

GABRIELE MORANDIN
PROFESSOR OF ORGANIZATIONAL BEHAVIOR
DEPARTMENT OF MANAGEMENT AND BOLOGNA BUSINESS SCHOOL
UNIVERSITY OF BOLOGNA
VIA CAPO DI LUCCA 34, 40126, BOLOGNA, ITALY
E: gabriele.morandin@unibo.it - W: <https://www.unibo.it/sitoweb/gabriele.morandin/en>

ACADEMIC POSITIONS

- 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

- 2021 – now **SCHOOL OF ECONOMICS & MANAGEMENT**
President (2023-now)
Member, Management Board (2021-now)
- 2007 – now **DEPARTMENT OF MANAGEMENT**
Expert Panel, University Research Evaluation Commission (2022-now)
Director, B.A. in Business Administration (2018-2023)
Member, Teaching Commission (2018-2023)
Member, Research Commission (2018-2021)
Member, Lunch Seminars Committee (2010-2019)
Member, Department Council (*Giunta*) (2012-2018)
- 2007 – now **BOLOGNA BUSINESS SCHOOL**
Associate Dean, Faculty & Research (2023-now)
Associate Dean, Accreditations & Quality Assurance (2018-2023)
Director, Specialized Master in HR & Organization (2007-2021)

INTERNATIONAL APPOINTMENTS

- 2023 **AMERICAN UNIVERSITY OF BEIRUT** (Beirut, Lebanon)
Visiting Professor, Suliman S. Olayan School of Business | Erasmus+
- 2022 **KEDGE BUSINESS SCHOOL** (Bordeaux and Marseille, France)
Visiting Professor, Department of Management

EDUCATION

- 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

1. Russo M., **Morandin M.** 2023. “A network approach to work-family conflict.” *Human Resource Management Review*, 33 (2): 100943.
2. 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*, in press. Recognized as Editor’s Choice for the forthcoming October 2023 issue.
3. Kossek E. E., Pettigrew M. B., Russo M., **Morandin G.** 2023. “Missed connections between the leadership and work-life fields: Work-life supportive leadership as the key to the dual agenda.” *Academy of Management Annals*, 17 (1): 181-217.
4. Cifalinò A., Mascia D., **Morandin G.**, Vendramini E. 2023. “Perceived goal importance, knowledge and accessibility of performance information: Testing mediation and moderation effects on medical professionals’ achievement of performance targets.” *Financial Accountability & Management*, 39 (1): 82-101.
5. Pellerin S., Ollier-Malaterre A., Kossek E. E., Afota M.-C., Cousineau L., Lavoie C.-É., Leon E., Beham B., **Morandin G.**, Russo M., Jaga A., Ma J., Lu C.-q., Parent-Rochelleau X. 2023. “The right to disconnect.” *Stanford Social Innovation Review*, 21 (1): 41-45.
6. Allen T. D., Beham B., Ollier-Malaterre A., Baierl A., Alexandrova M., Beauregard A., Carvalho V. S., Chambel M. J., Cho E.; Da Silva B. C., Dawkins S., Escribano P., Gudeta K. H., Huang T.-P., Jaga A., Kost D., Kurowska A., Leon E., Lewis S., Lu C.-Q., Martin A., Mawardi A., **Morandin G.**, Noboa F., Offer S., Ohu E., Peters P., Rajadhyaksha U., Russo M., Sohn, Y. W., Straub C., Tammelin M., Triki L., Van Engen M., Waismel-Manor R. 2023. “Boundary management preferences from a gender and cross-cultural perspective”. *Journal of Vocational Behavior*, in press.
7. **Morandin G.**, Russo M., Bergami M. 2021. Imagining the newcomer-supervisor relationship: Future relational self in the workplace. *Human Resource Management Journal*, 31 (4): 1010-1024.
 - 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>

8. 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.
9. Russo M., **Morandin G.** 2020. “Stick with a bad new job or cut your losses?” *Harvard Business Review*, 4 (July/August): 132-137.
10. 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.
11. Bergami M., **Morandin G.** 2019. “Relationship between perceived justice and identification: The mediating role of organizational images”. *Employee Relations*, 41 (1): 176-192.
12. 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>
13. **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.
14. **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.
15. **Morandin G.**, Bagozzi R. P., Bergami M., 2013. “Brand community membership and the construction of meaning”. *Scandinavian Journal of Management*, 29 (2): 173-183.
16. 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.
17. 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.
18. **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

19. Russo M., **Morandin G.**, Ohana M. “Prioritizing family over work: What is the impact on newcomer organizational socialization?” *European Management Review*, 2nd round.
20. Giorgio L., Grilli R., Guberti M., Mangone L., Marino M., Mascia D., **Morandin G.**, Vicentini M. “Patterns of patient sharing in end-of-life health services: Empirical evidence from the Italian national health service”. *Implementation Science*.

21. Bullini Orlandi L., **Morandin G.**, Ohana M., Russo M. “Alive at work performing non-stimulating jobs: The role of seeking system”. *Applied Psychology: An International Review*.

CHAPTERS IN EDITED BOOKS

22. Ollier-Malaterre A., Allen T., Kossek E.E., Lu C., **Morandin G.**, Pellerin S., Rostami A., Russo, M. 2023. “Technology regulation in the service of sustainable work-life balance.” In P. Kruyen, S. André, B. van der Heijden, *Maintaining a healthy, sustainable work-life balance throughout the life course: An interdisciplinary path to a better future*, in press. London: Edward Elgar.
23. Russo M., **Morandin G.**, Manca G. 2023. “How can organizations improve virtual onboarding? Key learnings from 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*, pp. 203-221. New York: Palgrave Macmillan.
24. 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.
25. **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.
26. 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.
27. **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

28. **Morandin G.**, Russo M., Pellerin S., Ollier-Malaterre A., Kossek E. E., Afota M.-C., Cousineau L., Lavoie C.-É., Leon E., Beham B., Jaga A., Ma J., Lu C.-Q., Parent-Rochelleau X. 2023. “Diritto e volontà di disconnessione, due elementi che devono viaggiare in parallelo.” [Right and will to disconnect, two elements that have to travel in parallel.] *Harvard Business Review Italia*, 2 (April): 106-107.
29. 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.
30. **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.
31. 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>
32. 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.
33. **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

34. Bergami M., **Morandin G.**, Russo M., 2022. “Le persone.” In Lipparini A. (Ed.), *L’impresa. Fondamenti di economia e gestione sostenibile*, 501-531. Bologna: Il Mulino.
35. **Morandin G.**, 2019. “Il digitaliano nei processi di apprendimento: il punto di docenti e studenti: all’università.” In Bellafiore E. and Marini V. (Eds.), *Digitaliano: pratiche di scrittura quotidiana e professionale*, pp. 109-111. Milano: FrancoAngeli.
36. 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

37. **Morandin G.**, 2023. “Postfazione” [Afterword]. In Sola F., *Lean manufacturing*, in press. Milano: Guerini & Associati.
38. **Morandin G.**, 2022. “Perchè coinvolgere i dipendenti è sempre più indispensabile. Il lavoro che cambia” [Why involving employees is more and more essential]. *Il Sole 24 Ore*. July 1, p. 12.
39. Russo M., **Morandin G.**, 2020. “The happy workaholic”. *CUWFA Quarterly Review*, Spring, pp. 3-4.
40. 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*. October 15, pp. 44-45.
41. 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*. April 30, p. 15.
42. **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*, June 16.

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

BOOKS

44. Bergami M., **Morandin G.**, Russo M. 2022. *Pensieri di varia motivazione e di bella impresa*. Bologna: Edizioni Pendragon.
45. **Morandin G.**, 2012. *Goal setting and goal striving in organizational participation*. Bologna: Edizioni Pendragon.

CONFERENCE PRESENTATIONS

2022

46. 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, work-family conflict, and positive spillover across cultures.” WFRN 6th Biennial Conference – Work-family justice: Practices, partnerships & possibilities. New Your City (USA), June 23 – 25.

2021

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

2020

48. 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.
49. 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.
50. **Morandin G.**, Russo M., Bahoo Torodi, A. 2020. “Fitting or not fitting the work-devotion scheme? What consequences for newcomers?”. WFRN 5th Biennial Conference – Advancing equality at work and home: Strengthening science and collaboration. New Your City (USA), June 25 – 27.
51. 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 5th Biennial Conference – Advancing equality at work and home: Strengthening science and collaboration. New Your City (USA), June 25 – 27.

52. Bullini Orlando L, **Morandin G.**, Russo M. 2020. “Alive at work performing low stimulating jobs: Evidence from cashier’s job.” 21st Workshop of Italian organization studies academics – Will employees dream of electric sheep? Milan (Italy), February 6 – 7.

2019

53. **Morandin G.**, Russo M. 2019. “Does showing interest in work-life balance harm you? An analysis among male and female newcomers.” 19th European Association of Work and Organizational Psychology – Working for the Greater Good. Turin (Italy), May 29 – June 1.
54. Beham B., Ollier-Malaterre A., Allen T., Eckner J., Alexandrova M., Artiawati, Baierl A., Beaugregard 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.
55. **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.” 20th Workshop of Italian organization studies academics – Identity and pluralism across organizational studies and practices. Palermo (Italy), 7 – 8 February.

2018

56. 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

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

2016

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

2014

60. 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

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

2012

62. 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.
63. **Morandin G.**, Bergami M., 2012. “Schema-based sensemaking of the decision to participate and its effects on job performance”. 13th Workshop of Italian organization studies academics – Desperately seeking performance in organizations. Verona (Italy), 28 – 29 May.

2011

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

2010

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

2009

69. 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”. 25th Egos Colloquium – Creativity and Passion, “Open sub-theme I” subtheme. Barcelona (Spain): 2 – 4 July.

70. **Morandin G.**, Bergami M., 2009. “Under-stress organizations: the emotional resource”. International Academy of Business and Economics Conference. Thessaloniki (Greece): 5 – 7 June.

2008

71. Monti A., Bergami M., **Morandin G.**, 2008. “The relationship between multiple network structures and organizational identification”. 68th Academy of Management Meeting - The questions we ask, “Managerial and organizational cognition” division. Anaheim (CA, USA), 8 – 13 August.
72. **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.
73. 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.
74. 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.
75. 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

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

2005

77. **Morandin G.**, Bagozzi R. P., Bergami M., 2005. “The motivation to participate. Disclosing cognitive schemas in brand community members”. 65th Academy of Management Meeting - A new vision of management in the 21st Century, “Managerial and organizational cognition” division. Honolulu (HI, USA), 5 – 10 August.
78. Bagozzi R. P., Bergami M., Marzocchi G. L., **Morandin G.**, 2005. “Customers are members: assessing foci of identification in a brand community”. 21st Egos Colloquium - Unlocking organizations, “The unfolding of organizational identity” sub-theme. Berlin (Germany), 30 June – 2 July.
79. **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.

80. **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

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

2003

82. **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

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

HONORS AND AWARDS

- 2023 ****100% of Overall Satisfaction of Students****
Research on students’ opinion on the Organization Science course
School of Economics and Management, University of Bologna
- 2022 ****Top-5 best faculty in Bachelor programs****
Department of Management, University of Bologna
- 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
- 2020 ****Top-5 best faculty in Bachelor programs****
Department of 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
- 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

- 2023 – 2025 **Ministry of Education, University and Research.** Rome, Italy
 PRIN – with Cattolica University and University of Padua (Participant)
When struggles develop strengths: Transforming learning in innovation. An analysis of individuals, teams and organizations.
- 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: Evidence 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

- 2014 – now **Organizational Behavior** (Eng., 2014-20), **Organizational Theory** (Eng., 2020-now)
 Ph.D in Management
 Department of Management, University of Bologna

2006 – now **Business Organizations** (Italian)
School of Economics and Management, University of Bologna

2004 – now Education for Executives on the following topics (English and Italian):
Leadership, People management, Team effectiveness, Organizational identity, Organizational design
Bologna Business School, University of Bologna

INSTITUTIONAL SERVICE

- 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

Editorial Board Member

- Journal of Vocational Behavior (2016-now)

Ad-hoc reviewing for Journals

- Community, Work, and Family; European Journal of Marketing; European Management Review; International Journal of Human Resource Management; Journal of Management Development; Journal of Management Studies; Journal of Service Management; Health Services Management Research; Personnel Review; Service Industries Journal.

Ad-Hoc Reviewing for Conferences and Grant Programs

- Academy of Management Conference, SDA Bocconi School of Management, USI • Università della Svizzera Italiana.

MEMBERSHIPS

- 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

2019 **Essentic** (UK)
Essentic Positive Method Certification

2015 **Center for Creative Leadership** (NC, USA)
Certification for 360-degree Assessments

PROFESSIONAL RESEARCH COUNSULTING

- 2021-now. **Carraro Group**. Padua, Italy. *Scientific Director of the Carraro Business School (internal academy for education and learning)*.
- 2018-now. **Ferrarelle**. Rome, Milan, Caserta, Italy. *People Engagement Survey, HR and Strategic Objectives*.
- 2011-now. **Coesia Group**. Bologna, Italy. *Identity, vision, strategy and behaviors: alignment processes for the top management team (2011). Leadership approach survey (2023-now)*.
- 2004-now. **Ferrari**. Modena, Italy. *Internal climate and organizational competitiveness survey (2004). Top-management team development (2023-now)*.
- 2016-9. **MAST Foundation**. Bologna, Italy. *“Sherpa” (leading teacher) in Expedition, a school-job rotation project*.
- 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*.
- 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*.
- 2009. **Ministry for Agricultural Policy**. Rome, Italy. *Internalization of the “Made in Italy” products in the wine & food industry*.
- 2007-8. **Fiat Auto (now Stellantis)**. Turin, Italy. *Internal survey of employees’ satisfaction and competitiveness of national and international branches*.
- 2008. **Diocese of Treviso**. Treviso, Italy. *Representation of the diocese according with key*

actors and guidelines for designing the re-organization.

- 2008. **UniCredit Group**. Bologna, Italy. *Branch managers: role self-perception and expectations from stakeholders.*
- 2008. **Telegate**. Paris, France. *Analysis of brand and products positioning following market liberalization of directory assistance.*
- 2006-8. **Seat Pagine Gialle**. Turin, Italy. *Internal climate and organizational behaviors (for employees, sales force and call center operators).*
- 2007. **Casa dei Risvegli L. De Nigris**. Bologna, Italy. *Effectiveness analysis and KPI of the organizational model.*
- 2001-5. **San Patrignano Community**. Rimini, Italy. *The organizational code of the San Patrignano Community (with Bocconi University).*
- 2004. **Ferretti Group**. Forlì, Italy. *Organizational and climate implications of the managerial model.*
- 2002-4. **Confindustria Emilia–Romagna** | Association of entrepreneurs. Bologna, Italy. *Entrepreneurs' motivation on private equity and venture capital.*
- 2000-1. **Ministry of Industry**. Rome, Italy. *White book on entrepreneurship and innovation (“Velocità, semplicità, sviluppo: politiche per l'innovazione e le imprese nuove”).*
- 2000-1. **CASD** – Center for High Studies for the Defense. Rome, Italy. *Motivational processes for plateau careers.*
- 1999-2000. **CeMiSS** – Military Center for Strategic Studies. Rome, Italy. *Motivation and identity in the Italian Army Force.*

November 22nd, 2023

Gabriele Morandin

