

MAIN POSITION AND RESPONSIBILITIES

- 2019 – present. President, Opera Universitaria di Trento, Organization for the management of university-level scholarships, housing, food services, cultural activities and sports in the Trentino Region.
- 2019 – present. Member of Sports Committee; UniTrento Sport.
- 2018 – present. Associate professor in Organization and Human Resource Management (organization theory), Department of Economics and Management, University of Trento, Italy.
- 2014 – present. Faculty (since AY 2014-2015) and Program Committee Member (since 2017) of the Ph.D. In Economics and Management, Doctoral School of Social Sciences, University of Trento.
- 2017- present. Faculty at ISSTN Institute for Safety and Security Sciences of the University of Trento.
- 2017- present. Faculty at School of Innovation of the University of Trento.
- AY 2015-16 – present. Instructor in charge for the General Management Program, Master in Management, Department of Economics and Management, University of Trento.
- 2018 – present. Advisor for Library acquisitions in Management studies at Univeristy Library, University of Trento.
- 2018 – present. Organization chair of the seminar series of the Ph.D. Program in Economics and Management, Doctoral School of Social Sciences.
- 2019 - National academic habilitation as Full Professor in Business Organization and Human Resource Management [Abilitazione scientifica nazionale di I Fascia in Organizzazione Aziendale e Gestione delle Risorse Umane, settore concorsuale 13 B3, Settore Scientifico Disciplinare SECS/P10], 1 session 2018-2010.

PREVIOUS POSITIONS**Previous institutional positions**

- 2014 – 2019. Board member, Opera Universitaria di Trento
- 2014 – 2019. Member of the Scholarships Committee, Member of the Food Services Committee, Opera Universitaria di Trento.

Previous academic positions

- 2015 – 2018. Senior Assistant professor in Organization and Human Resource Management (organization theory) Department of Economics and Management, University of Trento.
- 2012 – 2015. Junior Assistant professor in Organization and Human Resource Management, Department of Economics and Management, University of Trento.
- 2015 Visiting scholar at University of Alberta, Canada, invitation of prof. Royston Greenwood, research project on the emergence of novelty in and within organizations.
- 2012 – 2013 Visiting at Stanford University, Scandinavian Consortium for Research Organization at Stanford University (SCANCOR), for conducting the research project entitled "Nobel Prizes as breakthrough innovators: in search for patterns of emergence and impact" funded by Scancor under the Scancor Alumni Research Grant program.
- 2012 Visiting Scholar, IMT Institute for Advanced Studies Lucca, Italy, invitation by prof. Massimo Riccaboni.

- 2009 - 2012 Assistant professor, Department of Management and Computer Science, University of Trento, Italy
 Research project: "Organizational perception and reaction to the unexpected."
- 2007 - 2009 Post-doc, Department of Management and Computer Science, University of Trento, Italy
 Research project: "The strategic and decision process in organizations facing unexpected events."
 Funded within the FIRB 2003 research project "Representing organizational knowledge: models and digital applications for distributed systems of firms".
- 2007- 2008 Visiting Scholar, Scandinavian Consortium for Organization Research at Stanford University (SCANCOR),
 Stanford University, U.S.A. invitation by prof. James March.
- 2006-2007 Research fellow, Department of Management and Computer Science, University of Trento, Italy

Other administrative service

- 2012-2019 Committee Member for selection test to freshmen.
 2018-2019 In charge for the renovation of audio-video systems.
 2018- 2019 Committee Member for the selection of candidates for teaching and tutorial activities.
 2017- 2018 Committee Deputy Member for the selection of candidates for teaching and tutorial activities.
 2014 Committee Member for the election of students' representatives.
 2015 Member of the Selection Committee for Administrative positions for the Spiros Latsis Summer School.
 2003-2004 Tutor for the Program in Management.

Other service to the scientific community

- 2019- present. Associate Editor of Studi Organizzativi
- 2019 - 2020 Associate Editor of Association for Information Systems 2020
- Occasional reviewer for the following international journals and publishers:
 Management Learning; R&D Management; Journal of Knowledge Management; Journal of Management and Organization;
 Emerald books; Springer books and monographs in Organization Theory.
- Reviewer for conferences:
 European Academy of Management; Academy of Management Meetings.

TEACHING ACTIVITIES

Ph.D level

- From AY 2017-18 to present "Research Methodology. Module I: Introduction to Scientific Paradigms, Research Designs and Methods; Focus on Case-study Research and Grounded-Theory Research." Ph.D. in Economics and Management, University of Trento. 16 hours (in English). Class of 10 students.
- From AY 2014-15 to 2016-17 "Organization Management and Entrepreneurship", Ph.D. in Economics and Management, University of Trento. 6 hours (in English), joint course with prof. Enrico Zaninotto, class of 11 students.
- AY 2016-17 Invited lecture on qualitative methods, Ph.D. in Management, Ca' Foscari University of Venice. 3 hours within the course on Qualitative methods.
- February 2017 Member of the Final Examination Committee of the Ph.D. candidate Nives Della Valle, Ph.D. Program in Economics and Management, University of Trento
- 2016-2017 Committee Member for the selection of Ph.D. students, Ph.D. Program in Economics and Management, University of Trento

Second level Master programs [Laurea Magistrale]

- From AY 2012-13 to present "Advanced Organization Management" (class A-K and class L-Z), Master in Management, Department of Economics and Management, University of Trento, 48 hours per 2 class= 72 hours (in Italian), 100 students in total.
- From AY 2016-17 to present "Seminar series" Master in Management, Department of Economics and Management, University of Trento, 10 hours (in Italian), class of 100 students.
- From AY 2013-14 to 2015-16 "Start-up Lab", Master in Management, Department of Economics and Management,

University of Trento, 18 hours (in English), class of 50 students.
From AY 2011-12 to AY 2013-14 “Management and Business Decision”, Master in Economics, Department of Economics and Management, University of Trento, 48 hours (in English), class of about 12 students.
From AY 2010-11 to AY 2011-12 “Organizational Behavior”, Master in Innovation Management, Department of Economics and Management, University of Trento, 18 hours (in English), class of 50 students. Teaching assistant for prof. Marco Zamarian.
AY 2008-2009 “International Accounting”, Master in Innovation Management, Faculty of Economics, University of Trento, class of 30 students 18 hours (in English). Teaching assistant for Prof. Michele Bertoni. [tutorship on written reports]

Executive Master programs

From AY 2019-20 “Organizing for creativity, novelty and innovation” School of Innovation, University of Trento, 6 hours, class of 25 students.
From AY 2004-05 to AY 2010-11 “Strategy and Organization Theory”, Master in Art and Culture Management, Trento School of Management, Trento, Italia, 20 ore (in Italian), class of 30 students.

Bachelor level

AY 2019-2020 “Business Organization Management”, Department of Economics and Management, University of Trento, 48 hours (in Italian), class of 70 students.
AY 2008-2009; AY 2010-2011 “Management research Laboratory”, Department of Economics and Management, University of Trento, 48 hours (in Italian), class of 30 students. Teaching assistant for Prof. Enrico Zaninotto
From AY 2004-05 to AY 2005-06; From AY 2007-08 to AY 2008-09 “Strategic Management”, Faculty of Economics, University of Trento, 40 hours (in Italian), class of 100 students. Teaching assistant for Prof. Paolo Collini
From AY 2004-05 to AY 2005-06 “Strategic Management” A and B, Free University of Bolzano Bozen, Italy, 120 hours (in Italian), class of 60 students. Teaching assistant for Prof. Alessandro Narduzzo.
AY 2004-2005 “General Management”, Free University of Bolzano Bozen, Italy, 120 hours (in Italian), class of 40 students. Teaching assistant for Prof. Alessandro Narduzzo.

Other teaching activities related to technological transfer and new enterprises

2016 Video for a flipped classroom on Effectuation and entrepreneurial decision-making, EIT ICT Labs Open Online Education Program
2014 – 2016. Green Innovation Academy, University of Trento at Progetto Manifattura Rovereto (Green Incubator of by the Autonomous Province of Trento), Coordinator for teaching activities provided by University of Trento with Prof. Sandro Trento. (2 editions)
2014 – 2016. Module on creativity and entrepreneurship for start-uppers – Green Innovation Academy, University of Trento at Progetto Manifattura Rovereto (Green Incubator of by the Autonomous Province of Trento), 15 hours (in Italian). (2 editions)
2014 - 2016. Mentorship to start-uppers - Green Innovation Academy, University of Trento at Progetto Manifattura Rovereto (Green Incubator of by the Autonomous Province of Trento).
2014 Allora Crea! Second edition, Mentorship for entrepreneurial ideas, Joint initiative by Euricse, Impact Hub Rovereto, University of Trento, Trento, May 30- June 2.

Other teaching activities related to knowledge transfer

2018 Decision making in emergency management organizations. Module 1. Civil protection agency, Bolzano, Dec, 12.
2016 Decision making in emergency management organizations. Module 1. Civil protection agency, Bolzano, Sept, 27.

BEST PAPER AWARDS

2019 Best paper award, WOA Workshop of the Italian Group of Researchers and Professors in Organization Studies, Palermo, February 7-8. Refocusing on novelty in organizations. A method for research?,
2019 Best paper PuntOrg award, Refocusing on novelty in organizations. A method for research?,
2018 Best paper award in the “People” track, WOA Workshop of the Italian Group of Researchers and Professors in Organization Studies, Rome, February 15-16. Expert teams facing novelty: evidence from an experiment in a High Reliability Organization. paper co-authored with Loris Gaio, Alessandro Narduzzo, Marco Zamarian.
2015 Best paper award in the “Organization theory” track, WOA Workshop of the Italian Group of Researchers and

Professors in Organization Studies, Padova, May 21-22. Understanding mindfulness as an analytical process. An analysis of 9-1-1 responses on September 11, 2001. paper co-authored with Alessandro Narduzzo.

2015 Best paper nominee, Annual 15th EURAM Conference, Poland & Warsaw, June 17-20, September 11, 2001: Organizations dealing with the unthinkable. paper co-authored with Alessandro Narduzzo.

PEER REVIEWED GRANTED RESEARCH PROJECTS

Provincia Autonoma di Trento

Research project: Design and development of a network for novelty generation
Timeline: 2019-2020
position: principal investigator.

LAMACO Unitn Economics and Management Departmental Research Grant

Research project: Laboratory on Managers' competencies (LAMACO)
Timeline: 2019-2020
position: team member.

PROVBZ RESEARCH GRANT

[Bando competitivo per progetti di ricerca dalla dalla Prov. Aut. di Bolzano (L. Prov. 14/2006)]
research project: Recognizing and reacting to new emergencies: an organizational perspective
timeline: 16/07/2014-16/07/2018
amount granted: 261.400 Euro in total, 54.600 Euro to the University of Trento
position: responsible for the local unit of Trento.

SCANCOR 1ST ALUMNI NETWORKS GRANT PROGRAM 2012

Funding for a research project envisioning the collaboration of SCANCOR postdoctoral fellows, other alumni, and Stanford faculty
research project: Nobel Prizes as breakthrough innovators: in search for patterns of emergence and impact
timeline: 2012-2013
amount granted: 7.000 \$
position: principal investigator.

FIRB 2003

research project: Representing organizational knowledge: models and digital applications for distributed systems of firms
timeline: 03/10/2005 - 03/07/0009
granted by MIUR Italian Ministry of University and Research
position: Ph.D. student 2005-2007, Post-doc researcher 2007-2009.

PRIN 2005

research project: Designing, producing and using complex artefacts for managing and organizing firm knowledge
timeline: 30/01/2006-30/01/2008
granted by MIUR Italian Ministry of University and Research
position: Ph.D. student

ORGANIZATION OF SEMINARS AND CONFERENCES

2019 Organization of the Track on Resilience, Adaptability and Transformability in Public Policies and the Co-evolving Dynamics of Organizations, International Conference on Public Policy (ICPP4), Montreal, June 26-28. With Romulo Pinheiro, University of Agder (UiA), Norway and Mitchell Young, Charles University in Prague, CZ.

2018 Organization (with Marco Zamarian, Morten Vendelø , Loris Gaio) of a track on "Preparedness 2.0: A Learning Approach To New Emergencies" at 3rd NEEDS Northern European Conference on Emergency and Disaster Studies, Amsterdam, March 21-23.

- 2013 Organizer (with Roberto Gabriele) and member of scientific committee of Stein Lab Days, University of Trento, Trento Italy, October 10-11, 2013.
- 2008 Convenor and chair (with Mie Augier) Novelty in Organizational Adaptation, Anaheim, U.S.A. (blind reviewed proposal), AoM Showcase Symposium, Academy of Management Meetings 2008, August 12, 2008.
- 2006 Organizing Committee, Doctoral School on Research Methodology, University of Trento, organized by AIDEA (Italian Academy of Management), 2006 September 18-23.

THIRD MISSION

Knowledge transfer to the general public

2012 moderator to "Bamboccioni", Festival dell'Economia, June 1, Trento, Italy.

Relations with enterprises, companies and other institutions

2014- 2019 "Teamwork on Organizational Analysis": the master students of the course of Advanced Organization Management apply organizational analysis (in particular structured qualitative research) to organizations where they play –or have played- the role of active members at any level. With particular attention to culture, they present results for improving awareness or suggesting change.

EDUCATION

- 2003- 2007 Ph.D. in Management and Business, Ca' Foscari University, Venice, Italy.
 Thesis: Organizations facing the unexpected.
 Advisory Committee: Prof. Maurizio Rispoli, Prof. Massimo Warglien, Prof. James March.
- 2001-2002 Master in Innovation Management [master di alta specializzazione e perfezionamento, requisito di accesso laurea quadriennale], Scuola Superiore Sant'Anna di Studi Universitari e di Perfezionamento, XI edition, Pisa, Italy.
 Project work: Managing organizational change in continuity: the case of Getronics between culture and experimentation.
 Supervisor Prof. Domenico Bodega
 Diploma cum laude and best student award
- 1996-2001 Bachelor degree in Economics and Management [Laurea quadriennale in Economia e Commercio], University of Trento
 Dissertation title: "Strategic and managerial processes in museums: the case Ötzi."
 Supervisor: Prof. Alessandro Narduzzo
 110/110 cum laude
- 2000 Erasmus Program, Durham University (UK).

Life-long training and learning on methods, research tools and publication strategies

- 2019 The art of reviewing. Ann Langley, July 3, EGOS, Edinburgh.
- 2017 PDW Making the leap: How to bridge the gap between findings and theory in qualitative research, August 4, AOM Atlanta.
- 2013 Junior Faculty Meeting Organization Management Theory Division (OMT), Friday, August 9 AOM Orlando. (admission subject to the peer review of personal research design).
- 2013 PDW Daring to Respond? Addressing Reviewers Comments, August 10, AOM 2013. (admission subject to the presentation of an R&R or rejected paper).
- 2012 Sunbelt, INSNA: International Network for Social Network Analysis, workshops on Mixed Methods Research, Ucinet for mapping network relationships, tnet for mapping network relationships over time, Redondo Beach, Ca, March 13-18.

Life-long training and learning on teaching methods

- 2016 Workshop on research and practice on ELAN, software for transcript of the spoken language. Competence Center on Language Studies and Linguistics, Free University of Bolzano, September 16.
- 2016 Workshop on Constructive Alignment, University of Trento, February 26.
- 2013 The OMT Teaching Roundtables, Academy of Management Meetings 2013, Boston, MA, August 9. (by invitation only)
- 2013 Teaching workshop: Dynamite Case Discussion: Question Design and Use for Insightful Learning - In Class and On Line, Academy of Management Meetings 2013, Boston, MA, August 10

- 2012 Teaching and Learning lecture series “Award-Winning Teachers on Teaching”, Center for Teaching and Learning, Stanford University, Stanford, CA:
 Timothy Bresnahan, “Large Classes: Keeping the Energy in 220 Relationships at Once”, Nov 29, 2012;
 Carol Boggs, “Mentoring Outside the Classroom: True Hands-On Teaching”, Nov 1, 2012
- 2012 Harvard Business School, Course on case study teaching, Università Bocconi, Milan, Italy, June 22 2012. One full day of training on the case study method with prof. Robert Austin from Harvard Business School.

Early Scholar and Post-doctoral schools

- 2009 10th Trento Summer School in Networks and Innovation, Ceel and University of Trento. July 13-24.
 2008 AIDEA Early Scholars School “Writing for scholarly publication: identifying your contribution”, AIDEA and Ca’ Foscari University of Venice, October 24.

Doctoral schools

- 2006 AIDEA Doctoral School on Research Methodology [Scuola di Metodologia della Ricerca], University of Trento, September 18-23.
 2006 7th Trento Summer School in Agent-based Computational Economics, Ceel and University of Trento. July 3-21.
 2006 EIASM Eden Doctoral Seminar on Organizational Design, Aarhus Business School, Denmark. May 2-6.
 2006 2nd International Doctoral School on Organizational Learning; University of Trento, April 9-12.

SCHOLARSHIPS

- 2006 Prof. Claudio Dematté Memorial Grant, Fondazione Trentino Università, grant awarded for a doctoral research project to be developed in a foreign University. I used it to go to Stanford University in 2007.
 2003-2006 Three years Scholarship at Ca’ Foscari University for a PhD Program in Management and Business.
 2002 Best Student Award (given to the two best students of the year), Master Program in Innovation Management, St. Anna School of Advanced Studies Pisa.
 2001 Scholarship offered by Getronics Group for the Master program in Innovation Management at the St. Anna School of Advanced Studies Pisa.
 2001 Dissertation Award by the Museum of Natural Science, Trento.
 2001 Dissertation Award by the Region Trentino Alto Adige.
 2000 Scholarship at University of Durham within the Erasmus Exchange Program.

PARTICIPATION TO RESEARCH GROUPS

Participation in research groups at University of Trento

- 2012- present. STEIN research group (Strategy, Entrepreneurship and Innovation), University of Trento, coordinator prof. Sandro Trento
 2003-2012 ROCK research group (Research on Organization, Coordination and Knowledge), University of Trento, coordinator prof. Enrico Zaninotto

Participation to scientific societies

- 2019- present. Member of PuntOorg
 2014- present. Member of ASSIOA Italian Academy of Organization and Management Theory
 2017 – present. Member of AIDEA Italian Academy of Management
 2012, 2016-present European Academy of Management
 2008, 2012, 2013, 2017- present Academy of Management
 2004, 2006, 2015, 2018 European Group of Organization Studies
 2012 Creativity and Innovation Management Journal Community
 2012 Science in Society Knowledge Community
 2012 INSNA: International Network for Social Network Analysis

CONFERENCES

Peer-reviewed competitive conferences

- 2020 Searching for properties and dynamics in the generation of novelty: the Blackshape. WOA Workshop of the Italian Group of Researchers and Professors in Organization Studies, Milan, February 6-7. Co-authored with Pamela Palmi
- 2019 Organizational reception of and resistance to New Public Management: Attempts at institutional change in the case of the Italian opera field. EURAM, Lisbon. coauthored with Xavier Castaner.
- 2019 Organizational reception of and resistance to New Public Management and civic involvement in the Italian opera field, EGOS, Edimburgh, July, 5.7. coauthored with Xavier Castaner.
- 2019 Refocusing on novelty in organizations. A method for research?, WOA Workshop of the Italian Group of Researchers and Professors in Organization Studies, Palermo, February 7-8. BEST PAPER AWARD.
- 2018 Unpacking the resilient organization: interaction patterns, expertise and hierarchy in a high reliability organization 34th EGOS Colloquium, European Group for Organizational Studies, Tallin, Estonia, July 5-7. (paper co-authored with Marco Zamarian, Loris Gaio, Alessandro Narduzzo)
- 2018 Expert teams facing novelty: evidence from an experiment in a High Reliability Organization. WOA Workshop of the Italian Group of Researchers and Professors in Organization Studies, Rome, February 15-16 (paper co-authored with Marco Zamarian, Loris Gaio, Alessandro Narduzzo) BEST PAPER AWARD for the "People" track.
- 2018 A tool for studying and developing Preparedness 2.0. 3rd NEEDS Northern European Conference on Emergency and Disaster Studies, Amsterdam, March 21-23 (paper co-authored with Marco Zamarian, Loris Gaio, Alessandro Narduzzo).
- 2018 Emergency management professionals facing the unexpected: some empirical evidence. 3rd NEEDS Northern European Conference on Emergency and Disaster Studies, Amsterdam, March 21-23 (paper co-authored with Marco Zamarian, Loris Gaio, Alessandro Narduzzo).
- 2018 Organizations coping with the unexpected: a conversation analysis on decision making. 3rd NEEDS Northern European Conference on Emergency and Disaster Studies, Amsterdam, March 21-23 (paper co-authored with Marco Zamarian, Loris Gaio, Alessandro Narduzzo).
- 2017 Mindfulness in Action and Time: An Analysis of 911 Response on September 11, 2001. AOM Academy of Management, Atlanta, GA. August 4-8. (paper co-authored with Alessandro Narduzzo)
- 2017 Who we are by what we value: identity change in an Italian Opera House facing sustainability challenge. EURAM European Management Academy 2017 Conference, Glasgow, UK, June 20-24. (paper coauthored with Silvia Atzori)
- 2017 Management Control System and Strategy: The Transforming role of Implementation. EAA 2017 - Annual Congress of the European Accounting Association. Valencia, E, May 10-12. (paper coauthored with Graziano Coller and Ericka Costa; speaker Coller)
- 2017 Who we are by what we value: identity change in an Italian Opera House facing sustainability challenge. WOA Workshop of the Italian Group of Researchers and Professors in Organization Studies, Pisa, February 16-17. (paper coauthored with Silvia Atzori)
- 2015 Recognizing and reacting to new emergencies: an organizational perspective. 1st NEEDS Northern European Conference on Emergency and Disaster Studies, Amsterdam, December 9-15 (poster presentation, speaker Alessandro Narduzzo).
- 2015 Management Control System and Strategy: The Transforming role of Implementation. MARG 2015 (Management Accounting Research Group). Birmingham, UK, November 19-20. (paper co-authored with Graziano Coller and Paolo Collini; speaker Coller)
- 2015 September 11, 2001: Organizations dealing with the unthinkable. Warsaw: 2015 EURAM Conference Warsaw, Poland, June 17-20. (paper co-authored with Alessandro Narduzzo; speaker Narduzzo)
- 2015 Understanding mindfulness as an analytical process. An analysis of 9-1-1 responses on September 11, 2001. WOA Workshop of the Italian Group of Researchers and Professors in Organization Studies, Padova, May 21-22. (paper co-authored with Alessandro Narduzzo) BEST PAPER AWARD for the "Organization theory" track.
- 2015 Changing role by changing use: management control and strategy at the test of practice. Sidrea International Workshop (SIW) - Management Control and Strategy: Theory and Empirical Evidence. Perugia, March 26-27. (paper co-authored with Graziano Coller and Paolo Collini)
- 2014 A view from the height. The emergence of a new research area from the eyes of its Nobel laureate. 2nd Austrian Early Scholars Workshop in Management Organizations, People and Institutions in a Global Context: Johannes Kepler University Linz, Johannes Kepler University, Linz, Austria, May 15-16. (paper co-authored with Nandini Roy)
- 2014 A view from the height. The emergence of a new research area from the eyes of its Nobel laureate. Organizing for growth: theory and practice. Workshop of the Italian Group of Researchers and Professors in Organization Studies,

- Udine, Italy, March 27-28. (paper co-authored with Nandini Roy)
- 2013 And newness comes to light. A study on the process of emergence in the story of the Similaun Mummy. Workshop of the Italian Group of Researchers and Professors in Organization Studies, Rome, Italy, May 30-31.
- 2013 The emergence of novelty in organizations between exploration and exploitation. Academy of Management Meetings, Orlando, USA, August 8-12.
- 2012 Nobel Laureates: Study of Narratives of Discovery from the Science and Technology Interface. Fourth International Conference on Science in Society, University of California Berkeley, Berkeley, November 15-17, 2012. (joint presentation with Katarina Larsen)
- 2012 9/11: Organizations detecting novel crises. Academy of Management Meetings, Boston, August 3-7 2012. (paper co-authored with Alessandro Narduzzo)
- 2012 Nobel Prize discoveries: Multiple case studies tracing breakthroughs in the semantic space, Creativity & Innovation Management Journal (CIM) Community Workshop, June 28-29, 2012, Berlin, Germany, (joint presentation with Katarina Larsen)
- 2012 Overcoming organizational myopia. European Academy of Management, Rotterdam, June 6-8.
- 2012 Staying aloft: Learning resiliency and specialization in volatile environments European Academy of Management, Rotterdam. (paper co-authored with Marco Zamarian)
- 2012 Tracing breakthrough innovation in the social and semantic space: evidence from Nobel laureate in medicine Rita Levi-Montalcini. Workshop of the Italian Group of Researchers and Professors in Organization Studies 12, Verona, March 28-29 2012. (paper co-authored with Gianna Giudicati).
- 2012 Nobel Prizes as breakthrough innovators: in search for patterns of emergence. Sunbelt, INSNA: International Network for Social Network Analysis, Redondo Beach, Ca, 2012, March 13-18.
- 2009 (Not) Doing sensemaking on time, First Symposium on Process Organization Studies "Sensemaking and Organizing", 2009, June 11-13, Cyprus (paper co-authored with Alessandro Narduzzo).
- 2007 Inference and Choice in Teams of Intelligent Agents: The Role of Diversity, Information Availability and Communication, Computational Methods for Modelling and learning in Social and Human Sciences Bilingual Conference (Mashs 2007), 2007 May, 10-11, Brest, France (paper co-authored with Alessandro Rossi).
- 2006 9.11: Organizations coping with the unexpected, 22nd Egos Colloquium, July 6-8, 2006 Bergen, Norway (paper co-authored with Alessandro Narduzzo and Fulvia Nervo).
- 2004 Emergence and Design: Reacting to the Unexpected. The South Tyrol Museum of Archaeology, 2nd EIASM Workshop on Managing Cultural Organizations, 2004, December 13-14, Bologna, Italy.

Other conferences by invitation

2019. M.L. Frigotto "Lyric Symphonic Foundations between Resistance and Change". 11th En attendant International Meeting, Campus Link University in Rome, December 13.
- 2018 Re-grounding who we are: emotions and practices in an Italian Opera House facing identity change. 8th En attendant International Meeting, LUISS University in Rome, June 15, 2018.
- 2016 M.L. Frigotto and Alessandro Narduzzo "Mindfulness in Action and Time: An Analysis of 911 Response On September 11, 2001. Cass Strategy Conference, Cass Business School, London, December 8-9.

Invited speeches

- 2019 Seminar on: L'organizzazione della creatività. Come sostenere la creatività nelle aziende. University of Modena-Reggio Emilia, November 21.
- 2019 Understanding Novelty in Organizations, BB Seminiar Series, Department of Political Science and Management, University of Agder, Norway, February 13.
- 2015 The strategy and management control systems relationship as emerging dynamic process. SIDREA International Workshop "Management Control and Strategy. Theory and Empirical Evidence", University of Perugia, March 27.
- 2013 A view from the height. The contribution of the Nobel Laureate Paul Lauterbur to the evolution of the MRI research area. University of Sussex, UK, 2013, May 15.
- 2013 And newness comes to light. A study on the process of emergence in the story of the Similaun Mummy. Free University of Bolzano Bozen, Italy, 2013, April 23.
- 2013 The emergence of novelty between exploration and exploitation. steinLab days 2013, University of Trento, October 10-11.
- 2012 Strategy and Control as an Emerging Dynamic Process. A review and a proposal., 2012 Management Control Journal Workshop: Controlling and Reporting for Strategy. University of Pisa, Pisa, February 2-3.

- 2012 Nobel Prizes as breakthrough innovators: in search for patterns of emergence and impact, SCANCOR (Scandinavian Consortium for Organization Research), Stanford University, U.S.A., November 19.
- 2008 Organizations expecting the unexpected. Lessons on novelty from the 9/11 case, SCANCOR (Scandinavian Consortium for Organization Research), Stanford University, U.S.A., August 25.
- 2007 Overcoming organizational myopia, SCANCOR (Scandinavian Consortium for Organization Research), Stanford University, U.S.A., July 30.
- 2007 Strategies for detecting surprise, Department Seminars, Department of Management, Ca' Foscari University of Venice, Venice, June 26.

PUBLICATIONS

(updated list on <https://webapps.unitn.it/du/it/Persona/PER0003850/>)

Research interests

My research addresses three main topics in the realm of organization theory:

1. Novelty and innovation;
2. Resilience and learning;
3. Organizational change.

Empirical contexts I have studied include: firefighters, civil protection and emergency management organizations, opera houses [Fondazioni Lirico-Sinfoniche], scientific communities, medical and scientific systems for rare diseases.

Methods I have used: case study research, mixed methods, content analysis, grounded theory, ethnographic interviews, observations, simulations.

Monographs

1. M.L. Frigotto (2018) *Understanding Novelty in Organizations. A Research Path Across Agency and Consequences*. Basingstoke, UK: Palgrave Macmillan. doi:10.1007/978-3-319-56096-0

Articles in journals (peer reviewed)

15. Frigotto, M.L. (2019). Chi fa da sé fa per tre? Le condizioni di successo del crowd nei processi di innovazione. *PROSPETTIVE IN ORGANIZZAZIONE. LA RIVISTA DI ORGANIZZAZIONE AZIENDALE*. <http://prospettiveinorganizzazione.assioa.it>
14. Broccardo, E., Mazzuca, M. & Frigotto, M.L. (2019). Social impact bonds: The evolution of research and a review of the academic literature. *CORPORATE SOCIAL RESPONSIBILITY AND ENVIRONMENTAL MANAGEMENT*, pp. 1–17. <https://doi.org/10.1002/csr.1886>. ISSN 1535-3958. - 2019(2019).
13. Frigotto, M. L., & Solari, L. (2019). Dalla open innovation al novelty landscape: Il caso Edoxaban. *HARVARD BUSINESS REVIEW ITALIA*, v. 2019/1, pp. 83-88.
12. Coller, G., Frigotto, M. L., & Costa, E. (2018). Management control system and strategy: The transforming role of implementation. *JOURNAL OF APPLIED ACCOUNTING RESEARCH*, v. 19, p. 141-160.
11. Frigotto, M. L., & Della, Valle N. (2018) Gender and the structuring of the entrepreneurial venture: An effectuation approach. *INTERNATIONAL JOURNAL OF ENTREPRENEURIAL VENTURING*, v. 10, p. 412-434.
10. Frigotto M.L., Narduzzo, A. (2016) A. Sbiancare il cigno nero? Strategie e competenze manageriali per riconoscere il nuovo. in: *SINERGIE, Italian Journal of Management*, v. 2016/34, n. 99, p. 345-363.

9. Frigotto M.L., Trentin, G. (2015) I Social media nel reclutamento e nella gestione delle risorse umane. In: SVILUPPO E ORGANIZZAZIONE, Novembre/Dicembre, 30-37.
8. Frigotto, M.L., Zamarian, M. (2015) Mindful by routine: evidence from the Italian Air Force Tornado crews flying practices. in: JOURNAL OF MANAGEMENT AND ORGANIZATION, v. 11/3, pp. 321-335.
7. Frigotto M.L.; Rossi A. (2015) An explanatory coherence model of decision making in ill-structured problems. in: MIND AND SOCIETY, 14, 1, 35-55.
6. Frigotto M.L.; Rossi A.; Trento, S.; Zaninotto, E. (2014) Le decisioni manageriali e la rivoluzione comportamentale. in: SINERGIE, Italian Journal of Management, 95, pp. 121 -140.
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