

Maria Gabriella Bagnato

PERSONAL INFORMATION	
Name, Surname	M.Gabriella Bagnato
Date and Place of Birth	28.04.1968, Milano Italy
Address	Via Pavia 6, 20136 Milano
Nationality	Italian
Mother tongue	Italian
Other Languages	English fluent both written and spoken, German second mother tongue, French basic
STUDIES	
Laurea	1992 Political Sciences, Economics and international law
Doctoral Degrees	
Masters	<p>October 2019-January 2020 Leading Positive Change through Appreciative Inquiry, Case Western Reserve University</p> <p>September 2017, Hogan Assessments Certification Workshop</p> <p>November 2014-June2015 Columbia Certification Program, Affiliate</p> <p>May-August 2013, Inspiring Leadership through Emotional Intelligence, Prof. Boyatzis, Case Western Reserve University</p> <p>2008-2010 3-year Master program on Professional Counselling Skills for Empowerment MBTI certification program , CPP, New York, USA, 2000</p> <p>1-year master program "Train the Trainer" by ISMO, Milan, Italy 1992</p>
ITP	
SDA POSITION	
Current SDA Position	Professor, Leadership, Human Resources Management and Digital Technologies Area
Beginning of collaboration with SDA	June 1993
Institutional Roles at SDA	HR Development assistant, 2004 and 2005
ACADEMIC POSITION	
Current Academic Position	Lecturer Tenured, Università Bocconi, Management and Technology Dept
Collaboration with Bocconi University or other Universities (Date and Department) Courses (min 15 hours)	<p>1992-2004 Center for Teaching and Learning (Cesdia), Università Bocconi Since 1996 collaboration with Istituto di Economia Aziendale, then Istituto di Organizzazione e Sistemi Informativi, currently Dipartimento di Management teaching Organizational Theory and Organizational Behaviour Organizational Theory, Organizational Behaviour with focus on Leadership and Managerial skills, and Human Resources Management with focus on Recruitment, Selection, Employer Branding, Development</p> <p>Leadership and Managerial development within Specialized Masters (SDA Master Division): Master in Fashion, Experience & Design, Master in Management Food and Beverage, Master in Corporate Finance</p> <p>TEP Teaching Excellence Program, SDA Bocconi and Bocconi University</p> <p>2015-2020 Director of Master in Organizzazione & Risorse Umane (Master OP) where she teaches a course on Competences, Selection and On-boarding, a course on Leadership and a Laboratory on Employer Branding.</p> <p>2016-2020 Deputy, Leadership Organization and Human Resource Management, SDA Bocconi School of Management</p> <p>2013-2021 Lead Coach, Individual and Team coaching program, MBA, SDA Bocconi School of Management</p>
RESEARCH INTERESTS	
Research Interests	Leadership, Global Leadership and Managerial Development: leadership skills

	<p>and leadership development in the transition from Individual Contributor to Managerial Roles, team management and team work, assertiveness, compelling communication skills</p> <p><u>Self-Empowerment</u>: Personal Branding, Positive Psychology,</p> <p><u>Teaching and Learning</u>: adult learning, active teaching, experiential learning</p> <p><u>Human Resources Management</u>: engagement practices, selection, performance management, development</p> <p><u>Coaching</u>: Individual and team</p>
Collaboration with internal Research Centres	
Collaboration with external Research Centres	
Main Research Activities	<p>Engagement, Leadership and Global Leadership Development, Staffing: attraction, selection and on-boarding,</p> <p>Performance management</p> <p>Well-being and performance in the Positive psychology perspective</p>
INTERNATIONAL ACTIVITIES	
Visiting Professorship	
Visiting Fellowship	
Visiting Scholarship	
International Activities (projects, teaching)	<p>Master in Management Food and Beverage – Leading Self, Leading Others module (2014-present), Master in Corporate Finance, Personal Development Course (2014-present), Master in fashion, experience and design, People Management module (2008-2015), MBA Frankfurt, Leadership and Strategic Thinking module, 2015-present,</p> <p>Progetto Russia e Cile (2000 e 2001), EMHRL partnership Rutgers University and Area Organizzazione & Personale SDA Bocconi, module Workforce capability 2005, Steinbeiss Master 2005 and Master 2006, MBA Norway 2010,</p>
International Networks	<i>IOBTC, Conference Board</i>
International Professional Activities > 1 year	
PUBLICATION	
Books and Monographs	<p>Bagnato G., Leadership ad alto impatto: il potere (nascosto) della relazione, E&M aprile 2022</p> <p>Salvemini S (a cura di) Fondamenti di Organizzazione Aziendale, ch 1, Egea 2016</p> <p>Bagnato MG, Il fattore umano della Responsible Leadership, in Magni, Pennarola, Responsible Leadership, EGEA 2015</p> <p>Bagnato MG, Interna ed esterna: la selezione ai tempi della crisi, in Raffaglio, Manzoni (a cura di) HR Management. Fare crescere le persone per fare crescere il business. EGEA ottobre 2014</p> <p>Bagnato G. Bagnato MG,(a cura di), Fare selezione. Esperienza e metodo nella scelta delle persone, EGEA marzo 2014</p> <p>In Corporate performance management, edited by Anna Pistoni, Hoepli, 2009, G.Bagnato, Il sistema di valutazione della prestazione come leva di sviluppo, pp.178-188</p> <p>B.Bauer, G.Bagnato, MR Ventura, Puoi anche dire no. L'assertività al femminile, Baldini & Castoldi 2002</p> <p>G.Bagnato, B.Demichelis, Stage: sceglierlo, affrontarlo e valorizzarlo. ACTL (in collaborazione con Corriere Lavoro e Jobpilot), 2000</p> <p>B.Bauer, G.Bagnato "Studiare all'Università. Imparare a gestire il tempo, lo stress e le relazioni interpersonali", Egea, 1994</p>
Articles on International Journal	
Other Articles	<p>G.Bagnato, Diverso è meglio, ViaSarfatti25, 2013</p> <p>G.Bagnato, C.Paolino, HRM practices, work engagement and performance, working paper, 2009</p> <p>G.Bagnato, B.Provera e P.Boromei, La gestione strategica del Recruitment_il caso L'Oreal, in corso di review per Economia & Management, 2004</p> <p>T.Reina, G.Soda, G.Bagnato, Talenti o brocchi? La selezione del personale e le performance individuali. Economia & Management n.2 mar/apr 2004</p> <p>G.Bagnato Il processo di selezione, Economia & Management 2002</p> <p>G.Bagnato, F. Paoletti, La selezione integrata. La selezione come leva strategica: le prospettive di integrazione con il ciclo di gestione del personale, Sviluppo & Organizzazione n.168 luglio/agosto 1998</p> <p>Lo stage come esperienza di apprendimento - Bocconi Notizie 1997</p> <p>Il neolaureato tra emozione e regola"</p>

	<ul style="list-style-type: none"> B.Bauer and G.Bagnato, Ateneo ed azienda. Guida alle imprese che assumono neolaureati in ingegneria e discipline chimiche, CESO, 1993
Conference Papers	<p>International Organizational Behaviour Teaching Conference: 1997 Organizational Behaviour International Teaching Conference University of Cape town South Africa “Outdoor exercises: philosophy, effectiveness, use and debrief – an experimental workshop”</p> <p>1997 Organizational Behaviour Teaching Conference Case Western University Cleveland USA “Living what we teach: thriving amidst the chaos of a Business School that mirrors real world organizations”</p>
OTHER SCIENTIFIC ACTIVITIES	
Membership in the editorial board of Italian and international journals	
Membership in Professional Committees	