

Gabriella Bagnato

LECTURER

Leadership

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Biography

Gabriella Bagnato is a Tenured Lecturer within the Department of Management and Technology at Università Bocconi. She has served within SDA Bocconi School of Management as the Leadership, Organization and HRM Faculty Deputy from January 2017 to December 2020 and as the HR Development assistant from 2004 to 2005. From 2015 to 2020 she has held the position of Director of the Master in Organization and Human Resources Management (Master Organizzazione e Personale) at Università Bocconi

She has been collaborating with SDA Bocconi School of Management taking on the responsibility for designing and carrying out Open market and Custom leadership and managerial development initiatives dedicated to Italian and multinational companies operating in different industries, and Banking and Financial Institutions.

She teaches and leads workshops within Open Market and Custom program initiatives meant to support the development of leadership, self-management, assertive communication and teamwork competences. She teaches modules on recruitment, selection and onboarding within initiatives dedicated to Human Resources Management professionals and, she conducts executive coaching, mainly supporting effective transition management in managerial and leadership roles with increasing complexity.

Her research and design activities of new content and formats for management development focus on employee engagement and sustainable value creation (value added performance, ethics and supporting wellbeing) within the Positive Leadership framework.,

She is the author of numerous articles and publications on the topics of assertiveness, leadership and staffing. She has been a lecturer at the IOBTC conference held at the University of Capetown South Africa and Cleveland University USA, and in numerous events on the themes of work and career development. She has been an Affiliate professor of the Columbia University Coaching Certification Program since 2015.

Gabriella holds a degree in Political Sciences, with a specialization in international economics and politics and several Masters including the ISMO Master Formazione Formatori (Milan), the three-year course in Counseling Empowerment Oriented at Sistema Counseling Milano, which is SICO and EAC accredited, the Inspiring Leadership course through Emotional Intelligence at Case Western University, the Columbia Coaching Certification Program, the Myers Briggs Type Indicator Certification course - CPP in New York, the path to Hogan certification with Awair in Milan and the path to the use of the Big Five Questionnaire at OS Florence. Gabriella is an Associate Certified Coach (ACC) of the International Coaching Federation (ICF).

Teaching domains

Managerial Ethics and Responsible Leadership

ARTICLES IN SCHOLARLY JOURNALS

BAGNATO G.

Leadership ad alto impatto: il potere (nascosto) della relazione

Economia & Management, 2022, no. 2, pp.101-105

SODA G., BAGNATO G., REINA T.

Talenti o brocchi? La selezione del personale e le performance individuali

Economia & Management, 2004, no. 2, pp.97-108

BAGNATO G., PROVERA B., BOROMEI P.

La gestione strategica del Recruitment: il caso L'Oreal

Economia & Management, 2003, no. 3, pp.81-97

BAGNATO G.

Il processo di selezione

Economia & Management, 2002, no. 1, pp.28-29

BAGNATO G., PAOLETTI F.

La selezione integrata. La selezione come leva strategica: le prospettive di integrazione con il ciclo di gestione del personale

Sviluppo & Organizzazione, 1998, vol.168, pp.76-81

PRACTICE-ORIENTED BOOKS

BAUER B., BAGNATO G., VENTURA M.

Puoi anche dire «no!». L'assertività al femminile

Baldini & Castoldi - Dalai Editore, Milano, Italy, 2002

EDITED BOOKS

BAGNATO G. (ED.)

Fare selezione: esperienza e metodo nella scelta delle persone

Egea, Milano, Italy, 2014

CONTRIBUTION TO CHAPTERS, BOOKS OR RESEARCH MONOGRAPHS

BAGNATO G.

Personalità e valori in *Organizzazione Aziendale*

S. Salvemini(Ed), Egea, chap. 1, pp.3-34, 2017

BAGNATO G.

Il fattore umano della Responsible Leadership in *Responsible Leadership*

M. Magni, F. Pennarola(Ed), Egea, chap. 7, pp.107-120, 2015

BAGNATO G., PAOLINO E.

Annotazioni sul mestiere della selezione in *Fare selezione: esperienza e metodo nella scelta delle persone*

G. Bagnato (Eds), Egea, pp.161-167, 2014

BAGNATO G.

Dalla posizione al ruolo al profilo in *Fare selezione: esperienza e metodo nella scelta delle persone*

G. Bagnato(Ed), Egea, pp.59-74, 2014

BAGNATO G.

Il processo di selezione: obiettivi, fasi e condizioni di efficacia in *Fare selezione: esperienza e metodo nella scelta delle persone*

G. Bagnato(Ed), Egea, pp.7-33, 2014

BAGNATO G.

Interna ed esterna: la selezione ai tempi della crisi in *HR management. Far crescere le persone per far crescere il business*

B. Manzoni, M. Raffaglio(Ed), Egea, pp.21-40, 2014

BAGNATO G., DEMICHELIS B.

L'assessment center in selezione in *Fare selezione: esperienza e metodo nella scelta delle persone*

G. Bagnato (Eds), Egea, pp.111-138, 2014

BAGNATO G.

Il sistema di valutazione della prestazione come leva di sviluppo in *Corporate performance management*

A. Pistoni(Ed), Hoepli, pp.178-188, 2009

Grants & Honors

Excellence in Teaching Award – SDA Bocconi School of Management , 2017

Excellence in International Program Management Award – SDA Bocconi School of Management , 2010
