

Lorenza Micacchi

LECTURER

Public Management

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Biography

Lorenza Micacchi is Lecturer of Government, Health and Not for Profit. Her professional activities include teaching, coordination and research in the field of Public Administration, with specific reference to the management and functioning of both Central and Local Public Bodies.

Her areas of scientific interest include leadership in the public sector, strategic personnel management with specific reference to performance appraisal and management of public employees, motivation and engagement in the public sector, strategic management of public utilities.

She has been part of various applied research projects with Ministries, Local Bodies and Public Utilities for the identification of policy implications aimed at guaranteeing better managerial and corporate performance.

She has contributed to the drafting of various research outputs and reports, articles, books and international working papers on the topics of leadership, performance management and strategic personnel management. She is part of the managing team of the Executive Master in Management of Public Administrations (EMMAP), and specifically she is in charge of the Action Learning Projects (ALPro). She is also part of the managing team of the SMARTAPLAB network for improving the performance of public organization and of OCAP, the Observatory on the Change of Public Administration.

She holds a master's degree from Bocconi University in Economic and Social Sciences.

Teaching domains

Organizational Design

HR Management Practices

Strategic HR

Public Utilities Management and Regulation

Team Management

ARTICLES IN SCHOLARLY JOURNALS

MICACCHI L., VIDÈ F., GIACOMELLI G., BARBIERI M.

Performance appraisal justice and employees' work engagement in the public sector: Making the most of

performance appraisal design

Public Administration, 2024, vol.102, no. 3, pp.815-840

GIACOMELLI G., MICACCHI M., MICACCHI L.

Performance shall not live by results alone: organizational subcultures and perceived performance in public administration

Public Money & Management, 2024, vol.44, no. 6, pp.500-514

MICACCHI L., LENZI L., VALOTTI G.

Semplificare per crescere e vincere la corsa contro il tempo

Economia & Management, 2023, no. 2, pp.57-62

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Public Utilities as hybrid organizations: at the interplay between competing logics and corporate governance mechanisms

Management delle Utilities e delle Infrastrutture, 2023, no. 1, pp.11-21

SAPORITO R., LENZI L., MICACCHI L., BARBIERI M., MICACCHI M.

Leadership pubblica e competency management: dalla teoria alla pratica

Azienda Pubblica, 2023, vol.36, no. 2, pp.183-223

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The Performance of Performance Appraisal Systems: A Theoretical Framework for Public Organizations

Review of Public Personnel Administration, 2023, vol.43, no. 1, pp.104-129

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The Renaissance of Performance Appraisal: Engaging Public Employees Through Perceived Developmental Purpose and Justice

Review of Public Personnel Administration, 2023, vol.43, no. 4, pp.623-651

TRINCHERO E., MICACCHI L., DI CLAUDIO I.

Distocia di spalla. La simulazione come strumento di prevenzione del rischio

Mecosan, 2021, no. 118, pp.137-152

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Gestire il personale in Sanità: una mappatura delle caratteristiche della Funzione Risorse Umane nel contesto italiano

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Il lavoro agile: un'occasione da non perdere

Rivista Italiana di Public Management, 2020, vol.3, no. 2, pp.299-319

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Il nodo della corporate governance nelle public utilities

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RESEARCH MONOGRAPHS

BARBIERI M., DE GIORGI M., GIANNELLA R., MICACCHI L., VIDÈ F.

La valutazione della performance individuale. Dalla teoria alla pratica

Egea, Milano, Italy, 2021

CONTRIBUTION TO CHAPTERS, BOOKS OR RESEARCH MONOGRAPHS

MICACCHI L., VALOTTI G.

Nuovi modelli organizzativi per una PA agile e reattiva in *Reactive PA. Lezioni dalla Pandemia per il Cambiamento della Pubblica Amministrazione*
G. Valotti (Eds), Egea, chap. 6, pp.151-171, 2022

TRINCHERO E., ROTA S., SAPORITO R., MICACCHI L.

Prerequisiti organizzativo gestionali per la sicurezza del paziente: il ruolo della leadership in *Conoscere per gestire il rischio in sanità*
A. Firenze (Eds), SEU Società Editrice Universo, 2021

GIACOMELLI G., MICACCHI L.

Abusi e maltrattamenti verso minori in *La tutela dei minori a Milano. Una prospettiva di sistema*
M. Barbieri, G. Giacomelli (Eds), Egea, chap. 5, pp.125-162, 2021

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I minori e la rete web in *La tutela dei minori a Milano. Una prospettiva di sistema*
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OTHER

FOSTI G., LONGO F., MICACCHI L., NOTARNICOLA E., PEROBELLI E., ROTA S., SAPORITO R., TRINCHERO E.
Superare le politiche della sfiducia: tre piste di lavoro per un nuovo contratto sociale tra PA e cittadini - Report di Ricerca SNA
2021, SDA Bocconi, Milano, Italy

PROCEEDINGS/PRESENTATIONS

MICACCHI L., MICACCHI M., GIACOMELLI G., RITZ A., BARBIERI M.

Crafting a compelling Employer Branding Value Proposition (EBVP) in the public sector: A matter of stereotyped views

IRSPM 2024: Hybrid futures for public governance and management, April 15-18, 2024, Tampere, Finland

MICACCHI L., BARBIERI M., GIACOMELLI G., MICACCHI M., VIDÈ F.

Employer Attractiveness, PSM, and public service ethos: do not expect an easy answer

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Ethical leaders as crisis sense-maker: exploring the impact on emotional exhaustion and extra-role performance among street level bureaucrats

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How to retain Millennials in public organizations? A comprehensive study on job, organizational, and personal resources

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International Research Society for Public Management (IRSPM) e-Conference "Public Management, Governance and Policy in Extraordinary Times: Challenges and Opportunities" - 20-21 April, 2021, (online)

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MICACCHI L., VIDÈ F.

Quale formazione manageriale per il futuro della Pubblica Amministrazione?

Conferenza SNA - IISA Ripensare la Pubblica Amministrazione - 25-29 Gennaio 2021, Roma (online), Italy

MICACCHI L., SAPORITO R.

Evidence-based public leadership model: which set of competencies for leadership effectiveness?

EGPA Annual Conference, 5-7 September, 2018, Lausanne, Switzerland
