Silvia Poli

Date of birth: 25/06/1996 I Place of birth: Cavalese, Italy I Gender: Female I Nationality: Italian I Phone: (+39) 3463197005 (Mobile) I Email address: silviapoli6@icloud.com

Work experience

Research visiting scholar I Utrecht University I 03/2025 - 06/2025 I Utrecht, Netherlands

- Research visiting period at Utrecht School of Economics with Professor Erik Stam

Research visiting scholar I Erasmus University Rotterdam I 01/2025 - 02/2025 I Rotterdam, Netherlands

- Research visiting period at Department of Arts and Cultural Studies with Professor Ellen Loots

Teaching tutor in Organisational Behaviour I University of Bologna I 09/2021 - 06/2025 I Bologna, Italy

- Department of Industrial Engineering, graduate programme in Engineering Management
- Graduate course with an average of 210 students per semester, divided in two classes
- Main activities includes:
    - Preparation and teaching of classes on groups and team work
    - Preparation and conduction of practical activities related to the use of serious games in work environment
    - Administration and grading of exam projects

Research Fellow I University of Bologna I 01/2021 - 12/2021 I Bologna, Italy

- Project name: Engagement Readiness Monitor
- Erasmus Plus project that focus on University-Business Collaboration led by Prof. Rosa Grimaldi and Prof. Elisa Villani.
- Main activities included: White and grey literature review; Data collection (interviews); Writing dissemination articles; Managing collaboration with project partners

Lecturer for Crash course in International Business I University of Bologna I 09/2022 - 09/2022 I Bologna, Italy

- Department of Management, graduate programme in Business Administration & Department of Legal Studies, graduate programme in Legal Studies
- Main activities included:
    - Design of the course, selecting the main topics and finding experts to teach part of the classes
    - Preparation and teaching of class about to firm-ecosystem relationship

Project manager I Scripta I 02/2022 - 12/2024 I Ferrara, Italy

- Scripta is a collective of editors and writers offering support to aspirant novel authors
- Main tasks as chief innovation officer included:
    - Co-definition of the collective's goal;
    - Analysis of the possible growth paths and definition of collective's innovation strategy;
    - Improvement of operational processes
- Winners of the Call for ideas Comics & Games Factory, Lucca, 2022.

Ambassador and coach in university start-up programs I University of Bologna I 2019 - 2023 I Bologna, Italy

- Mentoring and evaluating teams of students in different hackathons organised by university Knowledge Transfer Office (AlmaLabor), Incubator (AlmaCube), and in collaboration with Una Europa network

Education & Training

PhD in Management - Entrepreneurship I University of Bologna I 11/2021 - 10/2025 I Bologna, Italy

Advisors: Prof. Rosa Grimaldi, Prof. Elisa Villani, Prof. Erik Stam

Dissertation developed around three papers:

- Paper #1 (Poli, S., Loots, E., & Stam, E. *Community events supporting entrepreneurial ecosystem: evidence from Lucca Comics & Games*) starts from the phenomenon-driven question "how does a festival come to support entrepreneurs" to understand how a festival (Lucca Comics & Games) can fulfil the function of an entrepreneurial ecosystem. Through a longitudinal case study analyses of festival archival data, interviews, and observations, the paper contributes to entrepreneurial ecosystem literature showing the key role played by the community and its strong willingness to support itself in fostering the emergence of a temporary but mature community-based entrepreneurial ecosystem, able to fill the lacks of the artists' original entrepreneurial ecosystems.
- Paper #2 (Poli, S. *Supporting entrepreneurship in the creative and cultural sector: an entrepreneurial support organisation's perspective*) explores how entrepreneurial support organisations specialised in supporting creative and cultural entrepreneurship design their activities to address some crucial problems: an unstable and unclear sector definition, the double success criterion (in order to grow, entrepreneurs must balance entrepreneurial financial gains and cultural recognition), and the pressure from policymakers to generate a positive spillover effect. Through a longitudinal case study approach, it observes the evolution of the calls for competition promoted by a program supporting local startups and associations. The paper contributes to entrepreneurial support literature identifying how different parts of the calls for competition can be used to leverage some mechanisms to solve specific supporting problems.
- Paper #3 (Poli, S., Grimaldi, R. & Villani, E., *Entrepreneurial support integration in multi-layered entrepreneurial ecosystem*) investigates how actors at different layers of an entrepreneurial ecosystem support entrepreneurs and integrate their supporting efforts over time. The paper use an in-depth longitudinal case study of an Italian Regions to observe entrepreneurial support initiatives at the macro (governmental bodies), meso (entrepreneurial support organisations) and micro (entrepreneurs) layers, and their evolution in over 40 years. The paper contributes to entrepreneurial ecosystem literature deepening our understanding of multi-layer dynamics, and to entrepreneurial support literature observing the interplay of different layers in supporting entrepreneurs.

Thesis: Supportive entrepreneurship in the creative and cultural sector

Master in International Relations - Forecasting Innovation and Change | University of Bologna | 09/2018 - 12/2020 | Bologna, Italy

- Qualitative and quantitative data analysis and management of innovation and change in public and private sector

Final grade: 110/110 | Thesis: Games and service play to improve business performance

Bachelor in Political, Social, and International Science - Integrated University and Enterprise Track | University of Bologna | 09/2015 - 07/2018 | Bologna, Italy

Final grade: 110/110 | Thesis: Magic the Gathering inclusivity strategy to create a community

Entrepreneurial Ecosystem Research School | iaelyon School of Management, Universite Jean Moulin Lyon | 03/12/2025 - 05/12/2025 | Lyon

- Poli, S., Shaping entrepreneurial support in multi-layered entrepreneurial ecosystem

Academy of Management Entrepreneurship Division Doctoral Consortium | Academy of Management | 25/07/2025 - 29/07/2025 | Copenhagen, Denmark

- Poli, S., Entrepreneurial support integration in multi-layered entrepreneurial ecosystem

Entrepreneurial Ecosystem Research School | University of Deusto, University of the Basque Country, Global Entrepreneurship Monitor (GEM) | 17/02/2025 - 19/02/2025 | Bilbao, Spain

- Poli, S., Entrepreneurship policy integration in multi-layered entrepreneurial ecosystem

Entrepreneurial Ecosystem Research School | Stuttgart University | 13/05/2024 - 15/05/2024 | Stuttgart, Germany

- Poli, S., Culture emergence in creative and cultural entrepreneurial ecosystem

XXXI AiIG (Italian Management Engineering Association) Summer School «Striving for research quality» | University of Bologna | 11/09/2023 - 14/09/2023 | Bologna, Italy

- Part of the organising team
- Poli, S., Entrepreneurial ecosystem culture arising in the creative and cultural sector

Entrepreneurial Ecosystem Research School | IAE Paris-Sorbonne Business School | 30/08/2023 - 01/09/2023 | Paris, France

Entrepreneurship in Humanities Summer School | Fondazione Golinelli, Galileo Aggregator Technology and Enterprise | 06/07/2020 - 17/07/2020 | Bologna, Italy

Language Skills

Mother tongue(s): Italian

	Understanding		Speaking		Writing
	Listening	Reading	Spoken production	Spoken interaction	
English	C2	C2	C2	C2	C2
Spanish	B2	B2	B1	B1	A2
German	A1	A2	A2	A1	A2

Skills

Research | Basic knowledge of STATA | CAQDAS (computer qualitative data analysis software) Nvivo12pro MAXQDA | Scientific dissemination and outreach to public society | NVivo - Qualitative data analysis software | Paper Publication | Conference presentation

Innovation management and knowledge sharing | Design Thinking e Design Sprint | startup coaching

Teaching | Exam grading | Group work management | Class preparation | Practical activities preparation | Course design | Thesis advisoring

Common software suites and tools | GPT-4 | Microsoft Office | video conferencing (Teams, Zoom, Meets) | Engagement tools (e.g. Slido, Metri) | iWork suite | Canva

Publications

Entrepreneurship policy integration in multi-layered entrepreneurial ecosystem

Poli, S. (2025). Entrepreneurship policy integration in multi-layered entrepreneurial ecosystem. Euram proceedings, 1 - 35.

Entrepreneurial universities and intrapreneurship: A process model on the emergence of an intrapreneurial university

Flores, M. C., Grimaldi, R., Poli, S., & Villani, E. (2024). Entrepreneurial universities and intrapreneurship: A process model on the emergence of

an Intrapreneurial University. Technovation, 129, 102906.

Supporting entrepreneurship in the creative and cultural sector: an entrepreneurial support organisation's perspective

Poli, S. (2024). Supporting entrepreneurship in the creative and cultural sector: an entrepreneurial support organisation's perspective. Euram proceedings, 1 - 34.

Conferences & Seminars

EURAM European Academy of Management | 2026 | Kristiansand

- Track accepted: *Entrepreneurship and Creativity in Times of Disruption: Navigating Transformations in the Creative Economy*
- Proponents: Ellen Loots, Erasmus University Rotterdam; Diana Betzler, University of Fribourg; Erik Gustafsson, School of Business, Economics and Law, University of Gothenburg; Valeria Morea, Erasmus University Rotterdam; Silvia Poli, University of Bologna.

EURAM European Academy of Management | 2025 | Florence

- Poli, S. *Entrepreneurship policy integration in multi-layered entrepreneurial ecosystem*

ACEI International Conference on Cultural Economics | 2025 | Rotterdam

- Poli, S. *How community events can support entrepreneurship: evidence from Lucca Comics & Games*

Creative Infrastructures in the Spotlight: Shaping the Future of Arts Entrepreneurship | 2025 | Aarhus

- Poli, S. *Entrepreneurial ecosystem emergence in community event: evidence from Lucca Comics & Games*

EURAM European Academy of Management | 2024 | Bath

- Poli, S. *Supporting entrepreneurship in the creative and cultural sector: an entrepreneurial support organisation's perspective*

Transalpine Organizing Creativity Paper Development Workshop | 2024 | Reggio Emilia

- Poli, S. *Supporting entrepreneurship in the creative and cultural sector: an entrepreneurial support organisation's perspective*

Druid | 2023 | Lisbon

- Poli, S., Villani, E., Flores, M. C., & Grimaldi, R. *Facilitating the emergence of intrepreneurial capacity: The case of an Italian University*

Game Science Research Center Annual Meeting | 2023 | Bologna

EGOS European Group for Organizational Studies | 2022 | Wien

- Flores, M. C., Poli, S., Villani, E. & Grimaldi, R. *Embedding collaborative knowledge creation organizations within traditional universities*

University Industry Innovation Network Annual Meeting | 2022 | Amsterdam

Projects

Public Art Project | 04/2024 - 09/2025

- Academic coordinator for Public Art Project, supporting the Department of Management (University of Bologna) in carrying out a project to reclaim the entrance walls of the department building, which are frequently subject to vandalism during the night. The aim is to collaborate with a local artists collective to use different artistic interventions as a means to initiate a dialogue with the nocturnal users and reappropriate those spaces.
- Responsible for managing communication between faculty members, university administrative offices, and the artists. I also oversee the research design, data collection (on both the university-artist collaboration and the project's impact on department staff), and data analysis.
- With a colleague, we are currently writing a paper (De Leo, C., & Poli, S., *Reframing organizational spaces through artistic interventions: engaging in identity and legitimacy co-creation*) that investigates how artistic interventions affect the professional identity of the faculty and administrative staff working in the building, and how the department's legitimacy (conveyed through the visuality of the building entrance) is co-created through collaboration with the artists.

Honours and Awards

Marco Polo Grant for International Mobility | University of Bologna | 01/01/2024

Scholarship for Bologna University PhD | University of Bologna | 01/01/2021

Networks and Memberships

Open.Lab - Observatory for Open Innovation | 2023 - Current

- Part of the University of Bologna's Design Factory Open Space

AOM Academy of Management | 2025 - Current

ACEI Association of Cultural Economics International | 2025 - Current

EURAM European Academy of Management | 2024 - Current

Game Science Research Center | 2023 - Current

Scientific and societal impact ───────────────────────────

Founder and head of PhD DoCommunity | 09/2024 - Current

- Founder and head of *PhD DoCommunity*, early career scholar community of the Department of Management, University of Bologna
- Main responsibilities:
  - Representing department early career community's interest
  - Facilitating relationship between DoCommunity and faculty
  - Coordinating the organisations of seminars for research and researchers development
  - Organising and promoting activities for academic wellbeing, social networking, and mental health

Reviewer

- Journal of Business Research
- CERN IdeaSquare Journal of Experimental Innovation
- AOM Conference 2025
- Euram Conference 2024 and 2025

Scientific Dissemination

Proposer and guest speaker at Lucca Comics & Games, Lucca

- *Navigating Lucca Comics & Games: a guide for aspiring entrepreneurs*, panel on entrepreneurial opportunities at the festival based on results of part of my doctoral dissertation. 2024
- *Scientific research on Lucca Comics & Games: the state of the art*, round table in collaboration with other researchers part of the Game Science Research Center. 2022

Engagement Readiness Monitor dissemination, 2021 - 2022

- Articles in project's E-zine and blog

Organiser PhD reading group | 09/2023 - 06/2024

Organiser PhD reading group, University of Bologna.

- Helping organising the weekly PhD reading group and other seminars for the PhD students at the University of Bologna

09/02/2026

List of publications

Publications

Flores, M. C., Grimaldi, R., Poli, S., & Villani, E. (2024). Entrepreneurial universities and intrapreneurship: A process model on the emergence of an intrapreneurial university. *Technovation*, 129, 102906.

Conference proceedings

Poli, S. (2025). Entrepreneurship policy integration in multi-layered entrepreneurial ecosystem. *Euram proceedings*, 1 - 35.

Poli, S. (2024). Supporting entrepreneurship in the creative and cultural sector: an entrepreneurial support organisation's perspective. *Euram proceedings*, 1 - 34.

Working papers

Poli, S., Entrepreneurial support integration in multi-layered entrepreneurial ecosystem.
- Target journal: Journal of Business Venturing; Special Issue on The Microfoundations of Entrepreneurial Ecosystems.
- Presented at:
  - AOM Entrepreneurship Division Doctoral Consortium 2025
  - Euram, Florence 2025.
  - EERS Entrepreneurial Ecosystem Research School, Bilbao, 2025.

Poli, S., Loots, E., & Stam, E., Community events supporting entrepreneurial ecosystem: evidence from Lucca Comics & Games
- Target journal: Journal of Business Venturing Insight; Special Issue on Understanding the Entrepreneurial Motivations, Dynamics, and Outcomes of First Fridays, Festivals, Farmer's Markets and other Community Events.
- Presented at:
  - ACEI International Conference on Cultural Economics, Rotterdam, 2025.
  - Creative Infrastructures in the Spotlight: Shaping the Future of Arts Entrepreneurship, Aarhus, 2025.
  - EERS Entrepreneurial Ecosystem Research School, Stuttgart, 2024.
  - AilG PhD School 2023.

Poli, S., Supporting entrepreneurship in the creative and cultural sector: an entrepreneurial support organisation's perspective
- Target journal: Journal of Technology Transfer
- Presented at:
  - Euram, Bath, 2024.
  - Transalpine Organizing Creativity PDW, Reggio Emilia, 2024.

Work-in-progress

De Leo, C., & Poli, S., Reframing organizational spaces through artistic interventions: engaging in identity and legitimacy co-creation.
- Target journal: Organization Studies.

Other conference contributions

Poli, S., Villani, E., Flores, M. C.,& Grimaldi, R. (2023). Facilitating the Emergence of Intrapreneurial Capacity: The Case of an Italian University. *Druid*, Lisbon.

Flores, M. C., Poli, S., Villani, E., & Grimaldi, R. (2022). Embedding collaborative knowledge creation organizations within traditional universities. *Egos*, Wien.

09/02/2016