

Leonardo Caporarello

Leadership

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Curriculum Vitae

Leonardo Caporarello is Professor of Practice of Leadership, Organization & Human Resources at SDA Bocconi School of Management, and Adjunct Professor of Organization, Department of Management and Technology at Bocconi University. He is the Delegate Rector for E-Learning at Bocconi University.

Director of BUILT (Center for Innovation in Learning and Teaching) of the Bocconi University; Director of the SDA Bocconi Learning Lab (Educational Innovation Laboratory of the SDA Bocconi School of Management). He is the coordinator of the Negotiation programs, and faculty member of the Global Executive MBA, and of the SDA Bocconi Asia Center (Mumbai, India). He is part of the faculty team of the following topics: leading and managing effective teams, negotiating successfully, dealing with difficult situations and people, leading organizational change initiatives, organizational (re)design. He has a long and wide experience in designing and teaching graduate and executive education programs – onsite, online, blended.

His main research activities focus on organizational behavior area. Currently, he is focusing on four main topics: designing effective online and blended learning experiences; managing organizational change initiatives (either macro or micro levels); leading teams in a co-located and virtual setting; analyzing and redesigning organizational structures and processes.

He is the author of a number of publications on the above topics. Among the latest: co-author of “E-learning effectiveness from a students’ perspective: an empirical study” (2018), Springer; co-author of “Let’s Learn Together: Team Integration Climate, Individual States and Learning Using Computer-Based Simulations” (2018), Springer; co-author of “Reimagine E-learning: a proposal for a 21st learning framework” (2017), Transactions on e-Learning 4(16).

He has been involved in several national and international conferences and committees, e.g. Track chair of the ItAIS (2016,

2017, 2018); Program Committee member of the ICAT2E (2017); Vice President for Technology-enhanced Learning (ItAIS, 2014); and Member of the Committee, and Digital Communication Chair at the International Conference on Information Systems (2013); Project Leader of the Global Integrative Module Project from 2013–2015. Leonardo has been Visiting Professor at the Keio University in Tokyo (Japan), Fudan University in Shanghai (China) and Visiting Scholar at the Michigan State University (USA). He is a reviewer for some major international conferences and journals, e.g. ECIS, ItAIS, ICIS, Journal of eLearning and Knowledge Society. He is co/author of some online business simulations, developed with the SDA Bocconi Learning Lab. He is the winner of the 2017 Rotman School of Management (Canada) “Teaching Award”; SDA Bocconi 2017 “Innovation in Teaching Award”.

He earned a Specialization in Leadership and Negotiation, Negotiating International Business Deals, Harvard Law School (Boston, USA); Ph.D. in Organization and Information Systems, LUISS University (Rome, Italy); Degree in Law and Business Administration, Bocconi University (Milano, Italy).

Publications

Books (selection)

- Caporarello, L., Magni, M. (2018) *La forza della squadra*, Università Bocconi Editore
- Caporarello, L., Manzoni, B., Bigi, M. (2018) E-learning effectiveness from a students' perspective: an empirical study, In Rossignoli, C. et al (eds) “Digital technology and organizational change”, Springer, Germany
- Caporarello L., Magni M., Pennarola F. (2018) *Let's Learn Together: Team Integration Climate, Individual States and Learning Using Computer-Based Simulations*, In: Rossignoli, C. et al (eds) “Digital Technology and Organizational Change”, Springer, Germany
- Caporarello, L. et al (Eds) (2016) *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”, Greenleaf, UK
- Caporarello, L., Cesaroni, F., Giesecke, R., Missikoff, M. (eds) (2016) *Digitally supported innovation. A multi-disciplinary view on enterprise, public sector and user innovation*, Springer, Germany
- Caporarello, L., Inesta, A. (2016) *Blended Learning Approach: How Is the Learning Educational Paradigm Changing? Reflections and a Proposed Framework*, In D'Ascenzo, F. et al (eds) “Blurring the boundaries through digital innovation”, Springer, Germany
- Caporarello, L. (ed) (2015) *Negoziazione*, Egea, Milano
- Caporarello, L., Magni, M. (2015) *Team management*, seconda edizione, Egea, Milano
- Caporarello, L. (2015) *Creare un team “responsabile”*, In Magni, M., Pennarola, F. “Responsible Leadership”, Egea, Milano
- Caporarello, L., Magni, M. (2014) *La negoziazione in azienda*, In Guida, C., Picozzi, M. (Eds.) “Operare in situazioni complesse – la negoziazione nei contesti critici”, Egea, Milano
- Caporarello, L., Di Martino, B., Martinez, M. (eds) (2014) *Smart organizations need smart artifacts: fostering interactions between people, technologies, and processes*, Lecture Notes in Information Systems and Organization, Springer, Germany
- Caporarello, L., (2014) *L'organizzazione flessibile e adattiva*, In Raffaglio, M., Manzoni, B. (eds) “HR management”, Egea, Milano
- Caporarello, L., Magni, M., Pennarola, F. (2014) *All That Glitters Is Not Gold: Alleged Innovations In Human Computer Interaction*, In Baglieri, D., Metallo, C., Rossignoli, C., Pezzillo, M. (Eds) “IS, Management, Organization and Control: Smart Practices and Effects”, Lecture Notes in Information Systems and Organization, Springer, Germany
- Manzoni, B., Caporarello, L., Saviozzi, F. (2014) *L'architetto. Sette sfide manageriali per la crescita professionale*, Egea, Milano
- Caporarello, L., Sarchioni, G. (2013) *Does technology-mediated learning matter for effective teams?* In: Spagnoletti, P. (ed) “Organizational Change and Information Systems”, Springer, Germany
- Basaglia, S., Caporarello, L., Magni, M., Pennarola, M. (2013) *Designing Teams for Enhancing Individual Added-Value Use of Technology*. In: De Marco, M., Baskerville, R., Spagnoletti, P. (eds) “Designing Organizational Systems”, Springer, Germany
- Pennarola, F., Caporarello, L. (2013) *Enhanced class replay: will this turn into better learning?*, In Wankel, C., Blessinger, P. (eds) “Increasing student engagement and retention using classroom technologies: classroom response system systems and mediated discourse technologies”, Emerald Group Publishing, UK
- Caporarello, L., Magni, M. (2011) *Team management*, Egea
- Pennarola, F., Caporarello, L. (2011) *The Road Ahead: turning human resource functions into strategic business partners with innovative information systems management decisions*, In: Carugati, A., Rossignoli, C. (Eds) “Emerging Themes in Information Systems and Organization Studies”, Physica-Verlag, Springer
- Caporarello, L., Viachka, A. (2010) *Individual readiness for change in the context of enterprise resource planning system implementation*, In: D'Atri et al (Eds) “Management of the Interconnected World”, Springer
- Caporarello, L., Sambamurthy, V. (2009) *Antecedents factors of the IT involvement into Top management team: a conceptual model proposal*, In: Di Guardo, M. C., Pinna, R., Zaru, D. (Eds) “Per lo sviluppo, la competitività e l'innovazione del sistema economico”, Franco Angeli, Milano
- Caporarello, L., Basaglia, S. (a cura di) (2008). *Sistemi ERP. Un'innovazione tecnologica ed organizzativa*, Egea, Milano
- Pennarola, F., Caporarello, L. (2008) *Combining high performance IT and HR management*. In: Torres-Coronas, T; Arias-

Oliva M. Encyclopedia of Human Resources Information Systems: Challenges in e-HRM. Idea Group

- Basaglia, S., Caporarello, L., Magni, M., Pennarola, F. (2008) Individual Adoption of Convergent Mobile Technologies in Italy. In: De Marco M. Interdisciplinary Aspects of Information Systems Studies, Springer, Germany
- Caporarello, L., Magni, M. (2006) Lo sviluppo dell'E-business in Italia: il caso "Registro delle Imprese". In: Pennarola, F. Imprese e società dell'informazione. Tecnologie informative per la competizione, Egea, Milano
- Caporarello, L., Baggio, R. (2005) Statistica con SPSS – Esercizi e funzioni base, Egea, Milano

Articles (selection)

- Caporarello, L., Manzoni, B. (2018) "Creatività ed esecuzione nei team: le buone pratiche", *Economia & Management*, n.5-6
- Caporarello, L., Giovanazzi, A., Manzoni, B. (2017) Reimagine E-learning: a proposal for a 21st learning framework, *Transaction on e-learning* 4(16)
- Caporarello, L., Magni, M., Pennarola F. (2017) Learning and gamification: a possible relationship?, *Transaction on e-learning* 4(16)
- Caporarello, L., Iacovone, D. (2017) La negoziazione internazionale nel settore della Difesa italiana, *Economia & Management*, n.3
- Caporarello, L., Manzoni, B. (2017) Managing creative firms leveraging organizational paradoxes. The case of Studio Libeskind, *International Journal of Arts Management* 20(1)
- Caporarello, L., Inesta, A. (2016) Make blended learning happen: conditions for a successful change process in higher education institutions, *EAI Transactions on e-Learning*
- Caporarello, L., Magni, M., Pennarola, F. (2016) Is Technology Mediated Learning Really Improving Performance Of Students?, *EAI Transactions on e-Learning*
- Caporarello, L., Sarchioni, G. (2014) E-learning: the recipe for success, *Journal of e-Learning and Knowledge Society*, 10(1), 117-128
- Saviozzi, F., Caporarello, L., Manzoni, B. (2014) Design and Management: Affinità elettive, relazioni pericolose o c'eravamo tanto amanti? *Economia & Management*
- Caporarello, L., Manzoni, B., Salvemini, S. (2012) Negli studi di architettura c'è spazio per il manager?, *Economia & Management*, n.5
- Caporarello, L., Buscemi, L. (2012) I tablet a lezione: vantaggi reali o ancora potenziali?, *Sviluppo&Organizzazione*, n.249
- Caporarello, L. (2011) Il paradigma della formazione manageriale: il ruolo delle management simulation, working paper, SDA Bocconi Learning Lab
- Basaglia, S., Caporarello, L., Magni, M., Pennarola, F. (2010) IT Knowledge integration capability and team performance: the role of team climate, *International Journal of Information Management*, 30(6)
- Basaglia, S., Caporarello, L., Magni, M., Pennarola, F. (2009) Individual Adoption of Convergent Mobile Phone in Italy, *Review of Managerial Science*, 3
- Basaglia, S., Caporarello, L., Magni, M., Pennarola, F. (2008) Environmental and organizational drivers influencing the adoption of VoIP, *Information Systems and E-Business Management*, 7(1)

Online management simulations

- Caporarello L. (2013) Sherlock: the investigative negotiator, SDA Bocconi Learning Lab
- Caporarello L. (2013) Gear: make your action plan to effectively manage the organizational change, SDA Bocconi Learning Lab
- Caporarello L., Manzoni B. (2012) Holyrood: issues in managing a complex project team, SDA Bocconi Learning Lab
- Caporarello L., Magni M. (2012) John Red: leading your team successfully, SDA Bocconi Learning Lab

Conference papers (selection)

- Caporarello, L., Cirulli, F. (2018) To quit or not to quit? A study on motivation and attendance in MOOCs, WEI 2018, Harvard Faculty Club, Boston (MA), USA
- Moscardo, C., Binda, V., Caporarello, L. (2018) Designing highly interactive flipped learning experiences: the case of a Business History course, EDULEARN, Palma di Mallorca, Spain
- Caporarello, L., Giovanazzi, A., Manzoni, B. (2017) (E)learning and what else? Looking back to move forwards, Italian Chapter of Association for Information Systems, Milan, Italy
- Caporarello, L., Magni, M., Pennarola, F. (2017) One Game Does Not Fit All. Gamification and Learning: overview and future directions, Italian Chapter of Association for Information Systems, Milan, Italy
- Magni, M., Pennarola, F., Caporarello, L. (2017) Leader individual consideration, team learning and ability to change: the role of IT knowledge integration, Italian Chapter of Association for Information Systems, Milan, Italy
- Caporarello, L., Magni, M., Pennarola, F. (2016) Let's learn together: team integration climate, individual states and learning using computer-based simulations, Italian Chapter of Association for Information Systems, Verona, Italy
- Caporarello, L., Manzoni, B., Bigi, M. (2016) E-learning effectiveness from a students' perspective: an empirical study, Italian Chapter of Association for Information Systems, Verona, Italy
- Caporarello, L., Inesta, A., Stadler, M. (2015) Technology-enhanced learning: potential powerful learning environments to develop students' competences to make opening governance possible, Academy of Management - PDW, Vancouver, Canada
- Caporarello, L., Magni, M., Pennarola, F. (2014) Does Culture Make The Difference? Technology Acceptance And Diffusion In India, presented at the Mediterranean Conference on Information Systems, Verona, Italy
- Caporarello, L. (2014) Online Management Simulations as an effective driver to foster management education processes, Academy of Management - PDW, Philadelphia, USA

- Caporarello, L., Sarchioni, G. (2012) Effectiveness of technology-mediated learning in teams, presented at the E-Learn 2012 Conference, Montreal, Canada
- Magni, M., Maruping, L., Caporarello, L., Basaglia, S. (2011) Innovating with technology in team contexts: a trait activation theory perspective. In: International Conference on Information Systems, Shanghai, China
- Caporarello, L., Costa Zaccarelli, D. (2009) The mediating role of absorptive capacity on the relationship between climate and commitment, In: Poulmenakou, A., Pouloudi, N., Pramataris, K. (Eds) 4th Mediterranean Conference on Information Systems, Athens, Greece
- Setia, P., Caporarello, L., Magni, M., Basaglia, S. (2008) Complementarities between behavioral integration and IT Use: Impacts on absorptive capacity and team effectiveness, Conference on Information Systems and Technology, Washington DC, USA
- Maruping, L., Magni, M., Caporarello, L., Basaglia, S. (2008) What's the weather like? The effect of team climate and individual attributes on individual intention to explore a new technology, Americas Conference on Information Systems, Toronto, Canada
- Basaglia, S., Caporarello, L., Magni, M., Pennarola, F. (2007) How CIOs can improve their mindfulness in the process of IT adoption, Americas Conference on Information Systems - Workshop MISQE, Keystone CO, USA
- Caporarello, L. (2006) IT governance definitions and frameworks: a literature review, European Conference on Information Systems - Siwis, Göteborg, Sweden
- Caporarello, L. (2006) Coordination through IT governance: a literature review, International Conference "Coordination and cooperation across organizational boundaries", Catholic University - London School of Economics