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ASSOCIATE PROFESSOR

**Leadership**

**FERDINANDO.PENRAROLA@UNIBOCCONI.IT**

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## Biography

Ferdinando Pennarola is an Associate Professor at the Department of Management and Technology at Università Bocconi.

His collaboration with SDA Bocconi began in 1986. He is the Director of SDA Bocconi GEMBA (Global Executive MBA). He is a Faculty member of the MBA Full time, EMBA, MFB and MISA. He is also a Faculty member of SDA Bocconi Asia Center, Mumbai (India). Every year, he leads several top executive workshops on change management issues for companies belonging to the following industries: banking and finance, healthcare and pharmaceutical, automotive and transportation, telecommunications and IT, tourism, fashion and luxury, oil and gas, media and entertainment, infrastructure building and development. He is the Program Director of major custom initiatives for top executives and senior leaders, operating globally.

His research activities focus on change management, organizational design, ICT – mediated innovation processes, management of professional organizations, responsible leadership and management consulting. Currently, he is investigating the management of change processes combined with the adoption of information technologies, within organizations and the economy at large.

He is the author of numerous books and articles on his topics of interest. His works have been published in Cutting Edge Technologies in Higher Education, the International Journal of Information Management, Information Systems and e-Business Management, the Journal of Management Education, Review of Managerial Science, among others. He has participated in numerous scientific/professional committees and commissions, such as the World Council of AIS (Association for Information Systems), Conference Chair of ICIS 2013 (International Conference of Information Systems). He was Chairman of the board of directors of ISBM (International Schools of Business Management) in London established by Harvard University to offer the ITP (International Teachers Programme), from 2005 to 2016. He was Delegate Rector for E-Learning at Università Bocconi from 2004 to 2012. He was a Visiting Assistant Professor at the Graduate Business School of Florida University and a Visiting Professor at London Business School.

Ferdinando earned a degree in Business Administration and a Ph.D. in Business Administration and Management both from Università Bocconi. He also earned an ITP (International Teachers Programme) from the Centre HEC-ISA in Jouy-en-Josas (France).

## Teaching domains

Change Management

Managerial Ethics and Responsible Leadership

Organizational Design

Leadership

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## ARTICLES IN SCHOLARLY JOURNALS

CAPORARELLO L., MAGNI M., PENNAROLA F.

**Learning and gamification: a possible relationship?**

Eai Endorsed Transactions on e-Learning, 2017, vol.4, no. 16

CAPORARELLO L., MAGNI M., PENNAROLA F.

**Is Technology Mediated Learning Really Improving Performance Of Students?**

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

PENNAROLA F., MUNDELL B.

**Shifting Paradigms in Management Education: What Happens When We Take Groups Seriously?**

Journal of Management Education, 2016, vol.23, no. 6, pp.663-683

PENNAROLA F., ANNUSHKINA O.

**Uscire dalla crisi reinventando il business. Il contributo della consulenza**

Economia & Management, 2011, no. 3, pp.21-33

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

**IT knowledge integration capability and team performance: The role of team climate**

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

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

**Environmental and organizational drivers influencing the adoption of VoIP**

Information Systems and e-Business Management, 2009, vol.7, no. 1, pp.103-118

PENNAROLA F., MAGNI M.

**Intra-organizational relationships and technology acceptance**

International Journal of Information Management, 2008, vol.28, no. 6, pp.517-523

PENNAROLA F., SACCO F. M.

**VoIP e produttività aziendale**

Office Automation, 2008, vol.12, pp.2-9

MUNDELL B., PENNAROLA F.

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## RESEARCH MONOGRAPHS

LAUDON K. C., LAUDON J. P., MORABITO V., PENNAROLA F.

**Management dei sistemi informativi. 2 - Progetto e applicazioni**

Pearson Italia, Italy, 2010

LAUDON K. C., LAUDON J. P., MORABITO V., PENNAROLA F.

**Management dei sistemi informativi - 1 Fondamenti**

Pearson Italia, Italy, 2009

PENNAROLA F.

**Economia e organizzazione delle attività terziarie**

Etas Libri, Milano, Italy, 1995

PENNAROLA F., FALIVA G.

**Storia della consulenza di direzione in Italia: protagonisti, idee, tendenze evolutive**

Edizioni Olivares, Italy, 1992

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## EDITED BOOKS

CASTELLI G. V., MEREGALLI S., PENNAROLA F. (EDS.)

**The Post-digital Enterprise: Going Beyond the Hype**

Springer International Publishing, , 2022

MOLA L., PENNAROLA F., ZA S. (EDS.)

**From Information to Smart Society. Environment, politics and economics**

Springer International Publishing, Germany, 2015

MAGNI M., PENNAROLA F. (EDS.)

**Responsible Leadership. Creare benessere, sviluppo e performance a lungo termine**

Egea, Milano, Italy, 2015

PENNAROLA F. (ED.)

**Imprese e società dell'informazione. Tecnologie informative per la competizione**

Egea, Milano, Italy, 2006

PENNAROLA F. (ED.)

**Management. Innovazione e tecnologie informatiche**

Università Bocconi Editore, Italy, 2006

PENNAROLA F. (ED.)

**Organizzazione e information technology. Risorse, persone, tecnologie per nuovi modelli d'impresa**

Egea, Milano, Italy, 2005

ROSSIGNOLI C., PENNAROLA F. (EDS.)

**Studi organizzativi e sistemi informativi aziendali. Convergenze, percorsi di ricerca e strumenti di intervento**

CUEIM, Verona, Italy, 2005

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## CONTRIBUTION TO CHAPTERS, BOOKS OR RESEARCH MONOGRAPHS

PENNAROLA F.

**Cambiamento organizzativo e competenze** in *Manager del Futuro*

E. Baglieri(Ed), Egea, chap. 3, pp.47-61, 2022

PENNAROLA F.

**Enterprise Renewal and Change Management** in *The Post-Digital Enterprise*

Gianluigi Castelli, Severino Meregalli, Ferdinando Pennarola(Ed), Springer International Publishing, chap. 5, pp.71-88, 2022

PENNAROLA F.

**Decisioni** in *Organizzazione aziendale*

Salvemini Severino(Ed), Egea, pp.127-159, 2017

PISTILLI L., PENNAROLA F.

**One More Time Trust Matters: A Theoretical Investigation of the Role of Technology Mediated Trust in the UTAUT Model** in *Blurring the Boundaries Through Digital Innovation*

Fabrizio D'Ascenzo, Massimo Magni, Alessandra Lazazzara, Stefano Za (Eds), Springer International Publishing, pp.87-101, 2016

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**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

PENNAROLA F.

**Oggi la leadership non basta** in *Responsible leadership: creare benessere, sviluppo e performance a lungo termine*

Magni Massimo, Pennarola Ferdinando (Ed), Egea, pp.5-25, 2015

PENNAROLA F., PAOLINO E.

**WHO. Chi sono i leader "responsabili"** in *Responsible leadership: creare benessere, sviluppo e performance a lungo termine*

Magni Massimo, Pennarola Ferdinando (Eds), Egea, chap. 3, pp.41-50, 2015

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

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

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**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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**Business schools international networks for faculty development** in *Teaching and learning at business schools*

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**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

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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

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**L'impatto sulla produttività** in *Management dei sistemi informativi. 2 - Progetto e applicazione*

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**La Gestione Del Cambiamento Organizzativo Nei Processi Di Adozione Delle Tecnologie Informatiche** in *Economia Aziendale e Management: Scritti in onore di Vittorio Coda*

G. Airoldi, G. Brunetti, G. Corbetta, G. Invernizzi (Ed), Università Bocconi Editore, pp.1-24, 2010

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**Acquisizione e impiego delle informazioni esterne per i processi decisionali delle imprese** in *Imprese e società dell'informazione. Tecnologie informative per la competizione*

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**Adozione e utilizzo delle banche dati esterne: considerazioni conclusive** in *Imprese e società dell'informazione. Tecnologie informative per la competizione*

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**Come soddisfare il fabbisogno di elaborazione delle informazioni: introduzione ai sistemi informativi per l'economia digitale** in *Management. Innovazione e tecnologie informatiche*

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**Fare di più con meno. Risparmiare con i sistemi informativi** in *Management. Innovazione e tecnologie informatiche*

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BASAGLIA S., PENNAROLA F.

**La ricerca sui comportamenti delle imprese italiane** in *Imprese e società dell'informazione. Tecnologie informative per la competizione*

F.Pennarola (Eds),Egea, pp.123-167, 2006

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**Le nuove telecomunicazioni e le reti fisse** in *Management. Innovazione e tecnologie informatiche*

F.Pennarola(Ed), Università Bocconi Editore, pp.126-157, 2006

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**Un modello per misurare la sensibilità delle imprese all'impiego delle informazioni esterne** in *Imprese e società dell'informazione. Tecnologie informative per la competizione*

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**Organizzazione e information technology: due questioni strettamente connesse** in *Organizzazione e information technology. Risorse, persone, tecnologie per nuovi modelli d'impresa*

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**Ritorno al futuro: innovazione organizzativa mediata da nuove reti di telecomunicazioni in banda larga** in *Organizzazione e information technology. Risorse, persone, tecnologie per nuovi modelli d'impresa*

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**Tecnologie per l'informazione, organizzazione e sistemi informativi: l'impatto sulle performance aziendali** in *Studi organizzativi e sistemi informativi aziendali. Convergenze, percorsi di ricerca e strumenti di intervento*  
C. Rossignoli, F. Pennarola(Ed), CUEIM, pp.11-51, 2005

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**Assetti organizzativi che aggiungono valore al cliente e al professionista** in *Le professioni intellettuali tra liberalizzazione e nuova regolazione*

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**Un'azienda nuova in un mercato nuovo** in *Monopolio e concorrenza nelle telecomunicazioni. Il caso Omnitel*  
Guerci C.M., Cervigni G., Marcolongo V., Pennarola F.(Ed), Il Sole 24 Ore, pp.135-171, 1998

DRAEBYE M., PENRAROLA F.

**Il caso SDA Bocconi. Le origini (1968-1985)** in *Scuole di Management: Origini e primi sviluppi delle business schools in Italia*

G. Gemelli (Eds), Il Mulino, pp.351-385, 1997

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## CASES IN INTERNATIONAL CASE COLLECTIONS

PENRAROLA F., ANTONELLI M.

**'From Dust To Heaven In Two Years': The Adidas Case: Addendum**

2018, The Case Centre, Great Britain

PENRAROLA F., ANTONELLI M.

**'From Dust To Heaven In Two Years': The Adidas Case: Part I: The Story**

2018, The Case Centre, Great Britain

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**'From Dust To Heaven In Two Years': The Adidas Case: Part II: Re Org**

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**'From Dust To Heaven In Two Years': The Adidas Case: Part III: Supermodern**

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PENRAROLA F., PISTILLI L.

**Transforming Company Culture at Amgen Italy**

2016, The Case Centre, Great Britain

PENRAROLA F., SAMPIETRO M., CANATO A.

**Tiscali (A): An Internet Service Provider Between Service and Technology**

2006, The Case Centre, Great Britain

PENRAROLA F., SAMPIETRO M., CANATO A.

**Tiscali (B): Unit Project - European Is Integration**

2006, The Case Centre, Great Britain

PENRAROLA F., SAMPIETRO M., CANATO A.

**Tiscali (C): Management Consulting During Is Implementation**

2006, The Case Centre, Great Britain

PENRAROLA F., SAMPIETRO M., CANATO A.

**Tiscali (D): Project Management**

2006, The Case Centre, Great Britain

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## INTERVIEW ARTICLES

SACCO F. M., PENNAROLA F.

**Uscire dalla crisi: la consulenza puo' aiutare?**

2009, Harvard Business Review Italia, Italy

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## PREFACES, POSTFACES, SHORT INTRODUCTIONS

PENNAROLA F.

**Il consulente di direzione: le ambizioni di una professione sempre in prima linea nella gestione delle imprese** in *Il Consulente Aziendale*

Franco Angeli, pp.3-13, 2012

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## PROCEEDINGS/PRESENTATIONS

PISTILLI L., COZZOLINO A., VERONA G., PENNAROLA F.

**Never Give Up! How to Respond Effectively to Post-M&A Failure with a Recovery Strategy**

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

PISTILLI L., COZZOLINO A., PENNAROLA F., VERONA G.

**Toward a Holistic Understanding of M&A Success: Operational Processes for Post-M&A Recovery Strategy**

*EURAM 2020 Online Conference, December 4-6, 2020, (online)*

SALVIOTTI G., GAUR A., PENNAROLA F.

**Strategic factors enabling digital maturity: an extended survey**

*Mediterranean Conference on Information Systems (MCIS), 21-23 September, 2019, Naples, Italy*

PENNAROLA F., PISTILLI L., DAWSON G.

**From college to consulting through the main door: when IT skills make a difference for junior enterprise students**

*37th International Conference on Information Systems (ICIS) - 11-14 December, 2016, Dublin, Ireland*

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., 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*

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*

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*

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*

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., 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*

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## RESEARCH REPORTS

PENNAROLA F., ANNUSHKINA O.

**Uscire dalla crisi reinventando il business: il contributo della consulenza**

2011, Università Bocconi - EntER, Milano, Italy

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## SOFTWARE/BUSINESS SIMULATION

PENNAROLA F., CAPORARELLO L., PAOLINO E.

**H.E.L.P. Start to change: go green**

2019, SDA Bocconi Learning Lab, Milano, Italy

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## Grants & Honors

Best Professor of the Year Award - SDA Bocconi School of Management , 2016

AIS Sandra Slaughter Service Award - AIS - Association for Information Systems , 2015

AIS Conference Chair Award - AIS - Association for Information Systems , 2013

Excellence in Innovation Award - SDA Bocconi School of Management , 2001

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