

## **GABRIELE MORANDIN**

PROFESSOR OF ORGANIZATIONAL BEHAVIOR  
DEPARTMENT OF MANAGEMENT, UNIVERSITY OF BOLOGNA

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### **ACADEMIC POSITIONS**

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- 2022 – now **KEDGE BUSINESS SCHOOL** (Bordeaux, France)  
Visiting Professor, Department of Management
- 2020 – now **UNIVERSITY OF BOLOGNA** (Bologna, Italy)  
Full Professor of Organizational Behavior, Department of Management
- 2014 – 2020 **UNIVERSITY OF BOLOGNA** (Bologna, Italy)  
Associate Professor of Organizational Behavior, Department of Management
- 2006 – 2014 **UNIVERSITY OF BOLOGNA** (Bologna, Italy)  
Assistant Professor of Organizational Behavior, Department of Management

### **SERVICE AT THE UNIVERSITY OF BOLOGNA**

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- 2007 – now **BOLOGNA BUSINESS SCHOOL**  
Director of the specialised Master in HR & Organization (2007-now)
  - *EPAS/EFMD accredited since 2017, for 5 years*Associate Dean for Accreditations & Quality Services (2018-now)
  - *EQUIS accredited since 2021, for 3 years*
- 2007 – now **DEPARTMENT OF MANAGEMENT**  
International Accreditations (2021-now)  
Director of B.A. in Business Administration (2018-now)  
Teaching Commission (2018-now)  
Research Commission (2018-2021)  
Lunch Seminars Committee (2010-2019)  
Department Council (*Giunta*) (2012-2018)

### **EDUCATION**

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- 2004 – 2006 **UNIVERSITY OF MICHIGAN** (MI, USA)  
Visiting Scholar and Research Assistant, Ross School of Business
- 2001 – 2005 **UNIVERSITY OF BOLOGNA** (Bologna, Italy)  
Ph.D in Management, Department of Management
- 1995 – 2001 **UNIVERSITY OF BOLOGNA** (Bologna, Italy)  
M.Sc. in Economics (*Laurea*), School of Economics

## JOURNAL PUBLICATIONS

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1. **Morandin G.**, Russo M., Bergami M. 2021. Imagining the newcomer-supervisor relationship: Future relational self in the workplace. *Human Resource Management Journal*, in press.
  - PUBLICATION DIFFUSED TO THE GLOBAL AUDIENCE ALSO WITH THE FOLLOWING ARTICLE:  
Russo M., **Morandin G.**, Bergami M. 2021. “How to build a good relationship with your new boss”. *Harvard Business Review* (digital article), September 2:  
<https://hbr.org/2021/09/what-you-need-to-build-a-good-relationship-with-your-new-boss>
2. Cifalinò A., Mascia D., **Morandin G.**, Vendramini E. 2021. “Perceived goal importance, knowledge and accessibility of performance information: Testing mediation and moderation effects on medical professionals’ achievement of performance targets” *Financial Accountability & Management*, in press.
3. Bergami M., **Morandin G.**, Bagozzi R.P. 2021 “How and when identification with a boundary-spanning part of one’s organization influences customer satisfaction.” *European Management Review*, 18 (2), 93-103.
4. Russo M., **Morandin G.** 2020. “Stick with a bad new job or cut your losses?” *Harvard Business Review*, 4 (July/August), 132-137.
5. Russo M., Ollier-Malaterre A., **Morandin G.** 2019. “Breaking out from constant connectivity: Agentic regulation of smartphone use”. *Computers in Human Behavior*, 98 (September), 11-19.
6. Bergami M., **Morandin G.** 2019. “Relationship between perceived justice and identification: The mediating role of organizational images”. *Employee Relations*, 41 (1): 176-192.
7. Russo M., Bergami M., **Morandin G.**, 2018. “Surviving a day without smartphones”. *MIT Sloan Management Review*, 59 (2): 7-9.
  - PUBLICATION DIFFUSED TO THE GLOBAL AUDIENCE ALSO WITH THE FOLLOWING ARTICLE:  
Russo M., Ollier-Malaterre A., **Morandin G.**, 2019. “If you want to use your phone less, first figure out why”. *Harvard Business Review* (digital article), June 10:  
<https://hbr.org/2019/06/if-you-want-to-use-your-phone-less-first-figure-out-why>
8. **Morandin G.**, Russo M., Ollier-Malaterre A., 2018. “Put down that phone! Smart use of smartphones for work and beyond”. *Journal of Management Inquiry*, 27 (3): 352-356.
9. **Morandin G.**, Bergami M., 2014. “Schema-based sensemaking of the decision to participate and its effects on job performance”. *European Management Review*, 11 (1): 5-20.
10. **Morandin G.**, Bagozzi R. P., Bergami M., 2013. “Brand community membership and the construction of meaning”. *Scandinavian Journal of Management*, 29 (2): 173-183.
11. Marzocchi G. L., **Morandin G.**, Bergami M., 2013. “Brand communities: loyal to the community or to the brand?”. *European Journal of Marketing*, 47 (1/2): 93-114.
12. Bagozzi R. P., Bergami M., Marzocchi G. L., **Morandin G.**, 2012. “Customer-organizational relationships: development and test of a theory of extended identities”. *Journal of Applied Psychology*, 97 (1): 63-76.

13. **Morandin G.**, Bergami M., Bagozzi R. P., 2006. “The hierarchical cognitive structure of entrepreneur motivation toward private equity financing”. *Venture Capital*, 8 (3): 253-271.

#### PAPERS UNDER REVIEW

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14. Kossek E. E., Pettigrew M. B., Russo M., **Morandin G.** “Missed connections between the leadership and work-life fields: Work-life supportive leadership as the key to the dual agenda.” *Academy of Management Annals* (Proposal accepted for publication in Vol. 17, Issue 1).
15. Beham B., Ollier-Malaterre A., Allen T., Eckner J., Alexandrova M., Artiawati, Baierl A., Beauregard A., Carvalho V.S., Escribano P., Gudeta, K.H., Huang T.-P., Jaga A., Kurowska A., Leo E., Lewis S., Lu C.-Q., Martin A., **Morandin G.**, Noboa F., Ohu E., Peters P., Rajadhyaksha U., Russo M., Sohn, Y. W., Straub C., Tammelin M., Van Engen M. “Humane orientation and work-family boundary management”. *Journal of Applied Psychology*, R&R.
16. Russo M., Torodi B., **Morandin G.**, Trau R. “Signaling deviation from the work devotion schema: What is the impact on newcomers’ socialization?” *Human Resource Management*.
17. Giorgio L., Grilli R., Guberti M., Mangone L., Marino M., Mascia D., **Morandin G.**, Vicentini M. “Interorganizational networks in end-of-life health services: An exploratory analysis”. *Health Policy*.

#### CHAPTERS IN EDITED BOOKS

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18. Russo M., **Morandin G.**, Bergami M. 2022. “Managing onboarding after the pandemic.” In S. Bergum, P. Peters, T. Vold, *Virtual management and the new normal: New perspectives on human resources since the Covid-19 pandemic*, in press. New York: Palgrave Macmillan.
19. Cappiello G., **Morandin G.** M. Presutti, 2021. “Service delivery and employee turnover: the importance of work-life balance.” In M. Della Lucia, E. Giudici, *Humanistic tourism: Values, norms and dignity*, pp. 92-107. London, UK: Routledge.
20. **Morandin G.**, Bagozzi R. P., Bergami M., 2015. “The second generation of the laddering methodology and its use in studying decision making”. In A. Takhar A., Ghorbani A., *Market research methodologies: Multi-method and qualitative approaches*, pp. 199-217. Hershey, PA: Igi Global.
21. Bergami M., Monti A., **Morandin G.**, 2013. “Leadership in a combination of continuity and strategic change: building a new identity”. In Bergami M., Celli P. L., Soda G., *National monopoly to successful multinational: The case of Enel*, pp. 118-135. New York: Palgrave Macmillan.
22. **Morandin G.**, Bergami M., Bagozzi R.P., 2007. “The motivation of entrepreneurs toward private equity financing: a laddering approach”. In B. Clarysse, J. Roure e T. Schamp (Eds.), *Starting up and growing new ventures: The role of the financial community*, pp. 77-90. Cheltenham (UK), Edward Elgar Publishing.

#### ARTICLES IN ITALIAN JOURNALS

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23. Russo M., **Morandin G.**, 2021. “Il nuovo impiego non è soddisfacente: meglio resistere o limitare i danni?” [The new job is not satisfying: is it better to resist on the job or cut your losses?]. *Harvard Business Review Italia*, 1 (January-February): 86-93.
24. **Morandin G.**, Russo M., Melcarne R. 2020. “Master accreditati: Un’opportunità per i giovani talenti, un plus per le aziende.” *Direzione del Personale*, 3: 73-75.
25. Russo M., **Morandin, G.** 2018. “Work-life balance, questione di cultura” [Work-life balance, a cultural issue]. *Economia & Management*, 5-6 (September-December): 69-75.
  - PUBLICATION DIFFUSED TO THE GLOBAL AUDIENCE ALSO WITH THE FOLLOWING ARTICLE:  
Russo M., **Morandin G.** 2019. “Better work-life balance starts with managers”. *Harvard Business Review* (digital article), August 9: <https://hbr.org/2019/08/better-work-life-balance-starts-with-managers>
26. Russo M., **Morandin G.**, 2017. “Day 1: Momento chiave per performance durature” [Day 1: The key phase for sustainable performance]. *Harvard Business Review Italia*, March: 110-111.
27. **Morandin G.**, 2006. “La partecipazione alle brand community” [Participation in brand communities]. *Economia & Management*, 1 (January-February): 93-107.
  - REPRINTED IN: “Azienda in Rete”. Speciale Internet e Nuove Tecnologie. *Economia & Management*. 2007.

## CHAPTERS IN ITALIAN EDITED BOOKS

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28. **Morandin G.**, 2019. “Il digitaliano nei processi di apprendimento: il punto di docenti e studenti: all’università.”, in *Digitaliano: pratiche di scrittura quotidiana e professionale*, pp. 109-111. Milano: FrancoAngeli.
29. Bergami M., **Morandin G.**, 2009. “L’esperienza maturata nella carriera manageriale”, in *Generare classe dirigente. Rapporto 2009*, pp. 141-179. Rome: Luiss University Press & Gruppo 24 Ore.

## BUSINESS ARTICLES

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30. Russo M., **Morandin G.**, 2020. “The happy workaholic”. *CUWFA Quarterly Review*, Spring, pp. 3-4.
31. Russo M., **Morandin G.** 2018. “Work-life balance in azienda: così lavorare è gratificante e la produttività ci guadagna” [Work-life balance in the company: working in this way is rewarding and the productivity increases]. *La Repubblica, Affari & Finanza*. 15 ottobre, pp. 44-45.
32. Bergami M., **Morandin G.**, 2017. “Onboarding: L’arte di inserire in impresa i nuovi arrivati” [Onboarding: The art of welcoming newcomers]. *Il Sole 24 Ore*. 30 aprile, p. 15.
33. **Morandin G.**, 2016. “Onboarding newcomers: Un efficace inserimento in azienda migliora la carriera e la competitività d’impresa” [Onboarding newcomers: An effective organizational socialization boosts personal career and company competitiveness]. *Prospettive in Organizzazione*, 16 giugno.

34. Bergami M., **Morandin G.**, 2015. “L’innovazione fattore decisivo per creare sviluppo” [Innovation as key factor for creating development]. *Il Sole 24 Ore*, 13 dicembre, p. 17.

## **BOOK**

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35. **Morandin G.**, 2012. *Goal setting and goal striving in organizational participation*. Bologna: Edizioni Pendragon.

## **CONFERENCE PRESENTATIONS**

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### **2021**

36. Russo M., Torodi B., **Morandin G.**, Trau R. “Signaling deviation from the work devotion schema: What is the impact on newcomers’ socialization?”. 9<sup>th</sup> International Conference of Work and Family – *Work, Family and Sustainability*. On-line, July 6-7.

### **2020**

37. Bahoo Torodi A., Russo M., **Morandin G.** 2020. “The ideal worker myth: The consequences of self-disclosure for newcomers’ onboarding outcomes.” Academy of Management 80th Annual Meeting – Broadening our sight. Vancouver (Canada), August 7 – 11.
38. Grilli R., Giorgio L., Guberti M., Marino M., Mascia D., **Morandin G.**, Vicentini M. 2020. “A social network analysis of admission and referral patterns in EoL cancer networks.” Sunbelt 2020 – XL Conference. Paris (France), June 2 – 7.
39. **Morandin G.**, Russo M., Bahoo Torodi, A. 2020. “Fitting or not fitting the work-devotion scheme? What consequences for newcomers?”. WFRN 5<sup>th</sup> Biennial Conference – Advancing equality at work and home: Strengthening science and collaboration. New Your City (USA), June 25 – 27.
40. Beham B., Ollier-Malaterre A., Allen T., Eckner J., Alexandrova M., Artiawati, Baierl A., Beauregard A., Carvalho V.S., Escribano P., Gudeta, K.H., Huang T.-P., Jaga A., Kurowska A., Leo E., Lewis S., Lu C.-Q., Martin A., **Morandin G.**, Noboa F., Ohu E., Peters P., Rajadhyaksha U., Russo M., Sohn, Y. W., Straub C., Tammelin M., Van Engen M. 2020. “Humane orientation and work-family boundary management – Findings from the International Study of Work and Family (ISWAF).” WFRN 5<sup>th</sup> Biennial Conference – Advancing equality at work and home: Strengthening science and collaboration. New Your City (USA), June 25 – 27.
41. Bullini Orlando L, **Morandin G.**, Russo M. 2020. “Alive at work performing low stimulating jobs: Evidence from cashier’s job.” 21<sup>st</sup> Workshop of Italian organization studies academics – Will employees dream of electric sheep? Milan (Italy), February 6 – 7.

### **2019**

42. **Morandin G.**, Russo M. 2019. “Does showing interest in work-life balance harm you? An analysis among male and female newcomers.” 19<sup>th</sup> European Association of Work and Organizational Psychology – Working for the Greater Good. Turin (Italy), May 29 – June 1.
43. Beham B., Ollier-Malaterre A., Allen T., Eckner J., Alexandrova M., Artiawati, Baierl A., Beauregard A., Carvalho V.S., Escribano P., Gudeta, K.H., Huang T.-P., Jaga A., Kurowska A.,

Leo E., Lewis S., Lu C.-Q., Martin A., **Morandin G.**, Noboa F., Ohu E., Peters P., Rajadhyaksha U., Russo M., Sohn, Y. W., Straub C., Tammelin M., Van Engen M. 2019. “The international study of work and family (ISWAF): Preliminary findings from 25 countries.” 8th International Community, Work and Family Conference - Community, Work and Family in Diverse Contexts and Changing Times. Msida (Malta), 23 – 25 May.

44. **Morandin G.**, Russo M., Torodi B. 2019. “Does disclosing (vs. hiding) preferences about work-life balance harm you? An analysis among male and female newcomers.” 20<sup>th</sup> Workshop of Italian organization studies academics – Identity and pluralism across organizational studies and practices. Palermo (Italy), 7 – 8 February.

## **2018**

45. Russo M., **Morandin G.**, Cutolo D. 2018. “Future work and family selves: What impact on work life balance?” Work and Family Researchers Network – OpenScience: Assumptions and translation of work and family research. Washington, D.C. (USA), 21-23 June.

## **2017**

46. **Morandin G.**, Bergami M., Bagozzi R. P. 2017. “How do individuals construe relational identification?” 33<sup>rd</sup> Egos Colloquium – The good organization. Copenhagen (Denmark), 6 – 8 July.
47. **Morandin G.**, Russo M., Bergami M. 2017. “The importance of future work self for newcomers’ integration and performance.” 18<sup>o</sup> Workshop of Italian organization studies academics – Organizing between reality and appearance in times of change. Pisa (Italy), 16 – 17 February.

## **2016**

48. **Morandin G.**, Bergami M. 2016. “Coping with multiple expectations in boundary-spanning roles: How and when bank managers strive for customer satisfaction.” 32<sup>nd</sup> Egos Colloquium – Organizing in the shadow of power. Naples (Italy), 7 – 9 July.

## **2014**

49. Cappiello G., **Morandin G.**, Pizzi G. 2014. “Staff turnover and service quality”. International Conference on Hospitality and Tourism Management. Paris (France), 21-22 May.

## **2013**

50. **Morandin G.**, Bergami M., 2013. “Who are the others? A stakeholder approach to organizational image and its congruence with identity”. 73<sup>rd</sup> Academy of Management Meeting – Capitalism in question, “Organizational Behavior” division. Orlando (FL, USA), 9 - 13 August.

## **2012**

51. Bergami M., **Morandin G.** 2012. “Antecedents of organizational identification. An integrative perspective from the social identity theory”. BALAS Annual Conference. Rio de Janeiro (Brazil), 27 – 30 March.

52. **Morandin G.**, Bergami M., 2012. “Schema-based sensemaking of the decision to participate and its effects on job performance”. 13<sup>th</sup> Workshop of Italian organization studies academics – Desperately seeking performance in organizations. Verona (Italy), 28 – 29 May.

## 2011

53. Monti A., Bergami M., **Morandin G.** 2011. “When identities mirror networks: an empirical examination”. 71<sup>st</sup> Academy of Management Meeting – West meets East, “Managerial and organizational cognition” division. San Antonio (TX, USA), 12 – 16 August.
54. Leone L., Bergami M., **Morandin G.** 2011. “Entrepreneurial motivation to engage in new venture creation in a creative industry”. 11<sup>th</sup> International Conference on Arts and Cultural Management. Antwerp (Belgium), 3 – 6 July.

## 2010

55. **Morandin G.**, Bergami M., Bagozzi R. P., Monti A. 2010. “Schema-based sensemaking of the decision to participate and its effect on job performance”. 70<sup>th</sup> Academy of Management Meeting – Dare to care, “Managerial and organizational cognition” division. Montreal (Canada), 6 – 10 August.
56. **Morandin G.**, Bergami M., Monti A. 2010. “Customers participate in the organization through membership in customer communities: a situated cognition analysis”. 26<sup>th</sup> Egos Colloquium - Waves of globalization. Lisbon (Portugal), 30 June – 3 July.
57. **Morandin G.**, Bergami M., Monti A. 2010. “The interplay between social networks and organizational identification: a conceptual examination”. 26<sup>th</sup> Egos Colloquium - Waves of globalization. Lisbon (Portugal), 30 June – 3 July.

## 2009

58. Monti A., **Morandin G.**, Bergami M., Lomi A., 2009. “Identity assimilation and social networks in organizations: an empirical study of social identities across multiple organizational targets”. 25<sup>th</sup> Egos Colloquium – Creativity and Passion, “Open sub-theme I” subtheme. Barcelona (Spain): 2 – 4 July.
59. **Morandin G.**, Bergami M., 2009. “Under-stress organizations: the emotional resource”. International Academy of Business and Economics Conference. Thessaloniki (Greece): 5 – 7 June.

## 2008

60. Monti A., Bergami M., **Morandin G.**, 2008. “The relationship between multiple network structures and organizational identification”. 68<sup>th</sup> Academy of Management Meeting - The questions we ask, “Managerial and organizational cognition” division. Anaheim (CA, USA), 8 – 13 August.
61. **Morandin G.**, Bergami M., Monti A. 2008. “Do motivations to join the organization influence job performance? An application of the cognitive schemas theory to call center employees”.

24th Egos colloquium - Upsetting organizations, "Organizations and careers: interactions and their implications" sub-theme. Amsterdam (The Netherlands), 10 – 12 July.

62. Bagozzi R. P., Bergami M., Marzocchi G. L., **Morandin G.**, 2008. "Customers are members of organization, too: assessing foci of identification in a brand community". Winter Marketing Educators' Conference – Marketing the organization and its products and services, "Consumer psychology and behavior" special session. Austin (TX, USA), 15 – 18 February.
63. Monti A., Bergami M., **Morandin G.**, 2008. "Strutture di network e processi di identificazione: una prospettiva integrata". 9° Workshop dei Docenti e dei Ricercatori di Organizzazione Aziendale – Organization makes the difference. Venice (Italy), 7 – 8 February.
64. Sguera F., Bergami M., **Morandin G.**, 2008. "Condivisione di conoscenza e successo delle ICT nelle organizzazioni: una questione tecnologica o sociale?". 9° of Italian organization studies academics – Organization makes the difference. Venice (Italy), 7 – 8. February.

## 2006

65. **Morandin G.**, Monti, M., Bergami M., 2006. "Under-stress organizations: the emotional resource". 22<sup>nd</sup> Egos colloquium - The organizing Society, "Identity and technology in virtual and flexible organizing" subtheme. Bergen (Norway), 6 – 8 July.

## 2005

66. **Morandin G.**, Bagozzi R. P., Bergami M., 2005. "The motivation to participate. Disclosing cognitive schemas in brand community members". 65<sup>th</sup> Academy of Management Meeting - A new vision of management in the 21st Century, "Managerial and organizational cognition" division. Honolulu (HI, USA), 5 – 10 August.
67. Bagozzi R. P., Bergami M., Marzocchi G. L., **Morandin G.**, 2005. "Customers are members: assessing foci of identification in a brand community". 21<sup>st</sup> Egos Colloquium - Unlocking organizations, "The unfolding of organizational identity" sub-theme. Berlin (Germany), 30 June – 2 July.
68. **Morandin G.**, 2005. "Goal-setting and goal-striving in the participation in a brand community". ICOS Dissertation Poster Session. Ann Arbor (MI, USA), 18 February.
69. **Morandin G.**, Bergami M., 2005. "La motivazione dell'imprenditore". 6° of Italian organization studies academics – Organizzare a misura d'uomo. Milan, 3 – 4 February.

## 2004

70. **Morandin G.**, Bergami M., Bagozzi R. P., 2004. "The hierarchical cognitive structure of entrepreneur motivation toward private equity financing". 1<sup>st</sup> Specialized Research Workshop - Managing growth: the role of private equity, organizzato da Gate2Growth – EIASM. Barcelona (Spain), 12 November.

## 2003

71. **Morandin G.**, 2003. "Percezione di equità, commitment affettivo e intenzione di restare nell'organizzazione. Un test empirico nella comunità di San Patrignano". 4° Workshop of



Italian organization studies academics – Decisional processes in organizational design. Florence (Italy), 13 – 14 February.

## **2001**

72. **Morandin G.**, Bergami M., Lomi A., 2001. “Identità e relazioni nei top management team”. 3<sup>rd</sup> Workshop of Italian organization studies academics – The interpretation of the organizational reality. Genoa (Italy), 7 – 8 February.

## **HONOR AND AWARDS**

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- 2021            ***\*100% of Overall Satisfaction of Students\****  
Research on students’ opinion on the Organization Science course  
School of Economics and Management, University of Bologna
- 2020            ***\*100% of Overall Satisfaction of Students\****  
Research on students’ opinion on the Organization Science course  
School of Economics and Management, University of Bologna
- 2019            ***\*Best Reviewer\****  
European Management Review
- 2018            ***\*Outstanding Contribution in Reviewing\****  
Journal of Vocational Behavior
- 2016            ***\*100% of Overall Satisfaction of Students\****  
Research on students’ opinion on the Organization Science course  
School of Economics, Management, and Statistics, University of Bologna
- 2015            ***\*100% of Overall Recommendation of Students\****  
Research on students’ opinion on the Master in HR & Organization  
Bologna Business School
- 2012            ***\*100% of Overall Satisfaction of Students\****  
Research on students’ opinion on the Organizational Theory course  
School of Economics, Management, and Statistics, University of Bologna
- 2012            ***\*Best Paper Award\****  
WOA– XIII Italian Workshop on Organizational Studies. Verona, May, 28 – 29
- 2010            ***\*Outstanding Reviewer\****  
Managerial & Organizational Cognition (MOC) Division. Academy of Management

## **RESEARCH GRANTS**

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- 2017 – 2019    **University of Bologna.** Bologna, Italy  
ALMA IDEA Grant Senior (Principal Investigator)  
*Organizational entry: individual, organizational, and policies labour perspectives*

- 2010 – 2012 **Centro di Formazione sulla Cooperazione e l'Etica d'Impresa**. Bologna, Italy  
Call for proposals for research on cooperative firms (Principal Investigator)  
*Organizational identity and identification in cooperative firms*
- 2007 – 2009 **Ministry of Education, University and Research**. Rome, Italy  
PRIN – with Luiss and Marche Polytechnic University (Participant)  
*Excellent firms in the North of Italy: evidences of a new ruling class*
- 2005 **University of Bologna**. Bologna, Italy  
Marco Polo Grant - with the University of Michigan (Owner)  
*Cultural differences in brand communities*
- 2003 – 2005 **Ministry of Education, University and Research**. Rome, Italy  
FIRB – with Ca' Foscari University of Venice and University of Trento (Participant)  
*Representation of organizational knowledge*

## TEACHING EXPERIENCE

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- 2014 – 2020 **Organizational Behavior** (English)  
Ph.D in Management  
Department of Management, University of Bologna
- 2006 – now **Organizational Science** (Italian)  
School of Economics and Management, University of Bologna
- 2006 – now Education for Executives on the following topics (English and Italian):  
**Leadership, Organizational identity, Team effectiveness, People management, Organizational design**  
Bologna Business School, University of Bologna

## ADVISING

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### Dissertation Committee

- **Ciro Cottini**, University of Bologna, Department of Management (chair, 2019): now DP MFG & Innovation Head, Chiesi Group
- **Azzurra Meoli**, University of Bologna, Department of Management (member, 2018): now Assistant Professor, University of Bologna
- **Maria Cristina Cito**, University of Bologna, Department of Management (member, 2015): now Lecturer, Bocconi University.

## INSTITUTIONAL SERVICE

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- Committee for Standards and Job Profiles in Human Resources Areas. UNI – Italian Institute for Standards. Milan, Italy (2015 – 2016).
- Committee for Implementation of National Strategic Plan on Tourism. Presidency of the Council of Ministers, Department for Regional Affairs, Tourism and Sport. Rome, Italy (2012).

## PROFESSIONAL SERVICE

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## Editorial Board Member

- Journal of Vocational Behavior (2016-now)

## Ad-hoc reviewing for Journals

- European Journal of Marketing, European Management Review, Journal of Management Development, Journal of Management Studies, Journal of Service Management, Personnel Review, Service Industries Journal

## Ad-Hoc Reviewing for Conferences and Grant Programs

- Academy of Management Conference, USI – Università della Svizzera Italiana, SDA Bocconi

## MEMBERSHIPS

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- American Academy of Management
- European Group for Organization Studies (EGOS)
- International Network on Technology Work and Family (INTWAF)
- International Study of Work and Family (ISWAF)
- Italian Association for Organization Studies (ASSIOA)

## CERTIFICATIONS

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- 2019 **ESSENTIC (UK)**  
Essentic Positive Method Certification
- 2015 **CENTER FOR CREATIVE LEADERSHIP (NC, USA)**  
Certification for 360-degree Assessments

## PROFESSIONAL RESEARCH COUNSULTING

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- 2021-now. **Carraro Group**. Padua, Italy. *Scientific Director of the Carraro Business School (internal academy for education, learning and training).*
- 2020-1. **Ferrarelle**. Rome, Milan, Italy. *People Engagement Survey on Strategic Objectives.*
- 2016-9. **MAST Foundation**. Bologna, Italy. *“Sherpa” (leading teacher) in Expedition, a school-job rotation project.*
- 2018. **Ferrarelle**. Rome, Milan, Caserta, Italy. *People Engagement Survey on Strategic Objectives.*
- 2017-8. **Praxi SpA**. All the Italian branches. *Onboarding newcomers: a longitudinal exploration of future work selves.*
- 2017. **Confindustria Emilia, Young Entrepreneurs**. Bologna, Ferrara, and Modena, Italy. *Development of an educational program on leadership for undergraduate students.*
- 2015-6. **FAAC Group**. Bologna Italy. *Scientific Director of the FAAC Academy (internal center for education, learning and training).*
- 2013-6. **MAST Foundation**. Bologna, Italy. *Evaluation of the kindergarten quality (in collaboration with Reggio Children, Italy).*
- 2013-5. **Isabella Seràgnoli Foundation**. Bologna, Italy. *Identity and legitimation of the Hospice organizational model.*
- 2013-4. **Enel Group**. Rome, Italy. *Onboarding newcomers effectively: longitudinal analysis of*

over 4,500 candidates.

- 2012-3. **Ferrarelle Spa**. Rome, Milan and Caserta, Italy. *Assessment of the strategic and organizational priorities.*
- 2012. **X Euro-China Forum**. Bologna, Italy. UNESCO, Foundation for World Wide Cooperation, China-Europe International Business School, Bologna Business School. *The Chinese renaissance: challenges and opportunities for a globalized world.*
- 2012. **Department for the Competitiveness of Tourism**. Rome, Italy. Presidency of the Council of Ministers. *Buying Italy as a touristic destination.*
- 2011. **Coesia Group**. Bologna, Italy. *Identity, vision, strategy and behaviors: alignment processes for the top management team.*
- 2010-1. **Benetton Group**. Treviso, Italy. *The high school of excellence in Treviso. International benchmarking and strategic positioning.*
- 2009. **Lamborghini Auto**. Bologna, Italy. *Organizational identity co-design and processes of identification.*
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- 2007-8. **Fiat Auto**. Turin, Italy. *Internal survey of employees’ satisfaction and competitiveness of national and international branches.*
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- 2004. **Ferrari**. Modena, Italy. *Internal climate and organizational competitiveness survey.*
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- 2000-1. **Ministry of Industry**. Rome, Italy. *White book on entrepreneurship and innovation (“Velocità, semplicità, sviluppo: politiche per l’innovazione e le imprese nuove”).*
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October 8, 2021

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