

# Roberto Ravagnani

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FELLOW

**Organization Design**

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## Biography

Roberto Ravagnani is Fellow of Organizational Design within the Knowledge Group Leadership, Organization and Human Resources of SDA Bocconi School of Management.

He is a top executive with extended international experience and currently holds the role of Partner at Key2People, working both on the Executive Search and Advisory practices, where he is developing projects on organizational design, change management, HR process redesign and new ways of working. He also worked for Generali Group as Head of Global HR Operations (more than 40.000 people and 30 Countries), Group Chief HR and Communication Director for Europ Assistance, and HR Director for the Global Investments and Asset Management division. Previously, he has covered various executive roles, both HR and business, in companies such as RCS MediaGroup and Roche Pharma, and has been Senior Manager with Bain and Co.

He got a Ph.D. in Business Administration from Bocconi University, where he has been a faculty member, and published two books and several articles on national and international management journals and newspapers.

He has managed over the years ambitious organizational change projects over an international scale, to achieve both business development or restructuring/reorganization/post-merger integration, and has covered several roles as Chairman and Board member, also for listed companies.

Italian and French citizen, he has spent a significant part of his life abroad and speaks perfectly 4 languages (Italian, French, Spanish, English).

## Teaching domains

Smart Working and Remote Collaboration

Organizational Design

Change Management

HR Management Practices

Strategic HR

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## ARTICLES IN SCHOLARLY JOURNALS

RAVAGNANI R.

**Patologie organizzative associate ai sistemi informativi integrati. Strategie preventive e correttive**

Economia & Management, 2000, no. 3, pp.85-98

TURATI C., USAI A., RAVAGNANI R.

**Antecedents of co-ordination in academic international project research**

Journal of Managerial Psychology, 1998, vol.13, no. 3/4, pp.188-198

FELLER G., RAVAGNANI R.

**Processi e competenze aziendali: l'esperienza di Andersen Consulting. 1. Competenze di processo, oltre i confini settoriali**

Economia & Management, 1998, no. 1, pp.31-46

FELLER G., RAVAGNANI R.

**Processi e competenze aziendali: l'esperienza di Andersen Consulting. 2. La gestione delle competenze di processo**

Economia & Management, 1998, no. 2, pp.89-99

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## PRACTICE-ORIENTED BOOKS

RAVAGNANI R.

**Information Technology e gestione del cambiamento organizzativo**

Egea, Milano, Italy, 2000

AUBREY B., RAVAGNANI R.

**L'impresa di se stessi. Strategie di percorsi di lavoro per il XXI secolo**

Itaca, Italy, 1995

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## ARTICLES IN NATIONAL/INTERNATIONAL NEWSPAPERS

RAVAGNANI R.

**Perché lo smart working sta riducendo la capacità di creare innovazione**

Il Sole 24 Ore, 24 February, 2021

RAVAGNANI R.

**Smart working e nuova cultura manageriale**

Il Sole 24 Ore, 1 February, 2021

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