



SIMONE DONATI

Postdoctoral researcher, Adjunct Professor, HR Consultant, and Trainer

Career summary

I'm interested in industrial, personnel and organisational psychology, with a focus on understanding how organisations can influence (and be influenced by) the behaviours and attitudes of their employees. My research, teaching and professional interventions are mainly focused on analysing the psychological, social and managerial processes related to the organisation-person fit, over time and considering different levels of analysis.

Personal profile

I express a great part of my personal identity through my work activities. In general, I really appreciate frankness and honesty and I usually prefer workplaces where I can develop mutual and significant collaborations with colleagues, followers and bosses.

Main soft skills

- Problem finding and solving
- Coping
- Creative thinking
- Change management
- Negotiation skills

Personal details

Contacts

WEB SITE:

<https://www.unibo.it/sitoweb/simone.donati/en>

E-mail:

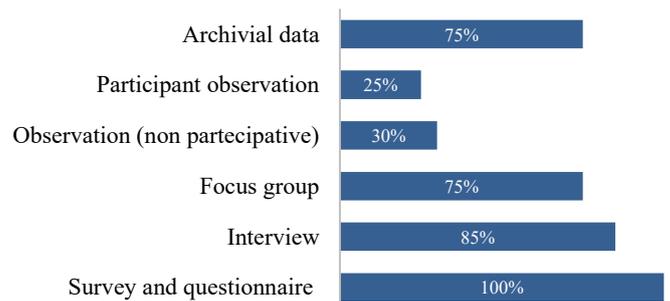
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Research skills - profile summary

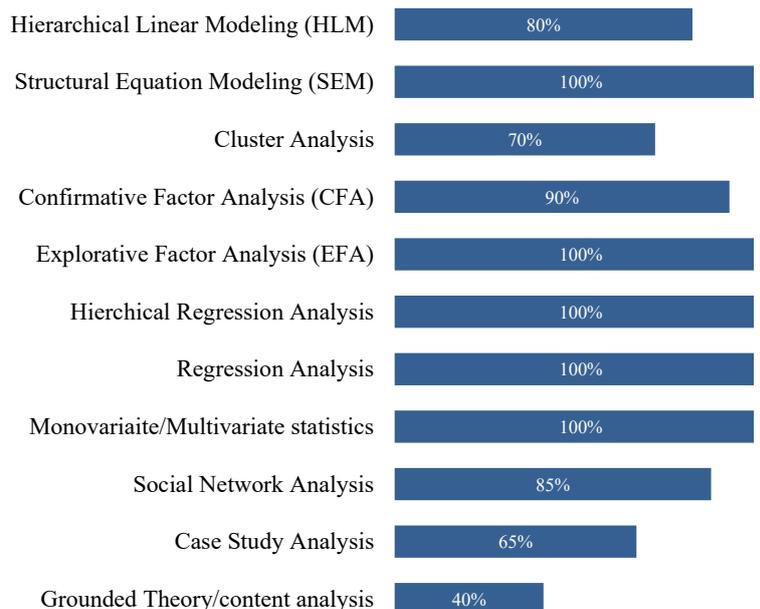
Data collection techniques

(assumed mastery in %)



Data analysis techniques

(assumed mastery in %)



EDUCATION

- Ph.D. (2010 –2013)** PSICOLOGIA SOCIALE, DELLO SVILUPPO E DELLE ORGANIZZAZIONI - Department of Educational Sciences “Giovanni Maria Bertin” - University of Bologna (Italy)
- Dissertation: "AN INPUT- PROCESS- OUTPUT APPROACH TO INTERORGANIZATIONAL TEAMS: THE INFLUENCE OF WORK GROUP DIVERSITY, TRUST AND SHARED LEADERSHIP ON COMMUNICATION NETWORK AND TEAM OUTPUTS"
- Dissertation Advisors:
Prof. MONICA RUBINI
Prof. FABRIZIO BUTERA
Prof. ANNAMARIA DE ROSA
EXPERT MEMBERS: Prof. VICENTE GONZALEZ ROMÀ
- M.A (2003-2007)** Psychology of Organizations and Services (Second cycle degree programme) - University of Bologna (Italy)
- Thesis: " ORGANIZZAZIONI DI SIGNIFICATI SCOPRIRE GLI ARCIPELAGHI DI SENSO ATTRAVERSO I BISOGNI CONOSCITIVI DEGLI STUDENTI "
- Thesis Advisor: BUCCI CARLO
Subject: Organisational Communication (SSD: SPS/08)
- B.A (2000-2003)** Sciences of Behaviour and Social Relations (First cycle degree programme)- University of Bologna (Italy)
- Thesis: “UN CASO DI PAZIENTE CON SINDROME DA DISCONNESSIONE INTEREMISFERICA"
- Thesis Advisor: LADAVAS ELISABETTA Subject: Neuropsychology Theories and Techniques (SSD: M-PSI/02)

HONORS AND AWARDS

- Young Researcher Best W/O Psychology Paper Award** **2017**
The award is assigned by the Associazione Italiana di Psicologia - Psicologia delle Organizzazioni to work and organizational psychology best paper published in the year 2016 by NON-tenured Young Researcher
- Marco Polo grant** **2011**
The research grant is assigned by the University of Bologna (Italy) to support young researchers' activities abroad. Specifically, I spent three months at the [Idocal research center](#) - Facultat de Psicologia Universitat de València (Spain).

Department of Psychology “Renzo Canestrari” - University of Bologna,

Post-doctoral Research fellow

16th February 2025 - 16th February 2026

PRIN 2022 - PNRR Project: “Recovery at work nowadays: a multidimensional perspective”

Supervisor: Professor Salvatore Zappalà

Skills/accomplishment:

- critical analysis of literature;
- construction and validation of tools (i.e. questionnaire, interview, etc.) for data collection;
- participants recruitment and data collection;
- univariate and multivariate analysis of data;
- production of academic and educational materials;
- research outputs dissemination.

Department of Psychology “Renzo Canestrari” - University of Bologna,

Post-doctoral Research fellow

16th April 2024 - 15th February 2025

PRIN Project: “The AGILITY Project: Developing and Strengthening AGile high-qualITY Work”

Supervisor: Professor Salvatore Zappalà

Skills/accomplishment:

- critical analysis of literature;
- construction and validation of tools (i.e. questionnaire, interview, etc.) for data collection;
- participants recruitment and data collection
- univariate and multivariate analysis of data;
- production of academic and educational materials;
- research outputs dissemination.

Department of Educational Sciences “Giovanni Maria Bertin” - University of Bologna,

PhD Candidate

March 2010 – 16th April 2013

Dissertation: "An Input- Process- Output Approach To Interorganizational Teams: The Influence Of Work Group Diversity, Trust And Shared Leadership On Communication Network And Team Outputs"

Supervisor: Professor Salvatore Zappalà

Skills/accomplishment:

- critical reading skills of scientific papers;
- writing skills of scientific papers;
- ability to write, implement and monitor research projects;
- ability to present and communicate scientific results in national and international conferences;
- data processing skills according to qualitative and quantitative methods.

Department of Educational Sciences “Giovanni Maria Bertin” - University of Bologna,

Research fellow (pre-doc), [Lav.Or.I.O. Lab](#)

01st March 2009 – 28th February 2010

Project: Group processes, attitudes to innovation and inter-organizational relations in innovative companies

Supervisor: Professor Salvatore Zappalà

Skills/accomplishment:

- critical analysis of literature;
- construction and validation of tools (i.e. questionnaire, interview, etc.) for data collection;
- case study and Multiple Case Study analysis;
- research design activities
- univariate and multivariate analysis of data;

- production of academic and educational materials;
- research outputs dissemination.

Direzione e Sviluppo delle Attività Web – Progetto Portale d’Ateneo - - University of Bologna (Italy),

Study-research scholarship recipient

01st March 2007 – 27th February 2009

Supervisor: Dott. Luca Garlaschelli

Skills/accomplishment:

- change management and organizational structures in the face of technological innovation;
- analysis and mapping of organizational roles and processes;
- dematerialization of information and knowledge management;
- labour productivity and intra-and inter-organizational collaboration;
- transfer of knowledge among organizations;
- benchmarking on new methods for analysis and visualization of information through web-based technologies (such as hyperbolic trees, TreeMap; Social/Organizational Network Analysis);
- analysis, design and usability test of web-based interfaces (Intranet, Internet and Search Solutions).

TEACHING

University of Bologna (Italy)

March 2026 – present

Adjunct Professor, department of Life Quality Studies - QUVI

- Course in Work and Organizational Psychology (40h), a.y. 2025-26.
- First cycle degree programme (L) in Exercise and Sports Sciences
- From 80 students on average.
- At the end of the training activity, the student: - knows and understands the main concepts and theoretical approaches of Work Psychology applied to the understanding of the issues of human resource management (recruitment, selection, placement, training); acquires the ability to analyse and understand work contexts with particular attention to the inter-dependence relationships between the individual, the work task, the organization and the work group / team; - possess basic analysis and intervention skills to operate in organizational processes related to the management of human resources; - possess the ability to analyse and manage work groups.
- Teaching activity in Italian
- Teaching methods through on-line interactive seminars
- Learning assessment methods are based on specific work group assignments and individual activities.

University of Bologna (Italy)

February 2025 – March 2026

Adjunct Professor, department of Life Quality Studies - QUVI

- Course in Occupational Psychology (20h), a.y. 2024-25.
- First cycle degree programme (L) in Exercise and Sports Sciences
- From 20 students on average.
- At the end of the training activity, the student: - knows and understands the main concepts and theoretical approaches of Work Psychology applied to the understanding of the issues of human resource management (recruitment, selection, placement, training); acquires the ability to analyse and understand work contexts with particular attention to the inter-dependence relationships between the individual, the work task, the organization and the work group / team; - possess basic analysis and intervention

skills to operate in organizational processes related to the management of human resources; - possess the ability to analyse and manage work groups.

- Teaching activity in Italian
- Teaching methods through on-line interactive seminars
- Learning assessment methods are based on specific work group assignments and individual activities.

University of Bologna (Italy)

March 2022 – March 2023

Adjunct Professor, department of Life Quality Studies - QUVI

- Course in Occupational Psychology (24h), a.y. 2022-23.
- First cycle degree programme (L) in Exercise and Sports Sciences
- From 80 students on average.
- At the end of the training activity, the student: - knows and understands the main concepts and theoretical approaches of Work Psychology applied to the understanding of the issues of human resource management (recruitment, selection, placement, training); acquires the ability to analyse and understand work contexts with particular attention to the inter-dependence relationships between the individual, the work task, the organization and the work group / team; - possess basic analysis and intervention skills to operate in organizational processes related to the management of human resources; - possess the ability to analyse and manage work groups.
- Teaching activity in Italian
- Teaching methods through on-line interactive seminars
- Learning assessment methods are based on specific work group assignments and individual activities.

University of Bologna (Italy)

June 2022 – 31st March 2024

Adjunct Professor, DEPARTMENT OF PSYCHOLOGY "RENZO CANESTRARI"

- Course in DIVERSITY MANAGEMENT- Module 2 (15h), 2022-23.
- Second cycle degree programme (LM) in Work, Organizational and Personnel Psychology
- 20 students on average.
- By the end of the course, students will: - know the most important theories and theoretical frameworks to understand diversity at work; - be able to analyze and develop interventions and programs in diversity management
- Teaching activity in English
- Teaching methods through on-line interactive seminars

Learning assessment methods are based on specific work group assignments and individual activities

University of Bologna (Italy)

October 2022 – 31st March 2024

Adjunct Professor, department of Life Quality Studies - QUVI

- Course in Occupational Psychology (24h), a.y. 2022-23.
- First cycle degree programme (L) in Exercise and Sports Sciences
- 110 students on average.
- At the end of the training activity, the student: - knows and understands the main concepts and theoretical approaches of Work Psychology applied to the understanding of the issues of human resource management (recruitment, selection, placement, training); acquires the ability to analyse and understand work contexts with particular attention to the inter-dependence relationships between the individual, the work task, the organization and the work group / team; - possess basic analysis and intervention skills to operate in organizational processes related to the management of human resources; - possess the ability to analyse and manage work groups.
- Teaching activity in Italian

- Teaching methods through on-line interactive seminars
- Learning assessment methods are based on specific work group assignments and individual activities.

University of Bologna (Italy) **18th October 2019 – 31st March 2025**
Adjunct Professor, DEPARTMENT OF PSYCHOLOGY "RENZO CANESTRARI"

- Course in RESEARCH AND MASTER THESIS (15h), a.y. 2019-20 a.y. 2020-21, a.y. 2021-22; a.y. 2022-23; a.y. 2023-24.
- Second cycle degree programme (LM) in Work, Organizational and Personnel Psychology
- 15 students on average.
- At the end of the module students learn professional practices and tools useful to analyse and understand diversity and creativity/innovation processes within organizations using a multilevel perspective. Main Topics:
 - Diversity and creativity/innovation processes within organizations: antecedents, consequences and measures using a multilevel perspective
 - Team Shared Leadership and creativity in diverse teams: theoretical approaches and methods
 - Introduction to basic multilevel modeling methods and techniques.
- Teaching activity in English
- Teaching methods through on-line interactive seminars
- Learning assessment methods are based on specific work group assignments and individual activities.

University of Bologna (Italy) **18th October 2019 – 31st March 2024**
Adjunct Professor, Campus of Rimini

- Course in Soft Skills to be Effective at Work - Rimini (44h), a.y. 2019-20 a.y. 2020-21, a.y. 2021-22; a.y. 2022-23.
- NON-mandatory course for students of First and Second cycle degree programmes located in Rimini
- 45 students on average.
- The course aims to develop students' awareness concerning the importance of soft skills in work contexts and the most suitable strategies for their enhancement and/or consolidation among university students.
- Main Topics:
 - Becoming aware of the role played by soft skills when entering the labour market;
 - Recognizing one's soft skills and their suitability to different contexts and situations;
 - Developing the ability to assess one's soft skills;
 - Promoting the development and/or enhancement of one's soft skills;
 - Developing the ability to define a specific plan aimed at fostering those skills that seem to be weaker or inadequate
- Teaching activity in Italian
- Teaching through blended method (18 hours of taught lessons, 6 hours of distance learning, 24 hours of online MOOCs).
- Learning assessment is based on the evaluation of: 1) the knowledge concerning the soft skills addressed 2) the development of an individual plan that addresses the student's soft skills weaknesses and strengths and identifies potential improvement strategies.

University of Bologna (Italy) **17th June 2018 – 31st March 2019**
Adjunct Professor, DEPARTMENT OF PSYCHOLOGY "RENZO CANESTRARI"

- Course in HUMAN RESOURCES MANAGEMENT, Module of the course INTERVENTION IN PERSONNEL PSYCHOLOGY - (15 hours), a.y. 2018-19,

- Second cycle degree programme (LM) in Work, Organizational and Personnel Psychology
- 15 students on average.
- By the end of the course, students know the main assessment methods that can be adopted with employees for human resources management. The course was focused on theoretical topics, techniques, targets and ethical aspects of job evaluation, performance appraisal and competencies assessment.
- Teaching activity in English
- Teaching methods through interactive seminars
- Learning assessment methods are based on specific work group assignments and individual activities.

University of Bologna (Italy)

17th June 2018 – 31st March 2019

Adjunct Professor, DEPARTMENT OF PSYCHOLOGY "RENZO CANESTRARI"

- Course in Practicum Training - Psychology - Module 15) (15 hours), a.y. 2018-19,
- First cycle degree programme (L) in Psychological sciences and techniques
- 25 students on average.
- After completing the learning activity the student knows: the main theoretical frameworks, methods and tools for work-related stress diagnosis; practical guidelines about professional intervention following ethical profession code.
- Teaching methods through interactive seminars
- Learning assessment methods are based on specific work group assignments and individual activities.

University of Bologna (Italy)

17th October 2016 – 31st March 2018

Adjunct Professor, DEPARTMENT OF PSYCHOLOGY "RENZO CANESTRARI"

- Course in Research and Master Thesis (Final Examination I).- MODULE 3 (15h), a.y. 2016-17,
- Second cycle degree programme (LM) in Work, Organizational and Personnel Psychology
- 40 students on average.
- At the end of the module students learn:
 - basic/fundamental topics of psychosocial and organizational research;
 - research methods for psychosocial and organizational studies.
 - carrying out a psychosocial and organizational research.
- Teaching activity in Italian
- Teaching methods through interactive seminars
- Learning assessment methods are based on specific work group assignments and individual activities.

University of Bologna (Italy)

17th October 2016 – 31st March 2018

Adjunct Professor, DEPARTMENT OF PSYCHOLOGY "RENZO CANESTRARI"

- Course in Practicum Training - Psychology - Module 15 (15 hours), a.y. 2016-17,
- First cycle degree programme (L) in Psychological sciences and techniques
- 15 students on average.
- After completing the learning activity the student knows the basic functionality of the statistical analysis program SPSS; he/she is able to autonomously build a database and to properly choose techniques useful to run descriptive and inferential statistics (frequencies; measures of central tendency and variability; correlations; t-test; Anova; Linear, Multiple and Hierarchical Regression; Cluster Analysis and Exploratory Factor Analysis).
- Teaching methods through interactive seminars
- Learning assessment methods are based on specific work group assignments and individual activities.

University of Bologna (Italy)

29th February 2016 – 6th June 2016

Adjunct Professor, DEPARTMENT OF PSYCHOLOGY "RENZO CANESTRARI"

- Course in Research and Master Thesis (Final Examination I). MODULE 6 (15h), a.y. 2015-16,
- Second cycle degree programme (LM) in Work, Organizational and Personnel Psychology
- 40 students on average.
- At the end of the module students learn:
 - basic/fundamental topics of psychosocial and organizational research;
 - research methods for psychosocial and organizational studies.
 - carrying out psychosocial and organizational research.
- Teaching activity in Italian
- Teaching methods through interactive seminars
- Learning assessment methods are based on specific work group assignments and individual activities.

Bachelors and Masters Students Advised - University of Bologna (Italy)

- Gianluca Viola, " *Percezioni su lavoro e Smart Working in tempi di Covid-19: un'applicazione del Technology Acceptance Model (TAM) allo studio del lavoro agile*", 19th February 2021 – a.y. 2019/20;
- Tommaso Ranocchia, " *The Double-Edged Sword effect of Diversity: An Explorative Study of the influences of Age Diversity and Diversity Beliefs on Affective Commitment to the Work Team*", 13/07/2020. – a.y. 2019/20

Masters Students Co-Advised - University of Bologna (Italy)

- Ilaria Paola, " *Diversità di genere nei team di lavoro: l'influenza della soddisfazione di gruppo e del commitment affettivo sullo scambio delle informazioni* ", 10th July 2018 – a.y. 2017/18; main Advisor: Professor Salvatore Zappalà.
- Alessandro Malinconico, " *Trust in Time: L'evoluzione della fiducia nei team di lavoro* ", 10th July 2018 – a.y. 2017/18; main Advisor: Professor Salvatore Zappalà.
- Martina Michelotti, " *Psycho-Social Processes in Interorganizational government teams: Impact of Trust and Leadership on team satisfaction and commitment* ", 15th July 2014 – a.y. 2013/14; main Advisor: Professor Salvatore Zappalà.
- Marco De Angelis, " *Fattori Strutturali e Processi di Funzionamento nei Team di Governo delle Reti d'Impresa: un'analisi esplorativa su venti reti emiliano-romagnole* ", 12th November 2013 - a.y. 2012/13; main Advisor: Professor Salvatore Zappalà.

PUBLICATIONS

Book chapters

Donati, S., Zappalà, S., & González-Romá, V. (2017). The influence of friendship and communication network density on individual innovative behaviors: a multilevel study. In book: *Creativity and Innovation in Organizations Current Research and Recent Trends in Management*, Chapter: 8, Publisher: Routledge, Taylor & Francis group, Editors: Jose Ramos, Neil Anderson, Jose M. Peiro, Fred R.H. Zijlstra, pp.150

Peer-reviewed journal articles

Toscano, F., Zappalà, S., & Donati, S. (2025). The Dark Side of Remote Work: A Critical Review and a Call to Action to Address Remote Work Inequalities. *INFORMING SCIENCE*, 28, 1-20.

- Sbaa, M. A. H. A., Donati, S., & Zappalà, S. (2025). Not All Migrants Are the Same: Decent Work and Pre-and Post-Migration Experiences of Economic Migrants. *Social Sciences*, 14(3), 1-23.
- Donati, S., Toscano, F., & Zappalà, S. (17 Dec 2024): Advantage of remote workstation and job performance: the impact of worktime autonomy and remote work intensity. *Ergonomics*, DOI: [10.1080/00140139.2024.2439914](https://doi.org/10.1080/00140139.2024.2439914)
- Donati, S., Toscano, F., Viola, G., & Zappalà, S. (2022). Previous Experience with Remote Work and Acceptance of Work from Home during the Pandemic. *Counseling*, 15(1), 56–69. <https://doi.org/10.14605/CS1512204>
- Donati S, Viola G, Toscano F, Zappalà S. (2021). Not All Remote Workers Are Similar: Technology Acceptance, Remote Work Beliefs, and Wellbeing of Remote Workers during the Second Wave of the COVID-19 Pandemic. *International Journal of Environmental Research and Public Health*, 18(22) :12095. <https://doi.org/10.3390/ijerph182212095>
- Donati, S., Zappala, S., & González-Romá, V. (2020). The double-edge sword effect of interorganizational trust on involvement in interorganizational networks: The mediator role of affective commitment. *European Management Journal*, 38(4), 613-622.
- Zappalà, S., Donati, S., & Toscano, F. (2019). Leadership condivisa, consolidamento delle alleanze e prestazione di gruppo nelle reti tra imprese: uno studio time-lagged. *Giornale italiano di psicologia*, 46(3), 709-719.
- Zappalà, S., Toscano, F., Donati, S., Malinconico, A., Papola, I. (2018) Shared leadership: The Italian version of an overall cumulative scale validation, «*BOLLETTINO DI PSICOLOGIA APPLICATA*», 293, 66, pp. 46 - 55.
- Donati S., Zappalà S., de Angelis, M., (2016). Fattori Organizzativi e Processi Psicosociali nei Team di Governo delle Collaborazioni Interorganizzative: uno studio esplorativo. *Giornale Italiano di Psicologia*, 43(3), 583-608.
- Donati, S., Zappalà, S., & González-Romá, V. (2016). The influence of friendship and communication network density on individual innovative behaviors: a multilevel study. *Special Issue Studying Innovation at Organizations: A dialectic perspective - European Journal of Work and Organizational Psychology*, Vol. 25, 4, pp. 583-596.

Non-peer-reviewed articles

Donati, S., Ravaioli, P., Amadori, A.L. (2025). Definire le competenze: il punto di partenza del Competence Human Resource Management (CHRM). *Azienditalia*, 7 (vol. July 2025), pp. 685-701.

Donati, S. (2023). Reclutamento e selezione del personale nel Comune di Cesena ai tempi del PNRR. *Azienditalia*, 1 (vol. January-February 2023), pp. 102-113.

Cristoforetti, D., De Simone, D., Donati, S., Ferrari, M., Furgeri, A., Tagliabue, S., Urbini, P. (2022). *Reclutamento e selezione del personale alla luce del D.L. n. 80/2021: l'esperienza delle Unioni di comuni "Valle del Savio" e "Terre d'Argine"*. *Azienditalia*, 6, pp.1122-1138.

Zappalà S., Donati S., (2013). Reti tra imprese: forme organizzative e gruppo di governo, *Psicologia e lavoro*, 43, 163, pp. 24 – 28 (Issn: 0048-5691).

Donati S. and Zappalà S. (2012). Aggregazioni e Reti d'impresa: verso un nuovo stile imprenditoriale, *CNA – Io l'Impresa*, marzo/2012, pp. 8-9.

CONFERENCE PRESENTATIONS

(Peer-Review)

Donati, S., Zappalà, S., & González-Romá, V. (2013). *Factors influencing individuals' innovative behaviors in inter-firm governing teams: A multilevel study*. EAWOP Small Group Meeting 2013, INNOVATION IN ORGANIZATIONS, INITIATIVE AND CREATIVITY: A DIALECTIC PERSPECTIVE. Valencia (Spain), September 19th-21st, 2013, (Oral presentation).

(Abstract-Review)

Donati, S., Zappalà, S., & Toscano, F. (2025). *How Work-Family Conciliation, Wellbeing, Care Needs, and Gender Equality impact Affective Commitment*, European Congress on Work and Organizational Psychology: TRANSFORMING WORKING ENVIRONMENTS: CHALLENGES & OPPORTUNITIES, Prague (Czech Republic), 21st May – 24th May 2025 (Oral presentation).

Toscano, F., Donati, S., & Zappalà, S. (2025). *Time pressure, emotional exhaustion, and recovery in hybrid workers: the job autonomy moderation*, European Congress on Work and Organizational Psychology: TRANSFORMING WORKING ENVIRONMENTS: CHALLENGES & OPPORTUNITIES, Prague (Czech Republic), 21st May – 24th May 2025 (Oral presentation).

Donati, S., Toscano, F., & Zappalà, S., (2024). *Elementi di Progettazione del Lavoro Agile nella PA: Analisi di alcuni PIAO*, in: BOOK OF ABSTRACT, 2024, page 15 (atti di: XX Congresso Nazionale Associazione Italiana Psicologia, Sezione di Psicologia per le Organizzazioni, Bergamo, 4-6 settembre 2024), (Oral presentation).

Zappalà, S., Donati, S., Toscano, F., & Giaccari, M. (2023). *Coping with homeworking in the post-pandemic era: the role of home office quality and flextime in enhancing job performance*, in: Barbara Kozusznik; Annemarie Hiemstra; Barbara Smorzewska, The Future is Now: the changing world of work - EAWOP CONGERESS: Book of Abstract, 2023; pp- 289-290, The Future is Now: the changing world of work, Katowice Polonia, 24th-27th May 2023), (Oral presentation).

Donati S., Zappalà, S., Gonzales-Romà, V. (2022). *Antecedents and Consequences of Shared Leadership in Interorganizational Networks*. 15th European Academy of Occupational Health Psychology Conference, Bordeaux (France), 6-8 July 2022. (Oral presentation).

Donati S (2021). *Monitoraggio e Cooperazione nei gruppi di lavoro: l'effetto di mediazione moderata della propensione alla fiducia, leadership condivisa e diversità di genere nel team*. XVIII Congresso Nazionale della Sezione di Psicologia per le Organizzazioni – Associazione Italiana di Psicologia, Verona (Italy), 23rd-25th September 2021. (Presentation).

Donati S., Zappalà S., Papola I., Malinconico A. (2019). *GENDER DIVERSITY AND TEAM COOPERATIVENESS: THE MEDIATED MODERATED EFFECT OF TEAM SIZE, WORK GROUP SATISFACTION AND TEAM INFORMATION ELABORATION*. 19th European Congress on Work and Organizational Psychology, Turin (Italy), 29th May - 1st June 2019. (Presentation).

- Zappalà, S., Toscano, F., Donati, S., Malinconico, A., Papola, I. (2018). *Shared Leadership: studio esplorativo per l'adattamento di una scala di Leadership Condivisa al contesto italiano*, in XVII Congresso Nazionale della Sezione di Psicologia per le Organizzazioni – Associazione Italiana di Psicologia, Roma (Italy), 27th-29th September 2018 (Poster presentation).
- Donati S., Zappalà (2017). *Fidarsi o non fidarsi dei membri del gruppo? Contributo alla validazione italiana della scala di Fiducia nel Team*, in XV Congresso Nazionale Associazione Italiana di Psicologia - Sezione di Psicologia per le Organizzazioni. Caserta, 14-16 Settembre 2017 (Poster presentation).
- Donati S., Zappalà S. (2017). *To Trust or not to trust? A contribution to the Italian validation of the Trust in teams scale*. 18th European Congress on Work and Organizational Psychology, Dublin (Ireland), 29th May 2019 - 1st June 2019. (Interactive Poster presentation).
- Donati S., Zappalà (2017). *Diversità e team shared leadership nelle Reti tra Imprese: un modello di mediazione moderata*. XV Congresso Nazionale Associazione Italiana di Psicologia - Sezione di "Psicologia per le Organizzazioni. Caserta, 14-16 September 2017, (Oral presentation).
- Donati S., Zappalà S. & Gonzales-Romà, V. (2016). *Do Identification and Shared Leadership affect Inter-organizational Team (IT) effectiveness? 5th EAWOP Early Career Summer School, Birmingham (United Kingdom), 12th-16th September 2016. (Poster presentation).*
- Donati S., Zappalà S. & Gonzales-Romà, V. (2016). *Cooperative and involved in interorganizational network: a multilevel mediation model of trust and commitment in inter-firm collaboration. 5th EAWOP Early career Summer School, Birmingham (United Kingdom), 12th-16th September 2016, (Oral presentation).*
- Donati, S., Zappalà, S. (2015). *Gli effetti della fiducia interorganizzativa e della fiducia nel team sul commitment affettivo nelle collaborazioni tra imprese: il ruolo di mediazione della soddisfazione per le relazioni lavorative*. XIV Congresso Nazionale della Sezione di Psicologia per le Organizzazioni – Associazione Italiana di Psicologia, Palermo (Italy), 17-19 Settembre 2015, (Oral presentation).
- Donati, S., Zappalà, S., & Capellini, L. (2015). *Pratiche gestionali e fiducia nelle relazioni inter-organizzative: uno studio di caso multiplo*. XIV Congresso Nazionale della Sezione di Psicologia per le Organizzazioni – Associazione Italiana di Psicologia, Palermo (Italy), 17-19 Settembre 2015. (Presentation).

- Donati S., Zappalà, S. (2014). *Do Work-Group Diversity, Identification and Shared Leadership affect inter-organizational governing team (IGT) effectiveness?* In: Congresso Nazionale della Congresso Nazionale dell'Associazione Nazionale di Psicologia - Sezione di Psicologia per le organizzazioni. Cesena, 19-20 settembre 2014. Cesena, 19-20 Settembre 2014. (Presentation).
- Donati, S., Zappalà, S., Ronchi, F. (2013). *Information Exchange, Trust and Identification in Work Groups: a Preliminary Study*. 13th European Congress of Psychology (ECP 2013), Stockholm (Sweden), 9th–12th July 2013 (Poster presentation).
- Donati, S., Zappalà, S. (2013). *Types of Trust and Team Performance in Inter-Organizational Teams*. 16th European Congress of Work and Organizational Psychology, Münster (Germany), 22nd-25th May (Interactive Poster presentation).
- Donati, S., Zappalà, S., Ronchi, F. (2012). *Scambio di informazioni, Fiducia ed Identificazione nei gruppi di lavoro: uno studio preliminare*. Congresso Nazionale dell'Associazione Nazionale di Psicologia. Chieti, 20-23 Settembre 2012, (Oral presentation).
- Zappalà, S., Donati, S. (2011). *Interorganizational Networks: a context where collaborate to innovate it can produce learning at interorganizational level*. 15th European Congress of Work and Organizational Psychology, Maastricht (the Netherlands), 25th-28th May 2011, (Oral presentation).
- Zappalà, S., Donati, S. (2011). *Being member of an inter-organizational network: psycho-social and organizational processes in enterprises' network*. XV European Congress of Work and Organizational Psychology, Maastricht (the Netherlands), 25th-28th May 2011. (Poster presentation).
- Donati, S. (2010). *Processi psicosociali e di funzionamento organizzativo nelle reti di imprese*. SIPL0 1° congresso nazionale “Oltre lo scenario della crisi il contributo della psicologia del lavoro e dell'organizzazione. Integrare ricerca e intervento nella pratica professionale”, Bologna (Italy), 17-18 Dicembre 2010, (Oral presentation).

Other PRESENTATIONS

Keynote speech

- Donati S., (2017). “La rete e il gruppo: aspetti organizzativi, relazionali e psicosociali delle reti tra imprese per il settore turistico.” Congresso "Sogni d'estate. I contributi della Psicologia al Turismo di oggi", Ordine degli Psicologi dell'Emilia Romagna. Bologna 17th November 2017.

Workshop

- Donati, S. (2019). “Metodi e strumenti per individuare e valutare i comportamenti efficaci delle persone al lavoro”, in [VALUTAZIONE DELLE PERFORMANCE: come dare valore](#)

[alle competenze e ai comportamenti efficaci delle persone attraverso la valutazione e il feedback](#), Assoform Romanga, 10th April 2019

Donati, S. (2019). “Continuità e cambiamento organizzativo: pratiche organizzative per la creazione di un equilibrio efficace tra generazioni "in [LE LEVE PER LA CONTINUITA': metodi e strumenti per la mappatura, lo sviluppo e il trasferimento delle competenze e delle buone prassi organizzative](#), Assoform Romanga, 3rd April 2019

Donati, S. (2019). “Effetto rana bollita: sviluppare le strategie per cambiare”, in [Le Leve del Cambiamento](#), workshop organized by Studio Gelasio, Persone&Sistemi srl, and Assoform Romagna with the partnership of Department of Psychology – University of Bologna.

PROFESSIONAL TRAINING

Seminar and Workshop

Statistics

- Summer school “*Meta-analysis for psychological research*”. Associazione Italiana di Psicologia (AIP) – Sezione Psicologia per le Organizzazioni, Università di Verona (Italy), Professor: Massimiliano Pastore, Margherita Brondino, Professor Monica Molino (12th-14th July 2021);
- Seminar “*Common pitfalls in publishing quantitative research. Mediation, moderation and multilevel methods*”, Aston Business School - Aston University (Birmingham, United Kingdom), Prof. Jeremy Dawson (The University of Sheffield) (September 2016);
- Summer School “*Research Methods (Polynomial Regression; Mediation and Moderation analysis with Path Analysis Technique)*”, IDOCAL - University of Valencia (Spain), Prof. J.R. Edwards (University of North Carolina) (9th-16th July 2012).
- Summer School “*Introduction to meta-analysis*”. Department of the Education Sciences, University of Bologna (Italy), Dr. Elisabetta Crocetti June, (7th-8th June 2011).
- Summer school “*Longitudinal Research Methods in Work and Organizational Psychology*”. Associazione Italiana di Psicologia (AIP), Rovereto (Italy), Professor: Robert Roe, Professor Franco Fraccaroli, Prof. Vicente Gonzalez-Roma (24th-25th September 2010)
- Summer school “*Log-linear models with latent and manifest variables*” – Associazione Italiana di Psicologia (AIP), Bertinoro (Italy), Professor Egidio Robusto (5-10 July 2010);
- Winter School “*Structural equation modeling with Lisrel*” – Department of the Education Sciences, University of Bologna (Italy), Prof. C. Barbaranelli (1st – 5th of March 2010).

Methodological

- Summer School “*Early Career Summer School*”, European Association of Work and Organizational Psychology, Aston Business School - Aston University (Birmingham, United Kingdom) (12th-16th September 2016). During this experience I attended the following seminars:
 - “*Surviving The R&R Stage. An Editor’s Perspective*”, Professor Daan van Knippenberg (Erasmus University Rotterdam);
 - “*Diary/event-sampling studies*”, Professor Ute R. Hülshager (Maastricht University);
 - “*Reflections on Navigating your Academic Career*”, Professor Ute Stephan (Aston Business School)

- “*Research Funding Skills. After you’ve won the grant...*”, Prof. Jeremy Dawson (The University of Sheffield);
- “*Getting Grants*”, Professor Richard Crisp (Durham University);
- “*We Have a Bigger Problem than We Thought: Low Consensus Paradigms and Questionable Research Practices*”, Professor Russell Cropanzano (Leeds School of Business);
- “*Hot and Emerging Topics for Research in Organization Behaviour*”, Professor Neal M. Ashkanasyn (University of Queensland – Australia);
- Summer School “*Emergent phenomena: Theory and Methodologies*”, IDOCAL - University of Valencia (Spain), Prof. S.W.J. Kozlowski (Michigan State University) (2nd-11th July 2012);
- Summer School “*How to be a good referee, evaluate scientific papers and publishing*”, IDOCAL - University of Valencia (Spain), Prof. A.P. Buunk (University of Groningen) (23rd - 24th May 2012).

Qualification license to Psychology professional practice, Ordine degli Psicologi dell’Emilia-Romagna (Italy), September 2016

PROFESSIONAL SERVICE AND COUNSELING/TRAINING ACTIVITIES

Comune di Cesena e Unione dei Comuni della Valle del Savio (Italy), December 2021 – present. Senior specialist in Human Resources Management. The main activities are related to the organisational processes involved in the management and development of human resources (i.e. recruitment and selection, training, career management, performance management, etc.), with particular attention to the staff involved in the PNRR projects.

Sogliano Ambiente SPA, From 26th to 27th February 2026
HR consultancy as a recruitment and selection procedure expert in the hiring process for a secretary and communication position.

Formula Servizi social cooperative. From April to December 2024.
HR consultancy to monitor employees' perceptions of gender equality, well-being, and diversity management in HR processes, in order to promote organisational development interventions for a culture of inclusion and gender equality.

Maggioli Fomazione in collaboration with the University of Bologna for the INPS program - Valore PA, Call 2023. October-November 2024.
Lecturer in the Executive Master Course " Il lavoro agile nella Pubblica Amministrazione: approcci giuridici e manageriali, strumenti e competenze per una gestione sostenibile" (on-line course - Italy) (12 hours).

Maggioli Fomazione in collaboration with the University of Bologna for the INPS program - Valore PA, Call 2023. September-October 2024.
Lecturer in the Executive Master Course " L’approccio per competenze nella gestione strategica delle risorse umane: dai profili professionali ai sistemi di reclutamento, selezione e sviluppo delle persone" (on-line course - Italy) (16 hours).

Maggioli Fomazione in collaboration with the University of Bologna for the INPS program - Valore PA, Call 2022. September-October 2023.
Lecturer in the Executive Master Course "Profili professionali e accesso nel pubblico impiego: come cambiano alla luce dei nuovi Contratti nazionali di lavoro e dell'approccio per competenze" (on-line course - Italy) (16 hours).

Associazione Nazionale Ufficiali di Stato Civile e d'Anagrafe (Italy), 06th May 2022 (1st edition); 14th May 2023 (2nd Edition); 19th December 2023 (3rd edition); 12th December 2024 (4th edition); 11th December 2024 (5th edition).

Consultant and Lecturer of the training course in “Dalla valutazione alla crescita del personale: metodi e strumenti per sostenere lo sviluppo delle persone” (Castel San Pietro Terme – Italy) (8 hours).

Campus di Rimini – University of Bologna (Italy), January 2013 – December 2021.

Administrative Responsible of the Students' Careers Office. Main activities are related to the setup and management of the administrative processes and activities related to the students' academic careers. I coordinate the 7-people administrative staff.

FORMart – Imola (Italy), 10th November 2021.

Consultant and Lecturer of the training course in “DAGLI INDICATORI DI PERFORMANCE AL COME AVVIARE, MONITORARE E ORGANIZZARE LO SMART WORKING IN AZIENDA” at Area Blu SPA (Imola – Italy) (8 hours).

FORMart – Rimini (Italy), 20th – 27th October 2021.

Consultant and Lecturer of the training course in “LEAN TIME & PRIORITY MANAGEMENT: GESTIRE EFFICACEMENTE TEMPI E RISORSE DI LAVORO” at Semprini A. & SAS – Vittoria Assicurazioni SPA (Bellaria-Igea Marina, Rimini – Italy).

CESCOT - S.c.a.r.l. – Rimini (Italy), June 2020.

Lecturer of the training course "CESCOT: TRAINING THE TRAINER - Training without a classroom". Course promoted for learning good practices and advanced techniques in training planning using distance learning, e-learning and blended training methods (8 hours).

CESCOT - S.c.a.r.l. – Rimini (Italy), 29th January 2020 – May 2020.

Lecturer of the training course "LEADERSHIP AND WORK GROUPS Management" (12 hours). A course of training aimed at managers, employed and unemployed for the development of self-leadership and leadership skills/management of groups and work teams

Associazione Nazionale dell' Industria Sammarinese (Republic of San Marino), 28th May 2019 – 17th September 2019.

Lecturer in the training course "Development of transversal skills of a group of maintenance workers of a production company", at the Gruppo SIT (Republic of San Marino) (20 hours).

Persone & Sistemi S.R.L (Italy), 10th June 2019 – 11th September 2019.

Consultant and Lecturer of the Training Course in "Relational and negotiating empowerment of the ASA operator". Analysis training needs with Focus Groups, evaluation of the effectiveness of the course and follow-up and coaching activities of the participants. At San Marino Viaggi e Vacanze (Republic of San Marino) (30 hours).

CESCOT - S.c.a.r.l. – Rimini (Italy), 29th January 2019 – 19th March 2019.

Lecturer of the training course "LEADERSHIP AND WORK GROUPS Management" (12 hours). A course of training aimed at managers, employed and unemployed for the development of self-leadership and leadership skills/management of groups and work teams

CESCOT - S.c.a.r.l. – Rimini (Italy), 25th October 2018 – 6th November 2018.

Lecturer of the training course "Industry 4.0: how work changes "(12 hours)

CESCOT - S.c.a.r.l. – Rimini (Italy), 9th April 2018 – 16th April 2018

Lecturer of the training course "Industry 4.0: how work changes "(12 hours)

Consorzio AssoForm Rimini– Rimini (Italy), 13th March 2018 – 17th May 2018
Lecturer of the training course of "Business Organization" and "Organizational Behaviour" (20 hours) in the executive master in " Technical Expert in Business Management "

Consorzio AssoForm Rimini– Rimini (Italy), 29th November 2017
Lecturer of the module "Management of organizational change" (5 hours) for the training course in "Technical Expert in the management of projects/orders in the mechanical field".

Alma Graduate School -University of Bologna, 29th June 2011
Lecturer of the module "Work analysis and analysis of tasks for human resources management" (8 hours) within the course of Work and Organization Psychology of the second level Master in Human Resource Management. At the Alma Graduate School

Consorzio AssoForm Rimini– Rimini (Italy), 4th 2011 – 16th June 2011
Teacher of the training course "Customer Care" (16 hours), a course aimed at improving knowledge and skills in managing customer satisfaction for the staff of the Rimini "Fellini" airport.

Editorial activities:

- Reviewer for [European Management Journal](#) (EMJ) – (from 2019);
- Reviewer for [Ethics & Behaviour](#) – (from 2021);
- Reviewer for [International Journal of Environmental Research and Public Health](#) – (from 2021);
- Reviewer for [Behavioral Sciences](#) – (from 2022);
- Reviewer for [Societies](#) – (from 2024);
- Reviewer for [Sustainability](#) – (from 2023);
- Reviewer for [Journal of Workplace Behavioral Health](#) – (from 2024)
- Reviewer for [Education Sciences](#) – (from 2023);
- Member of the Editorial Review Board of [Journal of Inter-Organizational Relationships](#) – (from 2020 to 2024).
- Member of the Editorial Review Board of [Journal of Workplace Behavioral Health](#) – (from December 2024)

PROFESSIONAL AFFILIATIONS AND COLLABORATION

Academic Memberships

Member of the research group [Innovation, Change and Work Team in Organizations and Interfirm Networks \(ICT-ON\)](#) Department of Psychology - University of Bologna (from 2017 – to 2021)

Member of the research group “[Sfide emergenti nel mondo del lavoro – SFELAV](#)” – Department of Psychology - University of Bologna – from 2021

Member of the European Association of Work and Organizational Psychology ([EAWOP](#)) – from 2011 to present

Associate Member of the Italian Association of Psychology ([AIP](#)) – Organizational Psychology section – from 2010 to present

Member of the [Società Italiana di Psicologia del Lavoro e dell'Organizzazione](#) (SIPLLO) – 2010 – 2011; from 2023 to present

Research Collaborazion

Participation in the Horizon 2030 research project entitled "Remaking. Remote-Working Multiple Impacts in the Age of Disruptions: Socioeconomic Transformation, Territorial Rethinking, and Policy Actions "; from April 2024 to present

Professional Memberships

Member of [ASSORETIPMI](#) (Association for the promotion of Inter-organizational Networks among Italian Small and Medium Enterprises) – 2017

LANGUAGES

Italian: Native Language

English: Advanced Listener, Advanced Speaker, Advanced Reading and Writing

Spanish: Novice Listener, Novice Speaker, Novice Reading and Writing

COMPUTER SKILLS

Excellent competence in using the following software:

- Office 2010 (Word, Excel, PowerPoint, Publisher, Outlook, Project, OneNote)
- Microsoft Teams
- Google Suite
- IBM Spss version 26
- Mplus
- Lisrel version 8;
- Amos;
- UCINET6, NETDRAW, NETMINER3 (SOCIAL NETWORK ANALYSIS SOFTWARE);
- Moodle (platforms for e-learning and sharing of workflow and documents);
- Qualtrics
- Zoom

Good competence in using of the following software:

- Nvivo version 7 and 9 (qualitative data using the Grounded Theory approach)
- R
- Stata

OTHER

I'm a runner and cross-fit amateur

I love to play electric bass and classical guitar in my free time

REFERENCES

Salvatore Zappala'

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Cesena (Italy), 10 July 2025

Dr. Simone Donati

Autorizzo il trattamento dei miei dati personali ai sensi del Decreto Legislativo 30 giugno 2003, n. 196 e del GDPR (Regolamento UE 2016/679)