

Leonardo Caporarello

PROFESSOR OF PRACTICE

Leadership

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Biography

Leonardo Caporarello is the Associate Dean for Online Learning and Professor of Practice of Leadership and Negotiation at SDA Bocconi School of Management. He previously held the position of Deputy Dean for Lifelong Learning.

Leonardo serves as the Academic Director of the Learning Lab at SDA Bocconi, a role he occupied from 2009 to 2020. He is also the Rector's Delegate for Digital Learning and the Director of BUILT (Center for the Innovation of Learning and Teaching) at Bocconi University.

In addition to his academic roles, Leonardo is involved in various advisory and leadership positions. He is a member of the Advisory Board of the e-Learning & Innovative Pedagogies Research Network in the USA. He is also a member of the Leadership Team of the Division of "Management Education and Development" at the Academy of Management, USA.

Leonardo is a co-founder and a member of the scientific committee of the Edtech Forum.

Leonardo directs the course "Negotiation and Influence" and teaches in the Global Executive MBA and at SDA Bocconi Asia Center in Mumbai, India. Furthermore, he is a faculty member for programs covering topics such as negotiation in international and multicultural contexts, analysis of team dynamics (including geographically distributed teams), conflict management, effective organizational change initiatives, analysis and redesign of organizational structures and processes, and the design of online and blended learning experiences. His extensive experience includes designing and delivering training programs in various formats – onsite, online, and blended – at the graduate, post-experience, and executive levels.

His research activities primarily focus on the area of organizational behavior, and he has authored numerous publications in nationally and internationally recognized books and journals. A selection of his work is available in the "Publications" section. Leonardo actively participates in various conferences as a member of the Scientific Committee and Organizer. Notable roles include being an Associate Editor of the Journal of Contemporary Business Studies, Vice President for Education at ItAIS from 2019 to 2023, Track chair at ECIS 2020, Track chair at ItAIS from 2016 to 2020, Associate Editor at ECIS 2019, Program Committee member at ICAT2E in 2017, Vice President for Technology-Enhanced Learning at ItAIS in 2014, Digital Communication Chair at the International Conference on Information Systems in 2013, and Project Leader of the Global Integrative Module Project from 2013 to 2015. He also serves as a reviewer for several important journals and conferences, including ECIS, ItAIS, ICIS, and the Journal of eLearning and Knowledge Society.

Leonardo has co-authored several online management simulations, developed in collaboration with the Learning Lab and BUILT. He has been a visiting professor at Keio University in Tokyo (Japan), Fudan University in Shanghai (China), and a visiting scholar at Michigan State University in the USA.

Leonardo specialized in Leadership and Negotiation, including Negotiating International Business Deals at Harvard Law School in Boston, USA. He earned his Ph.D. in Organizational and Information Systems from LUISS University in Rome and holds a degree in Economics and Business Law from Bocconi University in Milan.

Leonardo has received several prestigious recognitions, including being listed among the Top 50 Global Thought Leaders & Influencers on Change Management in 2020 and 2021, Top 50 Global Thought Leaders & Influencers on EdTech in 2023, 2022, and 2020, and Top 100 Leaders in Education in 2021 and 2019 by the Global Forum for Education and Learning. He received the MED Best Workshop for Junior Faculty & Doctoral Student Consortium award from the Academy of Management in 2023, the MED Global Forum Best Symposium Award from the Academy of Management in 2021, the "Teaching Award" from Rotman School of Management in Canada in 2017 and 2020, the SDA Bocconi "Innovation in Teaching Award" in 2017, and the SDA Bocconi "Excellence in Innovation for Executive Education Custom Programs–Banks, Insurance Companies, and Financial Institution" in 2016.

Teaching domains

Negotiation

Conflict Management

Team Management

Leadership

ARTICLES IN SCHOLARLY JOURNALS

MANZONI B., MAGNI F., CAPORARELLO L., TANG G.

Separare vita privata e lavorativa nel post covid

MIT Sloan Management Review Italia, 2023, vol.2, no. 2, pp.51-55

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

MAGNI F., MANZONI B., TANG G., CAPORARELLO L.

Calmi o ansiosi? Vita e lavoro nell'era del lockdown

Harvard Business Review Italia, December, 2020

CAPORARELLO L.

Negoziare. Quanto conta la cultura di appartenenza

Economia & Management, 2020, no. 2, pp.76-83

CAPORARELLO L.

Tre dimensioni per una negoziazione di successo

Direzione del Personale – Rivista dell'Associazione Italiana per la Direzione del Personale, December, 2019, vol.191

CIRULLI F., CAPORARELLO L., MILANI M.

Design of a Learning Analytics framework proposal in academic context

Giornale Italiano della Ricerca Educativa – Italian Journal of Educational Research, September, 2019, vol.Special Issue, pp.43-55

MANZONI B., CAPORARELLO L.

The paradoxes of “teaming” in the creative events industry: the case of Balich Worldwide Shows

International Journal of Arts Management, October, 2019, vol.22, no. 1, pp.86-98

MANZONI B., CAPORARELLO L.

Creatività ed esecuzione nei team: le buone pratiche

Economia & Management, 2018, no. 5, pp.86-90

CAPORARELLO L., IACOVONE D.

La negoziazione internazionale nel settore della Difesa italiana

Economia & Management, 2017, no. 3, pp.55-60

CAPORARELLO L., MAGNI M., PENNAROLA F.

Learning and gamification: a possible relationship?

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MANZONI B., CAPORARELLO L.

Managing creative firms by adopting a paradox framework: The case of studio Libeskind

International Journal of Arts Management, 2017, vol.20, no. 1, pp.54-62

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Reimagine E-learning: a proposal for a 21st learning framework

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Is Technology Mediated Learning Really Improving Performance Of Students?

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CAPORARELLO L., INESTA A.

Make blended learning happen: conditions for a successful change process in higher education institutions

Eai Endorsed Transactions on e-Learning, 2016, vol.3, no. 12

SAVIOZZI F., CAPORARELLO L., MANZONI B.

Design e Management: affinità elettive, relazioni pericolose o c'eravamo tanto amati?

Economia & Management, 2014, no. 4, pp.39-45

CAPORARELLO L., SARCHIONI G.

E-learning: the recipe for success

Journal of e-Learning and Knowledge Society, 2014, vol.10, no. 1, pp.117-128

MANZONI B., CAPORARELLO L., SAVIOZZI F.

Focus forum. Design & management

Economia & Management, 2014, no. 4, pp.39-45

CAPORARELLO L., BUSCEMI L.

I tablet a lezione: vantaggi reali o ancora potenziali?

Sviluppo & Organizzazione, 2012, no. 249, pp.37-41

MANZONI B., CAPORARELLO L., SALVEMINI S.

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

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International Journal of Information Management, 2010, vol.30, no. 6, pp.542-551

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

Individual adoption of convergent mobile phone in Italy

Review of Managerial Science, 2009, vol.3, no. 1, pp.1-18

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Team Management: Creating and managing flexible and resilient teams

Bocconi University Press – BUP, Milano, Italy, 2022

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

Egea, Milano, Italy, 2022

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La forza della squadra

Egea, Milano, Italy, 2018

CAPORARELLO L., CESARONI F., GIESECKE R., MISSIKOFF M.

Digitally supported innovation. A multi-disciplinary view on enterprise, public sector and user innovation

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

Egea, Milano, Italy, 2015

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Team management: Come gestire e migliorare il lavoro di squadra

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CAPORARELLO L., BAGGIO R.

Gestire la tecnologia: metodi di analisi e valutazione

Edizioni Angelo Guerini e Associati, Italy, 2003

PRACTICE-ORIENTED BOOKS

CAPORARELLO L., MANZONI B., SAVIOZZI F.

L'architetto. Sette sfide manageriali per la crescita professionale - II edizione,

Egea, Milano, Italy, 2019

CAPORARELLO L., MANZONI B., SAVIOZZI F.

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EDITED BOOKS

CAPORARELLO L., KUMAR P., AGRAWAL A. (EDS.)

Higher Education for the Sustainable Development Goals: Bridging the Global North and South

Emerald Publishing Limited, , 2023

CAPORARELLO L. (ED.)

Negoziazione. Strategie, strumenti, best practice, di Roy Lewicki, Bruce Barry, David M. Saunders

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CAPORARELLO L., DI MARTINO B., MARTINEZ M. (EDS.)

Smart Organizations and Smart Artifacts: Fostering Interaction Between People, Technologies and Processes

Springer, Germany, 2014

CAPORARELLO L., BASAGLIA S. (EDS.)
Sistemi ERP. Un'innovazione tecnologica ed organizzativa
Egea, Milano, Italy, 2008

TEXTBOOKS

CAPORARELLO L., BAGGIO R.
Statistica con SPSS – Esercizi e funzioni base
Egea, Milano, Italy, 2005

CONTRIBUTION TO CHAPTERS, BOOKS OR RESEARCH MONOGRAPHS

KUMAR P., CAPORARELLO L., AGRAWAL A.
Research from the Global North and South on HEIs as a driver for SDGs in *Higher Education for the Sustainable Development Goals: Bridging the Global North and South*
L. Caporarello, P. Kumar, A. Agrawal (Eds), Emerald Publishing Limited, chap. 1, 2023

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Designing a Self-regulated Online Learning Course Using Innovative Methods: A Case Study in *Methodologies and Intelligent Systems for Technology Enhanced Learning, 9th International Conference*
Rosella Gennari, Pierpaolo Vittorini, Fernando De la Prieta, Tania Di Mascio, Marco Temperini, Ricardo Azambuja Silveira, Demetrio Arturo Ovalle Carranza (Eds), Springer International Publishing, pp.121-128, 2020

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

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E-learning effectiveness from a students' perspective: an empirical study in *Digital technology and organizational change: Reshaping technology, people, and organizations towards a global society*

C. Rossignoli, F. Virili, S. Za (Eds), Springer, pp.163-172, 2018

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Blended Learning Approach: How Is the Learning Educational Paradigm Changing? Reflections and a Proposed Framework in *Blurring the boundaries through digital innovation*

D'Ascenzo, F., Magni, M., Lazazzara, A., Za, S. (Eds), Springer, pp.49-58, 2016

INESTA A., VALENCIA M., ROVIRA X., MÀRIA J., SAYERAS J., SERLAVÒS R., MARIN J., OBESO C., WILSON J., CAPORARELLO L., CHOI J., STATLER M., GESSI G.

The Global Integrative Module: an online learning experience to train future managers to solve today's global social challenges in *Educating for Responsible Management: Putting Theory into Practice*

R. Sunley, J. Leigh (Eds), Greenleaf Publishing, chap. 13, 2016

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When teachers support students in technology mediated learning in *Organizational innovation and change: managing information and technology*

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

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L'organizzazione flessibile e adattiva in *HR Management*

M. Raffaglio, B. Manzoni (Ed), Egea, pp.5-19, 2014

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Designing Teams for Enhancing Individual Added-Value Use of Technology in *Designing Organizational Systems*

R. Baskerville, M. De Marco, P. Spagnoletti (Eds), Springer, pp.183-199, 2013

CAPORARELLO L., SARCHIONI G.

Does technology-mediated learning matter for effective teams? in *Organizational Change and Information Systems*

Spagnoletti Paolo (Eds), Springer, pp.391-396, 2013

PENRAROLA F., CAPORARELLO L.

Enhanced Class Replay: Will this turn into better learning? in *Cutting-Edge Technologies in Higher Education*

Charles Wankel, Patrick Blessinger (Eds), Emerald Group Publishing Limited, pp.143-162, 2013

PENRAROLA F., CAPORARELLO L.

The road ahead: turning human resource functions into strategic business partners with innovative information systems management decisions in *Emerging themes in information systems and organization studies*

A. Carugati, C. Rossignoli (Eds), Springer, pp.293-304, 2011

PENRAROLA F., CAPORARELLO L.

High Performance IT as Strategic Partner for HR Management in *IT Outsourcing: Concepts, Methodologies, Tools, and Applications*

K. Amant (Eds), IGI Global, pp.1010-1020, 2010

CAPORARELLO L., VIACHKA A.

Individual Readiness for Change in the Context of Enterprise Resource Planning System Implementation in *Management of the Interconnected World*

A. D'Atri, M. De Marco, A. M. Braccini, F. Cabiddu (Eds), Springer, pp.89-96, 2010

CAPORARELLO L., SAMBAMURTHY V.

Antecedent factors of the IT involvement into top management team: a conceptual model proposal in *Per lo sviluppo, la competitività e l'innovazione del sistema economico. Il contributo degli studi di Organizzazione Aziendale*

M. C. Di Guardo, R. Pinna, D. Zaru (Eds), Franco Angeli, pp.324-352, 2009

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Evoluzione, caratteristiche e framework per l'adozione dei sistemi ERP in *Sistemi ERP. Un'innovazione tecnologica ed organizzativa*

L. Caporarello, S. Basaglia (Ed), Egea, pp.17-37, 2008

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

Individual adoption of convergent mobile technologies in Italy in *Interdisciplinary aspects of information systems studies*

D'Atri, De Marco M. Casalino N. (Eds), Springer, pp.63-71, 2008

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La governance dei sistemi ERP in *Sistemi ERP. Un'innovazione tecnologica ed organizzativa*

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Lo sviluppo dell'e-business in Italia: Il caso "registro delle imprese" in *Imprese e società dell'informazione*

F. Pennarola (Eds), Egea, pp.87-104, 2006

CAPORARELLO L.

La gestione delle tecnologie per il web in *Internet & Turismo. Tecnologie per competere*

M. Antonioli, R. Baggio (Ed), Egea, pp.161-200, 2002

ARTICLES UPON REQUEST/INVITATION

MANZONI B., CAPORARELLO L.

Architetto: una professione che mescola artigianalità e punte di creatività high tech alla prova con la difficile sfida di conciliare il management del fare con il fare management

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 - Part A

2022, The Case Centre, Great Britain

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Managerial challenges in professional service firms. The experience of Lombardini22

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The Business Relationship Manager in UBIS: An Integration Role?

2015, The Case Centre, Great Britain

CAPORARELLO L., MANZONI B.

The Paradox of Project Performance: Team and Project Dynamics in the New Scottish Parliament's Case

2012, The Case Centre, Great Britain

OTHER

CAPORARELLO L.

La formazione manageriale: quale futuro?

2021, formaFuturi, Italy

PROCEEDINGS/PRESENTATIONS

MAGNI F., TANG G., MANZONI B., CAPORARELLO L.

Managing Boundaries while Working Remotely: The Interactive Effect of Temporal and Physical Tactics

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

MAGNI F., TANG G., MANZONI B., CAPORARELLO L.

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LEFEVRE D., CAPORARELLO L.

Educational technology in business schools after Covid-19: Leveraging the technological pivot

MED Global Forum Best Symposium Award - 81th Annual Meeting of the Academy of Management - July 30-August 3, 2021, (online), United States of America

CAPORARELLO L., CIRULLI F., MILANI M.

Learning Analytics in the University domain: the need for a structured proposal

Proceedings of WEI International Academic Conference on Education, Teaching and Learning, July 29 -August 2 2019, Boston, MA, United States of America

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Learning Analytics in Higher Education: a framework proposal

S. Carliner (Ed.), Proceedings of E-Learn: World Conference on E-Learning in Corporate, Government, Healthcare, and Higher Education (pp. 424-430). Association for the Advancement of Computing in Education (AACE), 2019, New Orleans, LA, United States of America

CAPORARELLO L., CIRULLI F., BONAIUTI P.

What motivate learners to keep attending a MOOC and take a new one: a research model proposal

E-Learn: World Conference on E-Learning in Corporate, Government, Healthcare, and Higher Education - October 5 2018, Las Vegas, NV, United States of America

CAPORARELLO L., MANZONI B., BIGI M.

E-learning effectiveness from a students' perspective: an empirical study

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

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

CAPORARELLO L., INESTA A., STADLER M.

Technology-enhanced learning: potential powerful learning environments to develop students' competences to make opening governance possible

75th Academy of Management Annual Meeting - August 9-11, 2015, Vancouver, Canada

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

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74th Annual Meeting of the Academy of Management - August 1-5 2014, Philadelphia, PA, 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.

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Architects and managerial competences: do they master them?

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CAPORARELLO L., SARCHIONI G.

Effectiveness of technology-mediated learning in teams?

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Organization change and Information Systems: Working and living together in new ways - Proceeding of the Italian Association for the Information Systems Annual Conference - September, 2012, Rome, Italy

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

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

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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

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

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

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

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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

RESEARCH NOTES OR SHORT ARTICLES IN JOURNALS

CAPORARELLO L.

Perchè i videogame sono parte del gioco

2023, Formiche, Italy

SOFTWARE/BUSINESS SIMULATION

CAPORARELLO L.

Space Bank

2021, SDA Bocconi Learning Lab, Milano, Italy

PENNAROLA F., CAPORARELLO L., PAOLINO E.

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2019, SDA Bocconi Learning Lab, Milano, Italy

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Gear: make your action plan to effectively manage the organizational change

2013, SDA Bocconi Learning Lab, Milano, Italy

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2013, SDA Bocconi Learning Lab, Milano, Italy

CAPORARELLO L., MANZONI B.

Holyrood: issues in managing a complex project team

2012, SDA Bocconi Learning Lab, Milano, Italy

CAPORARELLO L., MAGNI M.

John Red: leading your team successfully

2012, SDA Bocconi Learning Lab, Milano, Italy

TEACHING MATERIALS

CAPORARELLO L.

Il paradigma della formazione manageriale: il ruolo delle management simulation

2011, SDA Bocconi, White Paper, Italy

Grants & Honors

Top 50 Global Thought Leaders & Influencers on EdTech - Thinkers360 , 2023

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Top 50 Global Thought Leaders & Influencers on EdTech - Thinkers360 , 2021

MED Global Forum Best Symposium Award - Academy of Management , 2021

Top 100 Leaders in Education - Global Forum for Education and Learning , 2020

Top 50 Global Thought Leaders & Influencers on Change Management - Thinkers360 , 2020

Best Professor of the Year Teaching Award - Rotman School of Management , 2020

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Best Professor of the Year Teaching Award - Rotman School of Management , 2017

Innovation in Teaching Award - SDA Bocconi School of Management , 2017

Excellence in Innovation Award for Executive Education Custom Programs - Banks, Insurance Companies and Financial Institutions - SDA Bocconi School of Management , 2016

Excellence in Innovation Award - SDA Bocconi School of Management , 2008

Best Professor of the Year Award - SDA Bocconi School of Management , 2007
