

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

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Negoziatore. 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.

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

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

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La negoziazione internazionale nel settore della Difesa italiana

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Is Technology Mediated Learning Really Improving Performance Of Students?

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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

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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

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PRACTICE-ORIENTED BOOKS

CAPORARELLO L., MANZONI B., SAVIOZZI F.

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

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EDITED BOOKS

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

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CAPORARELLO L. (ED.)

Negoziatore. Strategie, strumenti, best practice, di Roy Lewicki, Bruce Barry, David M. Saunders
Egea, Milano, Italy, 2015

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Smart Organizations and Smart Artifacts: Fostering Interaction Between People, Technologies and Processes
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CAPORARELLO L., BAGGIO R.
Statistica con SPSS – Esercizi e funzioni base
Egea, Milano, Italy, 2005

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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*
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The Evolution of (Digital) Learning Models and Methods: What Will Organizations and Their Employees Adopt in 2025? in *Digital Transformation and Human Behavior*
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Lazazzara A., Ricciardi F., Za S. (Eds), Springer, pp.179-191, 2020

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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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(E)Learning and What Else? Looking Back to Move Forwards in *Organizing for Digital Innovation*
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Alessandra Lazazzara, Raoul C.D. Nacamulli, Cecilia Rossignoli, Stefano Za (Eds), Springer International Publishing, pp.247-259, 2019

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

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Conflitto e negoziazione in *Organizzazione Aziendale*
S. Salvemini(Ed), Egea, chap. 12, pp.331-352, 2017

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

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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

CAPORARELLO L., PENNAROLA F., MAGNI M.

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

C. Rossignoli, M. Gatti, R. Agrifoglio (Eds), Springer, pp.161-177, 2016

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Creare un team “responsabile” in *Responsible Leadership*

M. Magni, F. Pennarola (Ed), Egea, chap. 8, pp.121-131, 2015

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

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

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

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

CAPORARELLO L.

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

PENNAROLA 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

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

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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.

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

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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*

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ARTICLES UPON REQUEST/INVITATION

MANZONI B., CAPORARELLO L.

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2011, Modulo, Italy

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

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

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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

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

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

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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.

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

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

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Online Management Simulations as an effective driver to foster management education processes

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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

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

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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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