

Massimo Magni

ASSOCIATE PROFESSOR

Leadership

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Biography

Massimo Magni is an Associate Professor at the Department of Management at Università Bocconi where he is also the Director of the MSc in International Management. Since January 2021 he has been Faculty Deputy of the Leadership, Organization & Human Resources Knowledge Group at SDA Bocconi.

At SDA Bocconi, he was the Director of the Organization and Human Resources Management Department. His academic work and professional commitments are aimed at supporting company leaders in developing a team-oriented and collaborative culture, and he has conducted numerous organizational behavior and leadership workshops as well as research and education projects in Europe, the Middle East and North America.

He has directed and conducted numerous research, education and consulting projects with UniCredit, Bank of Italy, European Central Bank, ENI, Prysmian, Barilla, and many others.

His research activities focus on leadership and teams with a specific focus on collaboration in dispersed settings and virtual teams. His current research focuses on the role of technology in shaping leadership styles and in fostering team member collaboration. Moreover, his studies on the use of mobile technology are aimed at providing a better understanding of how firms and individuals can reap the benefits of ICT (e.g. productivity, agility) while alleviating the drawbacks (e.g. stress, work-family conflict). His work has been published in major academic journals and his research results have been reported in managerial magazines such as MIT Sloan Management Review, World Economic Forum Agenda, Harvard Business Review (Italian edition), Forbes, and Bloomberg. He has also appeared on radio and TV shows to comment on managerial topics and to present the results of his research.

Massimo earned a PhD from LUISS University and an International Teachers Program from the Kellogg School of Business (Northwestern University, Chicago) and was a visiting PhD at the University of Maryland. He is an Associate Coach at Columbia University, New York.

Teaching domains

Managerial Ethics and Responsible Leadership

Smart Working and Remote Collaboration

Leadership

Team Management

ARTICLES IN SCHOLARLY JOURNALS

MAGNI M., AHUJA M. K., TROMBINI C.

Excessive Mobile Use and Family-Work Conflict: A Resource Drain Theory Approach to Examine Their Effects on Productivity and Well-Being

Information Systems Research, 2023, vol.34, no. 1, pp.253-274

NETCHAEVA E., ILIES R., MAGNI M., YAO J.

What we are pushed to do versus what we want to do: Comparing the unique effects of citizenship pressure and actual citizenship behavior on fatigue and family behaviors

Journal of Vocational Behavior, 2023, vol.141, pp.103845

BAGDADLI S., CAPORARELLO L., CUOMO S., MAGNI M., MANZONI B., ONDOLI C., RAFFAGLIO M.

Il group coaching: quando il metodo favorisce la creatività

Harvard Business Review Italia, March, 2022

PAOLINO E., GALLO P., MAGNI M.

Il contagio delle emozioni

Harvard Business Review Italia, 2020, vol. Aprile

MAGNI M., MARUPING L.

Unleashing innovation with collaboration platforms

Mit Sloan Management Review, 2019, pp.23-27

MAGNI M., PALMI P., SALVEMINI S.

Under pressure! Team innovative climate and individual attitudes in shaping individual improvisation

European Management Journal, 2018, vol.36, no. 4, pp.474-484

MAGNI M., AHUJA M. K., MARUPING L. M.

Distant but Fair: Intra-Team Justice Climate and Performance in Dispersed Teams

Journal of Management Information Systems, 2018, vol.35, no. 4, pp.1031-1059

GALLO P., MAGNI M.

il sottile confine tra extra mile e stress

Harvard Business Review Italia, 2017, vol.6, pp.74-78

CAPPETTA R., MAGNI M.

Locus of control and individual learning: the moderating role of interactional justice

International Journal of Training and Development, 2015, vol.19, no. 2, pp.110-124

MAGNI M., MARUPING L.

Motivating employees to explore collaboration technology in team contexts

MIS Quarterly, 2015, vol.39, no. 1, pp.1-16

MAGNI M., MARUPING L. M., HOEGL M., PROSERPIO L.

Managing the Unexpected Across Space: Improvisation, Dispersion, and Performance in NPD Teams

Journal of Product Innovation Management, 2013, vol.30, no. 5, pp.1009-1026

MAGNI M., ANGST C., AGARWAL R.

Everybody Needs Somebody: The Influence of Team Network Structure on Information Technology Use

Journal of Management Information Systems, 2013, vol.29, no. 3, pp.9-42

RESEARCH MONOGRAPHS

CAPORARELLO L., MAGNI M.

Team Management: Creating and managing flexible and resilient teams

Bocconi University Press – BUP, Milano, Italy, 2022

CAPORARELLO L., MAGNI M.

Team Management: Creare e gestire team flessibili e resilienti - III Ed.

Egea, Milano, Italy, 2022

CAPORARELLO L., MAGNI M.

La forza della squadra

Egea, Milano, Italy, 2018

CAPORARELLO L., MAGNI M.

Team management: Come gestire e migliorare il lavoro di squadra -II Ed.

Egea, Milano, Italy, 2015

CONTRIBUTION TO CHAPTERS, BOOKS OR RESEARCH MONOGRAPHS

MAGNI M., MARUPING L.

Managing improvisation in dispersed settings in *The Routledge Companion to Improvisation in Organizations* Miguel Pina e Cunha, Dusya Vera, António Cunha Meneses Abrantes, Anne Miner (Eds),Routledge, pp.286-298, 2023

PENNAROLA F., CAPORARELLO L., MAGNI M.

Different Strategies for Different Channels: Influencing Behaviors in Product Return Policies for Consumer Goods in *Organizing for Digital Innovation*

Alessandra Lazazzara, Raoul C.D. Nacamulli, Cecilia Rossignoli, Stefano Za (Eds),Springer International Publishing, pp.247-259, 2019

CAPORARELLO L., MAGNI M., PENNAROLA F.

One Game Does not Fit All. Gamification and Learning: Overview and Future Directions in *Organizing for Digital Innovation*

Alessandra Lazazzara, Raoul C.D. Nacamulli, Cecilia Rossignoli, Stefano Za (Eds),Springer International Publishing, pp.179-188, 2019

CABITZA F., MAGNI M., BATINI C.

Organizing for the Digital World: An Overview of Current IT Solutions to Support Individuals, Communities and Societies in *Organizing for the Digital World*

Federico Cabitza, Carlo Batini, Massimo Magni (Eds),Springer International Publishing, pp.1-6, 2019

CAPORARELLO L., MAGNI M., PENNAROLA F.

Let's Learn Together: Team Integration Climate, Individual States and Learning Using Computer-Based Simulations in *Digital Technology and Organizational Change*

Cecilia Rossignoli, Francesco Virili, Stefano Za (Eds),Springer International Publishing, pp.187-195, 2018

MAGNI M.

Gruppo: costruzione e dinamiche in *Organizzazione Aziendale*

S. Salvemini(Ed), Egea, chap. 8, pp.211-244, 2017

CAPORARELLO L., MAGNI M., PENNAROLA F.

All That Glitters Is Not Gold: Alleged Innovations In Human Computer Interaction in *IS, Management, Organization and Control: Smart Practices and Effects*

Daniela Baglieri, Concetta Metallo, Cecilia Rossignoli, Mario Pezzillo Iacono (Eds),Springer, pp.179-190, 2014

CAPORARELLO L., MAGNI M., PENNAROLA F.

Improving information exchange effectiveness through data compression techniques in *IS, Management, Organization and Control: Smart Practices and Effects*

Daniela Baglieri, Concetta Metallo, Cecilia Rossignoli, Mario Pezzillo Iacono (Eds),Springer, pp.229-243,

2014

CAPORARELLO L., MAGNI M.

La negoziazione in azienda in *Operare in situazioni complesse – la negoziazione nei contesti critici*

Ciro Guida, Massimo Picozzi (Eds), Egea, pp.223-234, 2014

CASES IN INTERNATIONAL CASE COLLECTIONS

BAGDADLI S., CAPORARELLO L., CUOMO S., MAGNI M., MANZONI B., ONDOLI C., RAFFAGLIO M.

Making Hybrid Teams Work in a Phygital World: The Case of the Bank of Italy (A, B)

2022, The Case Centre, Great Britain

MANZONI B., CAPORARELLO L., MAGNI M., PAOLINO E.

The Business Relationship Manager in UBIS: An Integration Role?

2015, The Case Centre, Great Britain

ENTRY (IN DICTIONARY OR ENCYCLOPEDIA)

PINA CUNHA M., MAGNI M.

Management improvisation in *G. Ritzer, The Blackwell Encyclopedia of Sociology*

John Wiley & Sons, 2014

OTHER

BAGDADLI S., CAPORARELLO L., CUOMO S., MAGNI M., MANZONI B., ONDOLI C., RAFFAGLIO M.

A new organization of work after Covid-19: the Bank of Italy case - Una nuova organizzazione del lavoro dopo il Covid-19: il caso Banca d'Italia

2023, SDA Bocconi Insight, Milano, Italy

PROCEEDINGS/PRESENTATIONS

CAPORARELLO L., MAGNI M., TRABSKAIA I.

(Ir)Responsible Uses of Digital Technologies in Business Education. Interruptions or Engagement?

ITAIS2024: XXI Conference of the Italian Chapter of AIS - Growing in a Digital and Sustainable Society – October 10-12, 2024, Piacenza, Italy

NETCHAEVA E., ILIES R., MAGNI M., YAO J.

The Unique Effects of Citizenship Pressure and Citizenship Behavior on Fatigue and Family Behaviors

83rd Annual Meeting of the Academy of Management, 4-8 August 2023, Boston, United States of America

SUNDRUP R., AHUJA M., MAGNI M.

Impact of ICT Permeability on Work and Family Outcomes

SIGMIS-CPR '23: 2023 Computers and People Research Conference -June 1-3 2023, California State Polytechnic University Pomona, CA, United States of America

MAGNI M., NETCHAEVA E., YAO J., ILIES R.

It's Been a Hard Day's Night! The Effects of After-Hours Mobile Use on Next Day Outcomes

82nd Annual Meeting of the Academy of Management - August 5-9 2022, Seattle, WA, United States of America

SUNDRUP R. Z., AHUJA M. K., MAGNI M.

Mitigation of Work-Family Frustration in Dual-Earner Couples during COVID-19

81st Annual Meeting of the Academy of Management (AOM 2021), 30 July-3 August 2021, (online), United States of America

CAPORARELLO L., MAGNI M., PENNAROLA F.

Let's learn together: team integration climate, individual states and learning using computer-based simulations

13th Conference of the Italian Chapter of AIS (Association for Information Systems) - October 7-8 2016, Verona, Italy

CAPPETTA R., MAGNI M.

Employee self-service technology and performance: the role of learning transfer and involvement

International Conference on Information Systems (ICIS) - December 13-15, 2015, Fort Worth, Texas, United States of America

CAPORARELLO L., MAGNI M., PENNAROLA F.

Does Culture Make The Difference? Technology Acceptance And Diffusion In India

Mediterranean Conference on Information Systems - September 3-5 2014, Verona, Italy

ABRAMO F., BUSACCA B., DI BATTISTA M., LIBENZI R., MAGNI M., PANZERA E., RAFFAGLIO M., ROMANO R.

Ri-Energizzare le Organizzazioni: il ruolo dell'HR leader

Convegno: "Ri-energizzare le organizzazioni: il ruolo dell'HR leader" - 27 Febbraio 2014, Milano, Italy

MARUPING L., MAGNI M.

Task Characteristics, Team Processes and Individual Use of Collaboration Technology: Test of a Cross-Level Mediation Model

47th Hawaii International Conference on System Sciences (HICSS) - 6-9 January, 2014, Waikoloa, HI, United States of America

CAPORARELLO L., MAGNI M., PENNAROLA F.

All That Glitters Is Not Gold: Alleged Innovations In Human Computer Interaction

10th Conference of the Italian Chapter of AIS (Association for Information Systems) - 14 December 2013, Milano, Italy

CAPORARELLO L., MAGNI M., PENNAROLA F.

Improving information exchange effectiveness through data compression techniques

10th Conference of the Italian Chapter of AIS (Association for Information Systems) - 14 December 2013, Milano, Italy

MAGNI M., AHUJA M., MARUPING L.

Alleviating the Perils of Dispersion: A Study of Procedural Justice Climate and Team Innovation

72nd Annual Meeting of the Academy of Management - The Informal Economy - 3-7 August 2012, Boston, United States of America

MAGNI M., CAPPETTA R., PROSERPIO L.

Too much fun: how cognitive absorption and team learning behavior affect individual learning

Academy of Management Meeting - August 12-16 2011, San Antonio, Texas, United States of America

MAGNI M., MARUPING L., CAPORARELLO L., BASAGLIA S.

Innovating with technology in team contexts: a trait activation theory perspective

ICIS - International Conference on Information Systems, 2011, Shanghai, China (PRC)

CAPORARELLO L., MAGNI M., BASAGLIA S., SETHIA P.

Behavioral integration and team creativity: the role of team absorptive capacity and technology usage

WOA - Workshop Organizzazione Aziendale - 16-18 giugno 2010, Bologna, Italy

MAGNI M., CAPORARELLO L., BASAGLIA S., MARUPING L.

The effect of team climate and individual attributes on individual intention to explore a technology
WOA - Workshop Organizzazione Aziendale - 16-18 giugno 2010, Bologna, Italy

MAGNI M., CAPORARELLO L., BASAGLIA S.

The mediating role of IT knowledge integration capability in the relationship between team performance and team climate

17th European Conference on Information System - June 8-10, 2009, Verona, Italy

MAGNI M., MARUPING L.

Improvisation and performance in software development teams: the role of geographic dispersion

ICIS - International Conference on Information Systems - December 14-17, 2008, Paris, France

BASAGLIA S., CAPORARELLO L., MAGNI M., PENNAROLA F.

Team level antecedents of individual usage of a new technology

16th European Conference on Information Systems, ECIS - June 9-11, 2008, Galway, Ireland

AGARWAL R., MAGNI M., ANGST C.

A multilevel investigation of normative and informational influences on extensiveness of individual technology use

International Conference on Information Systems (ICIS) 2007 - 9-12 December, 2007, Montreal, Canada

BASAGLIA S., CAPORARELLO L., MAGNI M., PENNAROLA F.

Individual adoption of convergent mobile technologies in Italy

itAIS Conference, October 3 - 4, 2007, Isola di San Servolo, VE, Italy

BASAGLIA S., CAPORARELLO L., MAGNI M., PENNAROLA F.

How CIOs can improve their mindfulness in the process of IT adoption

The Americas Conference on Information Systems (AMCIS) - August 9-12, 2007, Keystone, Colorado, United States of America

MAGNI M., PROVERA B.

Team level antecedents of individual improvisation in ISD projects

Academy of Management Meeting - August 3-8, 2007, Philadelphia, United States of America

BASAGLIA S., CAPORARELLO L., MAGNI M., PENNAROLA F.

Adoption of a new communication technology: environmental and organizational drivers

15th European Conference on Information Systems, ECIS - June 7-9, 2007, St. Gallen, Switzerland

BASAGLIA S., CAPORARELLO L., MAGNI M., PENNAROLA F.

Adoption of a new communication technology

WOA - Workshop Organizzazione Aziendale - 8-9 febbraio 2007, Reggio Emilia, Italy

MAGNI M., TAYLOR S.

Examining potential determinants of user intention to explore a technology across time

Academy of Management Meeting - August 11-16, 2006, Atlanta, United States of America

MAGNI M., PROSERPIO L., PROVERA B.

Improvisation in IT development and implementation projects: a multi level perspective

Academy of Management Meeting - August 11-16, 2006, Atlanta, United States of America

MAGNI M., PENNAROLA F.

Stand by me: the quality of intra-organizational relationships as antecedent of IT adoption

Academy of Management Meeting - 5-10 August, 2005, Honolulu, United States of America

MAGNI M., PROSERPIO L.

User's beliefs toward technology: a social capital perspective

Academy of Management Meeting - August 5-10, 2005, Honolulu, United States of America

Grants & Honors

Teaching Award – Undergraduate School – Università Commerciale Luigi Bocconi , 2022

Excellence in Teaching Innovation – Graduate School – Università Commerciale Luigi Bocconi , 2019

Teaching Excellence Award – Università Commerciale Luigi Bocconi , 2014

Research Excellence Award – Università Commerciale Luigi Bocconi , 2013

Best Paper Award, OCIS Division–Academy of Management Annual Meeting – Academy of Management , 2012

Teaching Excellence Award – Università Commerciale Luigi Bocconi , 2012

Research Excellence Award – Università Commerciale Luigi Bocconi , 2010

Best Managerial Paper of the year – SDA Bocconi School of Management , 2010

Research Excellence Award – Università Commerciale Luigi Bocconi , 2009

Best Paper Award, 2nd conference of the Italian chapter of Association on Information Systems (AIS) – ItAIS – Italian Chapter of the Association for Information Systems , 2005
