with Gabriela Gutierrez Huerter O and Elke Schüßler of EGOS 2021 Sub-Theme: *Generativity and Inclusivity through Engaged Scholarship: Connecting Theory, Methods, and Praxis*
6. Co-convenor with R. Bauer of the *8th Austrian Early Scholars Workshop in Management (AESWM)*, 2020 On-line
7. Co-convenor with F. Überbacher and E. Marti of the EGOS 2019 Subtheme: *Institutional theory and problem-driven research: The challenge of normativity*.
8. Co-convenor with R. Bauer of the *7th Austrian Early Scholars Workshop in Management (AESWM)*, 2019 at WU Wien
9. Member of the Scientific Committee of the *20th WOA (Italian Workshop on Organisational Studies)*, “Identity and Pluralism across Organizational Studies and Practices”, Università degli Studi di Palermo, 7-8 February 2019.

10. Co-convenor with R. Bauer of the 6th Austrian Early Scholars Workshop in Management (AESWM) held 2018 at JKU Linz
11. Co-convenor with R. Bauer of the 5th Austrian Early Scholars Workshop in Management (AESWM) held 2017 at WU Vienna
12. Co-convenor with E. Goodrick and P. Walgenbach of the EGOS 2016 Subtheme 36: *The Dark and Bright Sides of Power, Institutions and Organizing*.
13. Co-convenor with R. Bauer of the 4th Austrian Early Scholars Workshop in Management (AESWM) held 2016 at Johannes Kepler University, Linz
14. Co-convenor with M. Carney and R. Suddaby of the EGOS 2015 Subtheme 36: *Institutional Theories of Family Firms – Disentangling the Heterogeneity of Family Firms around the World*.
15. Co-convenor with R. Bauer of the 3rd Austrian Early Scholars Workshop in Management (AESWM) held 2015 at Johannes Kepler University, Linz
16. Co-convenor with R. Bauer of the 2nd Austrian Early Scholars Workshop in Management (AESWM) held May 15-16 2014 at Johannes Kepler University, Linz (with the participation of Julia Brandl, Gili Drori, Matthias Finck, Royston Greenwood, Dorothea Greiling, Markus Höllerer, Candace Jones, and Renate Meyer)
17. Co-convenor together with Luigi Moschera, and Michele Eynard of *Young Scholars Paper Development Workshop of WOA 2013* based on theatrical methods within *Scrivere e narrare, scrivere è narrare!* Roma, 29th – 30th May 2013
18. Co-convenor with W. Güttel of the 1st Austrian Young Scholars Workshop in Management (ASWM) held April 24-26 2013 at Johannes Kepler University, Linz (with the participation of Tina Ambos, Elango Elangovan, Royston Greenwood, Tatiana Kostova, Mike Lounsbury, and Renate Meyer)
19. Member of the Scientific Committee of the 10th Italian Workshop on Organisational Studies, “Competitiveness and Innovation: The Contribution of Organisational Studies”, Università degli Studi di Cagliari, Facoltà di Economia, 29-30 April 2009.
20. Organizer of the workshop “Pharmacy organizations and pharmacists between market, NHS and profession. Results of an international comparison and policy implications” and presentation “Institutional logics and change in the pharmacy field” 15th of October 2008, University of Bergamo
21. Co-convenor together with Georg Krücken (DHV Speyer), Renate Meyer (WU Wien) and Peter Walgenbach (Universität Erfurt) of the “4. Workshop on New Institutionalism in Organization Theory”, 3-4 April 2008, University of Bergamo [first English language edition of the NIW]
22. Co-convenor of the track “Institutions, social knowledge and economic contingencies: what matters most?” in the IX^o Workshop dei Docenti e Ricercatori di Organizzazione Aziendale, Venice, Italy, February 2008
23. Co-convenor together with Georg Krücken (DHV Speyer), Renate Meyer (WU Wien) and Peter Walgenbach (Universität Erfurt) of the “3. Workshop Neoinstitutionalistische Organisationstheorie”, 23-24 March 2007, University of Bergamo.
24. Conference co-coordination, *Economia della Cultura*, section on Cinema, Bocconi University, May 1998
25. Convenor of the conference “*Lo sviluppo dei Multiplex in Italia. Il ridisegno degli scenari competitivi nell’esercizio cinematografico*”, Università Bocconi 14 Novembre 2002.

CONFERENCE PRESENTATIONS AND ACADEMIC CONTRIBUTIONS (papers and symposia)

1. Co-organizer with Anna Grandori of the Sub-Plenary “From studying the established to shaping the institutions of the future” at the 39th EGOS Colloquium in Cagliari July 2023 (panelists: Santi Furnari, Daniel Nyberg, Juliane Reinecke, Marc Schneiberg)
2. Paper with D. Muslimova accepted at 39th EGOS Colloquium, Cagliari, Sub-theme 15: System Change, Not Climate Change: Alternative Futures for a World beyond Environmental Crisis (*Paradoxical decarbonisation: Translation of climate change within carbon-intensive organizations*)
3. Co-moderator with Paul Adler of Sub-Plenary “Transforming Curricula for the Anthropocene” organized by Pilar Acosta EGOS Vienna, 2022 (panelists: Bobby Banerjee, Helen Etchanchu, Helga Kromp-Kolb, Petra Molthan-Hill)
4. Paper with Raynard, Lawrence, Toubiana accepted at 82nd Academy of Management Conference 2022 (In or Out? The Role of Boundary Work in Transgressive Institutional Reform)

5. Paper with Ruzzene and Brumana accepted at 38th EGOS Colloquium, Vienna, 2022, Sub-theme 65: Visual Studies and Seeing the Unnoticed in Organization (Visual strategies for addressing organizational paradoxes)
6. Paper with Schüßler, Bothello, Habersang, Hetchanchu accepted at 38th EGOS Colloquium, Vienna, 2022, Sub-theme 15: [SWG] System-level Barriers to an Effective Response to Climate Change (What if Civilization Collapses? How Management Scholarship Acts as a Barrier to Radical Adaptation during the Climate Emergency)
7. Panelist at EGOS Colloquium, Vienna, 2022, PDW 02: Business Responsibility under Disruption, topic *Phenomena: Business Responsibility under Disruption*
8. Paper with E. Wagner accepted for at 38th EGOS Colloquium 2022 Vienna Sub-theme 63: The Organizing of Academia (Pushing boundaries: The influence of audience groups on category formation in higher education)
9. Paper with Ruzzene and Brumana accepted at WOA2022 (The Janus-faced role of visuals in dealing with organizational paradoxes)
10. Paper with M. Brumana presented at the 17th Workshop on New Institutionalism in Organization Theory (NIW) March 24-25, 2022, Madrid (Organizational duels: How to turn a major conflict into cooperation)
11. Roundtable-Facilitators at the VHW WK-ORG-Nachwuchsworkshop, March 2022, *Making a Difference – wie Organisationsforschung Impact haben kann*
12. Prof. Marc Ebers' *Abschiedssymposium*, February 2022, Cologne: „Sind soziopolitisches Engagement und rigorose Wissenschaft vereinbar? Ein Streitgespräch unter Freunden“ with Peter Walgenbach.
13. AOM Conference 2021 Facilitator in PDW Workshop: Stakeholder Engagement: Opening up Participation, Inclusion, and Democracy, and Facilitator in OMT Junior Faculty Consortium
14. Panelist at Symposium: Addressing Grand Challenges in Organization Theory-System Change Through Theory, Engagement & Action. AOM Conference, Online, 31.07.2021.
15. Panelist at Symposium: The Climate Emergency and Social Evaluations: Constructing a New Research Agenda. AOM Conference, Online, 02.08.2021
16. Paper with E. Wagner accepted for at 37th EGOS Colloquium 2021 Amsterdam online Sub-theme 25: Social Evaluations in an Age of Disruption: Processes of Creation, Maintenance, and Destruction of Social Evaluations (What is (not) being said – goal-based status dynamics)
17. Paper with M. Raynard, T.B. Lawrence, M. Toubiana accepted at 37th EGOS Colloquium 2021 Amsterdam online Sub-theme 13: [SWG] Emotions, Power, and Contestation (Boundary work and transgressive institutional change: Love, hate, and private enterprise in Chinese socialism)
18. Paper with E. Schüßler, M.P. Acosta, H. Etchanchu, S. Habersang, G. Gutierrez, J. Bothello accepted at the AMR Idea Development Workshop Special Topic Forum (STF), 30 Mar 2021, The New Normal: Positive organizational impact in an age of disruption (What if our Civilization would Collapse? Theorizing in and for Deep Adaption)
19. Paper with M. Raynard, M. Toubiana, T.B. Lawrence accepted at 80th Annual Meeting of the Academy of Management, 2020, On-Line, OMT Division (Managing Institutional Boundaries Through Values Work: Love, Hate, and Private Enterprise in Chinese Socialism)
20. Paper with T. Köllen and D. Schneeberger accepted at 36th EGOS Colloquium, 2020, Sub-theme 02: [SWG] Contesting Hegemonies in Organizing Social Responsibilities, Hamburg online July (Overcoming hegemonic anthropocentrism in business ethics – On the integration of animals into the remit of corporate responsibility)
21. Paper with M. Raynard, M. Toubiana, T.B. Lawrence accepted at 36th EGOS Colloquium, 2020, Sub-theme 58: The Future of Analyzing Talk: Linguistic Theories and Methods in Organizing, Hamburg online July (Managing Institutional Boundaries Through Values Work: Love, Hate, and Private Enterprise in Chinese Socialism)
22. Paper with E. Wagner accepted at 36th EGOS Colloquium, 2020, Sub-theme 57: The End of Academia as We Know It? Challenges to Universities and Possible Reactions, Hamburg online July (Why are they not punished? Boundary work and category spanning in the Austrian higher education sector)
23. Paper with M. Raynard, M. Toubiana, T.B. Lawrence accepted at 79th Annual Meeting of the Academy of Management, 2019, Boston, OMT Division (To hate or to love? Changing the emotion rules of institutions)

24. Paper with C. Biscaro and M. Raynard accepted at 79th Annual Meeting of the Academy of Management, 2019, Boston, OMT Division (Cruising past the scrutiny. Toward a general theory of social exchanges in issue settlements)
25. Paper with C. Biscaro and M. Raynard accepted at 35th EGOS Colloquium, 2019, Edinburgh Sub-theme 12: [SWG] Institutions, Innovation, Impact: Technology, Materiality and Networks of Interaction (Cruising past the scrutiny. Toward a general theory of social exchanges in issue settlements)
26. Paper with D. Semper accepted at 35th EGOS Colloquium, 2019, Edinburgh Sub-theme 57: Organizational Fields of the Future and the Future of Fields (The two lives of organizations: institutional change through the interplay of field and category dynamics)
27. Paper with C. Biscaro and M. Raynard presented at 20th WOA (Workshop di Organizzazione Aziendale), Palermo 7-8 February 2019 (The maintenance of a contested issue. Towards a theory of exchanges in shaping issue settlements)
28. Round table on *Engaged Scholarship* moderated at 20th WOA (Workshop di Organizzazione Aziendale), Palermo 7-8 February 2019
29. Paper with A. Oberg and G. Drori accepted at the 5th Alberta Institutions Conference "What of Macrofoundations? Rediscovering the Power of Institutions" June 8-9, 2018 ("Be stylish! How status categorizations shape visual self-representation")
30. Paper with R. Bendl accepted at the Critical Management Studies Division of the Academy of Management Conference August 2018, Chicago ("Vegaphobia. Emancipation and institutional change for an overlooked diversity dimension")
31. Paper with D. Semper accepted at the Organization & Management Theory Division of the Academy of Management Conference August 2018, Chicago ("From Outcast to Game Change: The Re-Invention and De-Stigmatization of Australian Wine")
32. Paper with D. Semper accepted at 34th EGOS Colloquium 2018, Tallin, Sub-theme: 56: Uncovering Contested Industry Dynamics: The Interaction of Contestation, Social Evaluations and Organizations (From outcast to game changer: the re-invention and de-stigmatization of Australian wine)
33. Paper with C. Biscaro and M. Raynard accepted at 34th EGOS Colloquium 2018, Tallin, Sub-theme: 09: [SWG] Institutions, Innovation, Impact: Grand Challenges (How long can you stand on one leg and not fall? Categorization and framing in a complex issue field)
34. Paper with F. Überbacher & E. Goodrick accepted at 34th EGOS Colloquium 2018, Tallin, Sub-theme: 29: Values, Organizations and Institutions (The challenge of engaging with grand challenges: The need for an ethically informed institutional scholarship)
35. Paper with M. Raynard & M. Toubiana accepted at 34th EGOS Colloquium 2018, Tallin, Sub-theme: 10: [SWG] Shock and Surprise: Responses to the Unexpected, the Deviant and the Stigmatized in Social Life (Deinstitutionalizing hate? The role of emotions in 'moving the masses')
36. Paper with D. Semper accepted at the 14th Workshop on New Institutionalism in Organization Theory, March 16-17, 2018, Bocconi University (From Outcast to Game Changer: The Reinvention and De-Stigmatization of Australian Wine)
37. Paper with F. Überbacher & E. Goodrick accepted at the 14th Workshop on New Institutionalism in Organization Theory, March 16-17, 2018, Bocconi University (The challenge of grand challenges: toward engaged and ethically informed institutional scholarship)
38. Paper with C. Biscaro & M. Raynard accepted at the 14th Workshop on New Institutionalism in Organization Theory, March 16-17, 2018, Bocconi University (A Pyrrhic victory? categorization and framing in a complex issue field)
39. Co-organizer with F. Überbacher, E. Goodrick, and J. Gehman of AOM 2017 OMT-SIM-CMS Symposium of Academy of Management Conference 2017 Atlanta "Addressing Grand Challenges with Institutional Research: The Critical Role of Power"
40. Presenter at AOM Showcase Symposium OMT-MOC of Academy of Management Conference 2017 Atlanta "Negotiating Status and Stigma: A Rhetorical Approach" (Status and stigma: visual rhetoric)
41. Paper with F. Überbacher and E. Goodrick presented at 33rd EGOS Colloquium 2017 at Copenhagen Business School (The challenge of 'grand challenges': toward ethical institutionalism)

42. Paper with F. Montanari presented VHB WK ORG Zürich, Zürich 18.02.-19.02.2016 (Faraway, so Close! Market Access, Status Rise and the Need for Robust Action).
43. Paper with E. Goodrick presented at EGOS 2016 Naples (Looking away: Denial and emotions in institutional stability and change)
44. Paper with F. Montanari presented and short-listed finalist as best international paper at the Organization & Management Theory Division of the Academy of Management Conference August 2015, Vancouver ("Faraway, So Close! Field Access and Status Rise in Case of Institutional Complexity")
45. Paper with E. Goodrick presented at the 4th Alberta Institutions Conference "How Do Institutions Matter?" June 12-14, 2015 (Looking behind the curtain. Categories, status and the burden of proof in organizational fields)
46. Paper with M. Brumana presented at the 11th Workshop on New Institutionalism in Organization Theory, March 26-27, 2015, WU Vienna (Men of Honor! Institutionally Embedded Power (Meta)Games in Post Acquisition Integration)
47. Paper with G. Drori and A. Oberg presented at 30th EGOS Colloquium in Rotterdam, July 3-5, 2014, *Sub-theme 7: (SWG) Visualizing Institutions and Knowledge*, convenors: Markus A. Höllerer, Walter W. Powell, Tammar B. Zilber (Logo archeology: What can we learn about institutions and institutionalization processes from a snapshot of logos?)
48. Paper with R. Greenwood presented at 30th EGOS Colloquium in Rotterdam, July 3-5, 2014, Sub-theme 35: *Status Mechanisms in Organizations and Markets: From Networks to Categories*, convenors: François Collet, Déborah Philippe, Matthew S. Bothner (Radical re-categorization: 'From a Cinderella into a queen')
49. Paper with F. Montanari presented at 30th EGOS Colloquium in Rotterdam, July 3-5, 2014, Sub-theme 35: *Status Mechanisms in Organizations and Markets: From Networks to Categories*, convenors: François Collet, Déborah Philippe, Matthew S. Bothner (Faraway, so close! Status imperative and category membership of local Hollywood)
50. Paper with M. Brumana presented at 30th EGOS Colloquium in Rotterdam, July 3-5, 2014, sub-theme 11: *(SWG) What's Up in the Contemporary MNC: New Research Perspectives*, convenors: Christoph Dörrenbächer, Florian Becker-Ritterspach, Susanne Blazejewski (Spaghetti western! Perception gap politicization and the dueling of an Italian headquarter with its German subsidiary)
51. Paper with G. Drori and A. Oberg presented at the WU Vienna International Workshop "Giving visual and material form to ideas, identity and imagination: Architecture, urbanism and sustainable construction", May 12-13, 2014 (Logo Archeology - What can we learn about institutions and institutionalization processes from a snapshot of logos?)
52. Paper with M. Brumana presented at WOA 2014 in Udine, March 27-28, 2014 (Spaghetti western! Perception gap politicization and the dueling of an Italian headquarter with its German subsidiary)
53. Paper with A. Oberg and G. Drori presented at 10th New Institutionalism Workshop in Rome, March 20-21, 2014 (Logo Archeology - What can we learn about institutions and institutionalization processes from a snapshot of logos?)
54. Paper with F. Montanari presented at 29th EGOS Colloquium in Montréal, July 4-6, 2013, sub-theme 13: *Creativity, Aesthetics and Business: Explorations in Markets, Organizations and Institutions*, convenors: Mukti Khaire, Bernard Leca, Roy Suddaby (Servant of Three Masters. Institutional Change in The Face of Multiple Audiences)
55. Paper with F. Montanari presented at 9th New Institutionalism Workshop, Warsaw Poland, 14-15 March 2013 (Don't shoot the piano player. Film Producers Double-dealing Competing Categorical Imperatives)
56. Paper with M. Brumana presented at the 28th EGOS Colloquium 2012 Helsinki Sub-theme 11: *(SWG) Recent Developments in Institutional Theory: The Challenge Posed by MNEs*, convenors: A. Saka-Helmhout, R. Greenwood, S. Blazejewski (Institutional-bound strategic change in multinational enterprises)
57. Paper with G. Drori and A. Oberg accepted at SASE Mini-Conferences/Change in Higher Education and Global Shifts in Contemporary Capitalism for the 24th Annual Meeting of the Society for the Advancement of Socio-Economics, Massachusetts Institute of Technology, June 28 - 30, 2012 (The Branding of Universities: Iconographic Imprints of the Global Knowledge Economy on Higher Education).

58. Paper with F. Montanari accepted at 3rd ABC Network Conference *Organizing Institutions: Creating, Enacting and Reacting to Institutional Logics*, Banff, Canada, June 14-16 2012 (Balancing logics. Identity work and institutional work in Hollywoods' local productions in Italy)
59. Paper with F. Montanari presented at 8th New Institutionalism Workshop, ESADE, Barcelona March 15-16th 2012 (Janus Bifrons. Identity work and institutional work in Hollywoods' local productions in Italy)
60. Paper with M. Brumana presented at the 27th EGOS Colloquium 2011 Gothenburg Sub-theme 24: *Self-reinforcing Organizational Processes: Studying Stabilizing and Destabilizing Dynamics*, convenors: Georg Schreyögg, Hüseyin Leblebici, Jörg Sydow (Divergent glocalization in a multinational enterprise. Strategies and structures in European and US subsidiaries facing the late-2000 recession)
61. Paper with G. Drori and A. Oberg presented at the 27th EGOS Colloquium 2011 Gothenburg Sub-theme 45: *Reconstructing Universities as Organizations: Increasing Authority with Limited Strategic Capabilities*, convenors: Richard Whitley, Jochen Gläser, Ivar Bleiklie (Visualizing the history of the university: Organizational iconography, institutional logics, and change in the university)
62. Paper with A. Oberg and G. Drori presented at the 27th EGOS Colloquium 2011 Gothenburg Sub-theme 26: *Constructing Categories: Meaning and Framing in Organizational Fields*, convenors: Peer C. Fiss, Mark Kennedy, Joeri Mol (The impact of network position on an organization's fit into a category: The case of university favicons)
63. Paper with A. Oberg and G. Drori presented at the 27th EGOS Colloquium 2011 Gothenburg Sub-theme 11: *The Works of Branding: Shaping Organizational Identities and Practices*, convenors: Martin Kornberger, Dan Kärreman, Majken Schultz (Brands as markers of institutional logics: An international study of universities)
64. Paper with R. Greenwood presented at 7th New Institutionalism Workshop, EM Lyon, March 17th 2011 (Recategorization: The Cinderella Status Race)
65. Paper with A. Oberg & G. Drori presented at the workshop "Professionalization of Higher Education Management? Comparative Perspectives on University Leadership and Administration, September, 6th - 7th, 2010, convenors: G. Krücken, A. Blümel, K. Kloke (Branding the University: Cross-National Analysis of Visual Displays of Organizational Identity)
66. Paper with M. Brumana presented at the 26th EGOS Colloquium 2010 Lisbon July 1-3 Sub-theme 08: *(SWG): Institutions and Knowledge: Sources and Consequences*, convenors: Michael Lounsbury, Renate Meyer, Marc Schneiberg (Societal differences redux: a comparison of organizational structures and HRM in French, German, and Italian manufacturing units)
67. Paper with R. Greenwood presented at the 26th EGOS Colloquium 2010 Lisbon July 1-3 Sub-theme 22: *Management and Glocalization: Global Dissemination and Local Adaptation of Managerial Concepts*, convenors Gili Drori, Markus Höllerer, Peter Walgenbach (Reconstructing Markets: The Cinderella Status Race)
68. Paper presented at the Organization & Management Theory Division of the Academy of Management Conference August 2009, Chicago - G. Delmestri, F. C. Wezel (Contested Legitimacy: Cultural resistance and local struggles in the diffusion of a new form)
69. Paper presented at the International Management Division of the Academy of Management Conference August 2009, Chicago - T. Reay, G. Delmestri, B. Goodrick, D. Nicolini, K. Lindberg, P. Adolffson (Institutional Logics and Models of Retail Pharmacy: A comparison of Sweden, Italy, UK and USA)
70. Paper presented at the 25th EGOS Colloquium 2009 Barcelona July 2-4 Sub-theme 08: *Institutions and knowledge: The role of materiality*, convenors: Michael Lounsbury, Renate Meyer, Marc Schneiberg (Brands as Embodiments of Institutional Logics: An International Study of Universities)
71. Paper presented at the University of Alberta hosted Second International Conference on: *Institutions, Innovation and Space* June 21-23, 2009 (Meaning is meaningful)
72. Paper presentation with S. Basaglia at the "5. Workshop on New Institutionalism in Organization Theory", 26. - 27 March 2009, Parthenope University of Naples (Overlapping Identities in Organizational Identity Research).
73. Paper presented with D. Nicolini at the "5. Workshop on New Institutionalism in Organization Theory", 26. - 27 March 2009, Parthenope University of Naples (Knotting together institutional logics. Insights form the field of retail pharmacy).

74. Presenter of "The glocalised nature of community pharmacy" and member of the Panel Discussion "Building an organisational and management research agenda on pharmacy work" at the symposium "Understanding the Evolution of Pharmacy Work. Organisational and Managerial Perspectives" at Warwick Business School, 17th of October 2008
75. Paper presentation within the OMT-IM-HCM-Symposium "Travel of health care ideas: international perspectives" of the Academy of Management August 2008, Anaheim, California, organized by E. Goodrick & T. Reay with K. Lindberg, P. Adolfsson, D. Nicolini, M. Bergamaschi, E. Goodrick & T. Reay (Solving institutional puzzles in pharmacy systems): selected as one of three finalists for the best international symposium
76. Paper presentation with S. Basaglia at the OMT Division of the Academy of Management August 2008, Anaheim, California (Determinants of real and rhetoric change. Top managers' identities. (trans)national institutions and management fashions)
77. Presenter at the PDW session "Making a Large International Book Project Virtual Collaboration a Great Success" of the Academy of Management August 2008, Anaheim, California, organized by Jimmy Le.
78. Paper presentation with S. Basaglia at the 24th EGOS Colloquium 2008 Sub-theme 22: *Institutional Work: Understanding How Actors Create, Maintain and Disrupt Institutions* (Determinants of real and rhetoric change. Top managers' identities. (trans)national institutions and management fashions)
79. Paper presented with Fabrizio Montanari to the 2nd annual conference on 'Cultural Production in a Global Context: the Worldwide Film Industries' CBS, Copenhagen, Denmark May 29th – 31st 2008 (Embedded Hollywood productions in Italy: rhetorical legitimation, authenticity and bricolage of local and global practices).
80. Paper presentation with S. Basaglia at the "4. Workshop on New Institutionalism in Organization Theory" 3. and 4. April 2008, University of Bergamo (Determinants of real and rhetoric change. Top managers' identities. (trans)national institutions and management fashions)
81. Paper presented at at EGOS 23th Colloquium Vienna, Austria, Sub-theme 1, July 2007 with P. Walgenbach (Interference among Institutional Influences and Technical-Economic Conditions: The Adoption of the Assessment Center in French, German, Italian, UK and US International Firms)
82. Co-convenor together with Georg Krücken (DHV Speyer), Renate Meyer (WU Wien) and Peter Walgenbach (Universität Erfurt) of the „3. Workshop Neoinstitutionalistische Organisations-theorie“ 23. und 24. März 2007, Universität Bergamo.
83. Organization of the 2nd "Research Workshop Hollywood Europe: strategic, organizational and financial interactions in the movie industry", October 2006 and two presentation (Authenticity and Local Productions by US-Majors in Italy: a Qualitative Study; Genre-heterogeneity and Differential Success of Hollywood and Domestic Productions in Italy: a Quantitative Study)
84. Paper presented at the International Management Division of the Academy of Management Conference, Atlanta, August 2006 with P. Walgenbach (Interference among Institutional Influences and Technical-Economic Conditions: The Adoption of the Assessment Center in French, German, Italian, UK and US International Firms).
85. Speech at the PDW Workshop "Hollywood and Beyond – Organization, Institutions and Strategies in the Globalizing Film Industry" at the Academy of Management Conference, Atlanta, August 2006 (The Italian cinema industry and the dominance of Hollywood: characteristics and trends)
86. Paper presented at EGOS 22th Colloquium Bergen, Norway, Sub-theme 25, Actors, Interests and Power - Their Role and Relevance in Institutional Theory, July 2006 (Institutional streams. Institutional theory at the interstices: beyond levels of analysis)
87. Paper presented at EGOS 22th Colloquium Bergen, Norway, Sub-theme 16, At the Cross-road of National and Cosmopolitan: Interweaving of Organizations and Organizing in Creative Industries, July 2006 (An 'authentic' challenge? Embedded Hollywood productions in Italy at the cross-roads of local and global institutional streams)
88. Paper presented at Workshop Nazionale di Studi Organizzativi "Il Change management nelle imprese e nelle pubbliche amministrazioni", Università Carlo Cattaneo – LIUC 5 e 6 giugno 2006 (Il change management tra bricolage istituzionale e generazione progettuale)

89. Paper presented at the VII Workshop dei Docenti e Ricercatori di Organizzazione Aziendale "Organizzazione, regolazione e competitività", Università degli studi di Salerno, 2-3 Febbraio 2006, (Ibridazioni istituzionali e progettazione combinatoria/generativa)
90. Paper presented at the EGOS 21th Colloquium Berlin July 2004 with M. Woywode (Local Struggles and Supranational Legitimation. Diffusion of US- type Multiplex-cinemas in Europe)
91. Paper presented at the VI Workshop dei Docenti e Ricercatori di Organizzazione Aziendale, Università Cattolica Milano, Febbraio 2005, con Silvio Arduini (When in Rome, do as the Romans do. But do the Romans do as Romans? Italian Middle Managers in Italy as Carriers of Multiple Institutions)
92. Paper presented with S. Arduini at EGOS 20th Colloquium Ljubljana July 2004 (Re-Institutionalising Middle Management in Italian Subsidiaries of International Firms)
93. Paper presented at the Organization and Management Theory Division of Academy of Management Conference, New Orleans, Agosto 2004 con M. Woywode (Local Struggles and Supranational Legitimation. Diffusion of US- type Multiplex-cinemas in Europe) *nominated by OMT and short listed finalist for the Carolyn Dexter Award.*
94. Paper presented at the EGOS 19th Colloquium Copenhagen July 2003 (Local struggles and supranational density-dependent legitimation. The diffusion-speed of US-American-type multiplex-cinemas in Europe)
95. Paper presented at EGOS 18th Colloquium Barcelona July 2002 (Trust, cooperation and performance in the Italian animated cartoon industry)
96. Paper presentation, *Entrepreneurship Division* of the Academy of Management Conference, Washington, 2001 with A.Usai and F.Montanari (Human Capital, Social Capital and Performance: an Empirical Test from an Entrepreneurial Project Based Industry)
97. Research paper presentation, EGOS 17th Colloquium Lyon 5-7 July 2001 with C. Locicero and F.Paoletti (Interference between Organizational Fields: Institutionalising HRM-Practices in Italian Subsidiaries of German Firms)
98. Research paper presentation, EGOS 17th Colloquium Lyon 5-7 July 2001 with E. Passoni (Team Leaders in Self Managed Work Groups: a Contradiction?)
99. Research paper presentation, EGOS 15th Colloquium "Organizations in a Challenging World: Theories, Pratices and Societies, Sub-Theme 7: Work, Employment and Society", University of Warwick, 4-6 July 1999, with P. Walgenbach (Knowledge Workers in Europe? Insights form an International Comparison)
100. Research paper presentation, EGOS 15th Colloquium "Organizations in a Challenging World: Theories, Pratices and Societies, Sub-Theme 1: Organization Theory as Science: Prospects and Limitations, University of Warwick, 4-6 July 1999 (Constructs as Ideal Types? On the Metaphysical Foundations of Organization Theory)
101. Research paper presentation, AIMAC '99, 5th International Conference on Arts & Cultural Management, Helsinky, June 13-17, 1999 with S. Salvemini (Market, Hierarchy and Cooperation in the Italian Cinema Industry; published in the Proceedings, pp. 138-149)
102. Research paper presentation, La gestione e la valorizzazione dei beni artistici e culturali nella prospettiva aziendale, XXI Convegno dell'Accademia Italiana di Economia Aziendale, Università di Siena, 30-31 October 1998 (Mercato, gerarchia e cooperazione nella filiera del cinema)
103. Presentation: "Transformations in the Italian Exhibition Industry: Risks and Opportunities", at the MEDIA Salles Round Table, Amsterdam – Cinema Expo International, 15 June 1998
104. Research paper presentation at the conference *Economia della Cultura*, section on Cinema, Università Bocconi, Milano, May 1998 (Mercato, gerarchia e cooperazione nella filiera del cinema)
105. Workshop presentation, *International Organizational Behavior Teaching Conference*, December 1997, Cape Town, South Africa (Too much of a Good Thing: How to Avoid Multimedia Overdoses in Teaching)
106. Paper presentation, *EGOS Colloquium* "Organizational Responses to Radical Environmental Changes", Sub-Theme 1, "The nature of Organisational Change", Budapest July 3-5, 1997, (Convergent Organizational Responses to Globalisation in Different Institutional Contexts: A Comparative Study of the German and Italian Machine Building Industries).

107. Paper presentation, EMOT (European Management and Organisation in Transition) Conference Theme 3, Torino, December 1996 (Between Global pressures and National Sectoral Institutions: Work Organization and Industry Structure in the Machine Building Industry in Italy and Germany)
108. Paper presentation, EMOT (European Management and Organisation in Transition) Conference Theme 1 (Changing Forms of Economic Organisation: Firms, Markets & Work Organisation): "Dominant Institutions, Governance Structures & Work Systems", 26-28 January 1996, Barcelona (The European Machine Building Industry in Transition: Theory, Methodology and Preliminary Results of an Italy-Germany Comparison)
109. Paper presentation together with P. Regonesi, CEMS Academic Conference, "Recent Developments in Economics and Business Administration", Wirtschaftsuniversität Wien, Austria, April 20-22, 1995 (The Evolution of Inter-firm and Intra-Firm Networks: A Contingent and Institutional Explanation of the Fast Growth of a German Midsized Engineering Company).
110. Paper presentation together with Bettina Gehrke, Strategic Management Society Conference: "Strategy Styles: Management Systems, Types and Paradigms", Jouy-en-Josas, September 20-23, 1994 (German Multinational Companies in the International Arena).

ADDITIONAL EDUCATION

- Mindfulness-Workshop (Vienna, 2017-2018)
- MSC Course (Vienna, September to November 2017)
- Theatre Course and performance (Vienna, Rotehaare Kulturwerkstatt, 9.2016-2.2017)
- Classroom Presence, Richard Hahlo von Dramatic Ressources London (WU Vienna, 28.6.2016)
- Medientraining, sponsored by Austrian Ministry of Research (Vienna 18.11.13)
- Accreditation "The Intercultural Development Inventory", (Feb. 12-14 2009 Portland, OR)
- "Parent Effectiveness Training (P.E.T.)" (10 sessions, 2008)
- "Presentations in English", SDA Bocconi (2 days, 1999)
- "Corso di Technology Based Teaching", SDA Bocconi (Prof. Mirian Alavi) (1,5 days, 1997)
- "Corso di metodologie della ricerca" (Research Methods), Università Bocconi (12 days, 1994)
- "Corso ACI" (Teaching Methods), Università Bocconi (7 days, 1994)
- "Corso di videodidattica" (Video Based Teaching), SDA Bocconi (1,5 days, 1994)

OTHER PRODUCTIONS

- VIDEO PRODUCTION "La vita è bella, la vita è folle. James March talks to Giuseppe Delmestri", produced by Giuseppe Delmestri and Stanford Video (April 2009, published 2019 in *Studi Organizzativi*, 1: 181-94, video available online on *Journal of Management Inquiry* "Six Degrees — Remembrances, Podcasts and Videos" <https://journals.sagepub.com/page/jmi/six-degrees>):



- DIDACTIC MATERIALS: *Case Studies and simulations*: (I = Italian, E = English) The case of Marius (E); Utensilia, Machina, Phresa: Machine Tool Producers (I & E); ARKU Maschinenbau (E & I, with video); The Evolution of the Machine Tool Industry (E); Tuchenhagen GmbH (I & E); Shering AG (on Video; I); Marconi Illuminazione (I); Distillerie Solario (I); Edizioni Italia (I); L & S AG (I); Drehmaschinen AG (I); Milling S.p.A. (I); Troli (I); Macchine e mode (I); Team o non team? (I), Various incidents (I), Contextualising Leadership (E & I), Caso Corte dei Conti (I), Casi di motivazione (I), Simulazione BobSplash (I), Simulazione Al Qaeda (I),

Simulazione “Ma cosa ci faccio qui” (I), Simulazione “I piloni di Babele” (I); Simulazione “24 Oggetti” (I); Caso Arcobaleno (I); Caso “Due gocce d’acqua?” (I); Simulazione Fuso Orario/Time Zones Simulation (I & E); Simulation Bobsplash (I, E), Painting Workshop (I & E), Ceramics Workshop (I & E), Theatrical workshop (I & E)

Three examples:



TEACHING EXPERIENCE¹

I have been teaching courses at undergraduate, master, MBA, PhD. and Executive levels in several universities and countries (Austria, Check Republic, China, Italy, Lithuania, Switzerland, Turkey). At undergraduate level, I taught courses in Organization Design, Change Management, Strategic management, Organizational Behaviour, Organization Theory, International Management, Cross Cultural Management, Business Administration in Cinema, Qualitative Research methods, and Human Resources Management at Bocconi University, University of Bergamo, University of Insubria (Varese), LIUCC University (Catellanza), WU Wien and JKU Linz in Italian, English and German. At Master level, courses in the same topics in the same Universities. At MBA level the same topics at SDA Bocconi, WU Executive Academy, Lingnan University College (Sun Yat-Sen University, Canton, and M.I.T. Boston), Limak Austrian Business School, IEMBA Business Training Centre (Kaunas University of Technology and Norwegian School of Management). Ph.D. courses at WU Wien, Bocconi, Bergamo U., Padova U., HEC Paris, Ca' Foscari Venice, Salerno University and JKU Linz.

TUTORSHIP OF BACHELOR AND MASTER THESES

So far (20.11.2023) I have tutored at WU Wien 48 Bachelor and 20 Master Theses. In addition, in my previous appointments, I have tutored an estimated number of about 200 theses.

UNDERGRADUATE COURSES

- SBWL Kurs V - Theorie, Wissenschaft, Praxis, Dialog WU Vienna (every semester since 2015)
- SBWL Kurs II - Change Management und Management Development WU Vienna (2015 – 2019; 2021-2023)
- Bachelor course – Organizzazione Aziendale Università della Svizzera Italiana, Lugano (2019-20)
- Organization and Innovation: Introductory bachelor course to Specialization in Organization & Innovation at Johannes Kepler University SS2014 (in English)
- Constructing Alternatives. How can we preserve and foster organizational and institutional 'biodiversity'? 30 hour seminar at Johannes Kepler University (JKU), WS 2013, SS2014 (in English)
- Organizational design, strategy and innovation: a 30 hours course at Johannes Kepler University (JKU), SS and WS 2012, SS and WS 2013 (two editions in German and English)
- Categories, identities and Brands: a 30 hour seminar at Johannes Kepler University (JKU), WS 2011 (in German)
- Organization Design: a 30-hour seminar at Johannes Kepler University (JKU), WS 2011 (in German)

¹ For most of the following undergraduate, master and executive training courses, participants evaluated the interest of the topic and the quality of my teaching. The evaluation summaries will be provided upon request.

- Organization design, organizational behavior and HRM: 48-hour course for 3rd year students with introductory topics from Organizational Behavior (OB), Organization Design (OD), economics and sociology (2004, 2005, 2006, 2007, 2008, 2009, 2010, 2011), Università degli Studi di Bergamo (in Italian)
- Organizzazione aziendale interculturale, Facoltà di Lingue e Letterature Straniere, Università degli studi di Bergamo (responsible, 2006; co-lecturer 2007, 2008) (in Italian)
- International Management (Organizational Focus), Università Bocconi, 35 hours (2001-2006) (in English)
- Laboratorio Cinema, Università Bocconi, responsible (2001-2007) (in Italian)
- Organization design, organizational behavior and HRM: 48-hour course for second year students with introductory topics from Organizational Behavior (OB), Organization Design (OD), economics and sociology (2003, 2004), Università dell'Insubria, Varese (in Italian)
- Organization design, organizational behavior and HRM: Seventy-hour course for second year students with introductory topics from Organizational Behavior (OB), Organization Design (OD), economics and sociology (1998, 1999, 2000, 2001, 2002), Università Bocconi (in Italian)
- Organization of the international firm, 36 hours course for 4th year students, Bocconi (2001) (in Italian)
- Visiting Professor at the Summer School of WU-Wien (Austria), 16 hours course in German on "Vergleichende Organisationstheorie" (July 2000) (in German)
- Arts and Cultural Management, eight-hour section on the cultural industry, taught in English for Italian and visiting students (1998 and 1999), Università Bocconi (in Italian)
- Cases of organization design: 20-hours for 2nd year students (1994 and 1997), Università Bocconi (in Italian)
- Cases of organization design (mainly SMEs): twenty-hour course for second year students (1994), Libero Istituto Universitario Carlo Cattaneo, Castellanza (Varese) (in Italian)
- OB simulations: 20-hour based on simulations for 2nd year students (1994), Università Bocconi (in Italian)
- Seminar on organizational features of SMEs: ten-hour course for fourth year students with tutorship of their research group-work (1994), Università Bocconi (in Italian)
- Seminar on organizational features of German firms: ten-hour course for second year students with tutorship of their research group-work (1993), Università Bocconi (in Italian)

MASTERS COURSES

- Master Course *Strategic Management* at WU Vienna 2016-2018 (in German)
- Master Course *Organizational Theory* at WU Vienna since 2014 (in English)
- Master Seminar *Unternehmensleitung und Strategisches Management* at WU Vienna WS 2014 (in German)
- Master Course *Organizational Design* and Master Seminar *Practices and Cases of Organizational Design* at University of Innsbruck WS 2013 (in English)
- In 2013 I initiated and direct at Johannes Kepler University Linz the Master of Science *Joint Master in Global Business (Troika)* in cooperation with the Higher School of Economics in Nizhny Novgorod, Russia, and the University of Bergamo, Italy, sponsored and supported by the Industrial Association of Upper Austria.



MGB - Master in Global Business

Johannes Kepler University Linz			
1. year	Winter Term Oct. - Jan.		Summer Term Feb. - June
	Business Fundamentals: Strategy, Finance, Marketing, Organization, HRM etc.		
English Language Skills			
2. year	Higher School of Economics, Nizhny Novgorod, Russia	Johannes Kepler University, Linz, Austria	University of Bergamo, Italy
	Autumn Term Oct. - Dec.	Winter Term Jan. - March	Summer Term March - June
	Advanced Business Courses: International Management, International Finance, International Marketing		
	Business Projects		
Language Skills: Russian, German, Italian			

- Work on real business projects
- Learn about business context, governance, international finance, international management
- Get intercultural & language skills
- Visit innovative companies in Russia, Austria and Italy
- Expand your professional network
- Gain a competitive advantage through international experience

www.jku.at/mgb

In cooperation with  INDUSTRIELLENVEREINIGUNG OBERÖSTERREICH

- Master Course Organization and *Management of Culture and Creativity*, Visiting Professor at University of Modena and Reggio Emilia (16 hours, November 2012) (in English)
- Master Course *Organization* in the Master of Science in General Management at Johannes Kepler University (JKU), SS 2012 (in English)
- Master Seminar *Qualitative Research Methods*, Johannes Kepler University (JKU), WS 2011 (in English)
- Diplomanden Seminar *Organisation und Innovation*, Johannes Kepler University (JKU), WS 2011 (in German)
- From 2009 to 2011 founder and director of the “Boarding Pass” exchange agreement between University of Bergamo, Iéseg School of Management Lille, Freie Universität Berlin, University of Washington Bothell & Technische Universität Chemnitz: the universities coordinate the programs of six courses (30 credits) and allow their students to visit in the partner universities:



- Master of Science course/seminar at the University of Bergamo in Italian 2005-2011 (topics change yearly: Organization Design, Change Management, Leadership, HRM, International Management) (in Italian)
- Master Organization & People, Bocconi University, Milan, International Management (2004-2008) (in Italian)
- SdM School of Management, University of Bergamo, Marketing e managerial culture for the relationships between China and Italy, Leadership and Cross Cultural Management in English for Chinese and Italian Students (2006, 2008) (in English)
- Master in Business Strategies & Competitive Technologies, Università di Bergamo, Course on Management & Organization (2005) (in Italian)
- Master O&P, Sda Bocconi, La Team Based Organization, 2 sessions (2003) (in Italian)
- Master Comunicazione e Marketing, Course on OB and OD, 25 sessions (1999, 2000) (in Italian)
- Master for SMEs, Focus on internationalization, Università Bocconi, three sessions (2000) (in Italian)
- Master for SMEs, Focus on innovation, Università Bocconi, three sessions (1999) (in Italian)
- Master for SMEs, Focus on internationalization, Università Bocconi, three sessions (1999) (in Italian)
- Master in International Trade, organised by SDA Bocconi and Systema BIC Basilicata, Organizational Behaviour and Design, three days (1998, in Italian)
- Master in Job creation, organised by SDA Bocconi and Systema BIC Basilicata, Organizational Behaviour and Design, three days (1998, in Italian)
- Master for SMEs, Università Bocconi, one session (Italian) (1998)

MBA AND EXECUTIVE MBA COURSES

- *Change management and knowledge management* in EMBA WU Academy in German (2014-2019)
- *Organisation* in the MBA of LIMAK – Austrian Business School, 2013 (in German)
- *Organization* in the Global Executive MBA of LIMAK – Austrian Business School, 2012, 2013 (in English)

- International MBA, Lingnan University College, Sun Yat-Sen University, Canton, Organizational Processes (2005, two classes, a program co-organized with M.I.T. Boston) (in English)
- MBA-Miem (Master in International Economics & Management), SDA Bocconi, Introduction to OB and OD, (in English) (1998-2005)
- MBA Miem, SDA Bocconi, Organizational Behaviour 36 hours (2003-2005) (in English)
- The International Executive MBA Program (IEMBA), Business Training Centre, Kaunas University of Technology and Norwegian School of Management, Kaunas, Lithuania, Organizational Behaviour and Design, four days (in English) (28/9 – 3/10 1998)
- Master in International Economics and Management (Miem), Università Bocconi, Complex Organizations, seven session (1,50 hours each) by me and the remaining sessions by two colleagues (in English) (1998)
- Miem SDA Bocconi 4th term, Interfunctional case study based on the Machine Tool Industry, six sessions (in English) (1997)
- MBA, Interfunctional focus on General Management, SDA Bocconi, two sessions (in English) (1997)
- Miem, Organization of Multinational Corporations, eight sessions colleague (in English) (1996)
- Miem SDA Bocconi 4th term, Interfunctional case study based on the Machine Tool Industry, four sessions (in English) (1996)
- Miem SDA Bocconi, Organization of Multinational Corporations, eight sessions by me and the remaining sessions by a colleague (in English) (1995)

PH.D. COURSES

- ASSIOA-VHB-ProDok PhD-Course “Advanced Topics in Management and Organization Theory”, Trento, September 4-7.2023 (with Maria Laura Frigotto, Trento U., & Filippo Carlo Wezel, USI)
- ASSIOA-VHB-ProDok PhD-Course “Advanced Topics in Management and Organization Theory”, Padova, September 6-9.2021 (with Filippo Carlo Wezel, USI)
- Theory building and theoretical contributions: Interdisciplinary PhD seminar. With Philipp Nell, WU Vienna Academic Year 2016-2017, 2018-2019, 2019-2020, 2022
- Department of Management Research Seminar at WU Vienna Academic Year 2015-2016; 2020.
- Research Seminar Allgemeine Betriebswirtschaftslehre (Management) at WU Vienna since 2014.
- PhD in Business Administration and Management, consortium of Universities of Firenze, Pisa and Siena, New developments in organization and management theory (OMT): market recategorization and visual studies on competing institutional logics (March 2013)
- Postgraduate Degree in Labour Relations, Fondazione Universitaria Marco Biagi, University of Modena and Reggio Emilia, Italy: Institutional theory, labour relations and organizations (December 2012; Italian)
- Dissertationskolloquium Betriebswirtschaftslehre: Strategisches Management, Organisation, Human Resource Management. JKU Linz (co-convenor SS&WS 2012, SS&WS 2013, SS 2014) (in German)
- Ph.D. in Logistics (MIT Boston & Bergamo University) & Dottorato in Marketing e Strategie d’Impresa (Bergamo University), 8 hours “The identity of the researcher and publication in international journals” (2006 to 2011; English)
- Dottorato in Economia e Direzione delle Aziende Pubbliche, Università degli studi di Salerno, Qualitative research methods (2010, 2011; Italian)
- PhD School in Economics and Management (SDEM), Padova U., Institutional Theory (2007, 2011; English)
- Dottorato in Marketing & Strategia d’Impresa, Università di Bergamo, Grounded theory (2006-7; Italian)
- Dottorato in Marketing e strategie d’impresa, Università di Bergamo, 16 hours “Institutional theory: introduction and implications for change management, marketing and strategy” (2006) (in Italian)
- Ph.D. in Business Administration and Management Bocconi University, Organization Sciences, in English (responsible in 2002; co-lecturer 2002 to 2006)
- Ph.D. in Economia Aziendale e Management Bocconi University, Teoria dell’attività economica organizzata, with S. Salvemini (teaching in ten out of twenty sessions) (1999 and 2001) (in Italian)

EXECUTIVE TRAINING AND OTHER ACTIVITIES

Since 1993 I have been teaching for *SDA Bocconi* first, *SdM School of Management* later, the *JKU Institute of Organization & Global Management Education*, *LIMAK Austrian Business School*, and now the *WU Executive Academy* the equivalent of more than 300 days courses in Austria, Italy and other countries for middle and top managers, entrepreneurs, white and blue collar workers, technicians, newly hired university leavers, professors of East European and Asian Countries on topics such as cross-cultural management, diversity management, empowerment, OD, internationalization, networks, job design and organizational analysis, HRM, leadership, team building, organizational change, institutional differences between countries. Some of the firms involved in tailored training programs: Pfizer, Honda, Unicredit, Electrolux, Reuters, SMS Demag, Sun Microsystems, Boehringer-Ingelheim, Foster Wheeler, Alta Dirigenza Regione Lombardia, Calvi Holding, AAB, ACEB, S. Paolo IMI, Magrini Galileo, Dalmine, Promatech, Italcementi, Immergas, Confindustria Bergamo, Frette, Conad, Enel, Poste Italiane, Riello, Veronesi, CNA, Sanpaolo-Imi, INAPA.

A few examples:

- Management Training on Innovation and Creativity for 120 Top & Middle Managers and independent Sales Agents divided into 9 groups at the Calvi Network Meeting 2011 in Cologne organized within the Institute of Organization & Global Management, JKU Linz.
- Management Training for the 70 Top Executives of the administration of *Regione Lombardia*, the Regional State of Lombardy: 9 days with theory, role plays, simulations and discussions organized by SdM School of Management with the cooperation of SDA Bocconi (2011-2012)
- Unicredit - UCBP 10 English-language editions of the 3 days program "Adding value to cultural diversity in international teams" within SdM School of Management (2009-2010)
- Founder together with AAB and *Confartigianato Roma* of SDArt a three years school for artisanal entrepreneurs within SdM School of Management
- Academic coordinator for SDA Bocconi in the year 2000 of the PRIME-Program (*Program for International Managers in Europe*), an Executive Education Joint Venture of WU, HEC, Bocconi, ESADE, Erasmus, Copenhagen Business School
- Director from 2000 to 2003 of the 20 days SDA Bocconi executive program "*Organizzazione, Personale & Competenze*"

As Dean of SdM School of Management I was responsible from fall 2009 to summer 2011 of the Professional Masters Division of the University of Bergamo for a total turnover in the two years of about 1.5 million Euro.

As Deputy Dean and Dean of SdM School of Management I also acquired between end of 2005 and the middle of 2011 funds from private firms for Management Education Programs of about € 1.600.000.

PRESENTAZIONE

SdM School of Management si occupa dal 2005 di formazione, ricerca e consulenza nel campo del management. In quanto Centro di Ateneo dell'Università degli Studi di Bergamo, SdM rappresenta attualmente il punto di incontro delle risorse accademiche e professionali più qualificate nelle diverse aree di competenza del management. Finalità di SdM è sviluppare conoscenze e formare competenze di eccellenza in campo manageriale, attraverso un approccio caratterizzato da dinamismo, indipendenza, creatività e attenzione alle persone.

SdM School of Management si pone come interlocutore delle aziende con una produzione costante di ricerche nei campi del Management, dell'Organizzazione Aziendale, degli Intermediari Finanziari, e con lo studio di nuovi approcci didattici e nuovi sistemi per la formazione di quadri e dirigenti. Punto di forza di SdM sono le collaborazioni con importanti atenei e centri di ricerca in Italia, in Europa e negli Stati Uniti, sia sul fronte delle docenze e delle strategie didattiche innovative che su quello della ricerca. SdM vuol essere di stimolo ad aziende, enti e associazioni che necessitano di innovazione rispetto alle formule tradizionali di formazione dei collaboratori. Una struttura dinamica e flessibile consente in tal senso lo studio di soluzioni ad hoc per le imprese che vogliono realizzare percorsi formativi tagliati sulle proprie esigenze.

SdM School of Management ha al suo attivo numerose esperienze di collaborazione con alcune delle più prestigiose aziende in ambito nazionale e internazionale, tra cui ricordiamo:

Banco Popolare, Comune di Bergamo, Associazione Artigiani Bergamo, CTF Group, IREF Lombardia, Italcementi, Regione Lombardia (Alta Dirigenza), Sacho Spa, UCBP Unicredit, Ubi Banca, Confindustria Bergamo, Vitali Spa, Volvo Italia.



The SdM School of Management has been involved in training, research and consultancy in the field of management since 2005. In its capacity as Bergamo University's Research Centre, it is currently the meeting point for the most highly qualified academic and professional resources in various fields of management. SdM's objective is to develop knowledge and top-quality skills in the managerial field through an approach characterized by dynamism, independence, creativity and individual attention to students. The SdM School of Management acts as a partner for businesses, generating a constant flow of research in the fields of Management, Corporate Organization and Financial Intermediaries, and developing new didactic approaches and training systems for executives and managers. SdM's strength lies in its collaboration with major universities and research centres in Italy, Europe and the USA, both in terms of academic staff and innovative didactic strategies as well as in terms of research.

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Additional private professional activities:

- 2016-2019 change management initiative at INAPA through consulting and executive education
- *Patronanz* of the topic *Leitbetriebe* at *Academia Superior*, Linz, 2013
- Founding Partner of Adventerra Games (www.adventerragames.com) now in Lugano, CH.
- On December 2006 I was responsible for mediating a strategic and organizational workshop involving the top management of Pöyry (Fin) and EGL Produzione (CH)
- From 2004 training activities for Confartigianato in Rome and Pesaro
- One day seminar on the “Organisational Implementation of Strategy” organized by the WU-MBA-Centre of WU-Wien (Prof. A. Schuh) for Bank Austria High Potentials (2001-2002)
- Two-day training “Corporate Culture & Change Management”, Fujitsu Siemens Computers International Leadership Development Program organised by EFMD, Prague 19-20, 2002
- In 1998 I cooperated with EOS Consulenza di Direzione, Milan, in a major organizational consultancy project for GAPI S.p.A.