

Massimo Magni

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SDA Bocconi School of Management
Bocconi University
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I. Academic Background and Experience

Education:

Ph.D.
2006
LUISS University (Rome - Italy)
Information Systems. Major: Organizational Behavior
Thesis Title: "A longitudinal investigation on hedonic and instrumental factors affecting individual exploration of technology"

2004-2005
University of Maryland (USA)
Robert H. Smith School of Business
Information Technologies and Operations Department
Visiting Ph.D. student

Undergraduate:
Bocconi University (Milan-Italy)
Degree in Business Administration
Major: Organization Design and Organizational Behavior
Dissertation title: "Cohesion and performance in teams"
Grade: 110/110 summa cum laude

Academic Appointments:

Associate Professor – Organizational Behavior and Information Systems Bocconi University (2014 – present).

Academic Director – Master of Science in International Management and CEMS (2018-present)

Director of the Organization and HR Department, SDA Bocconi School of Management (2013 - 2017).

Scientific Coordinator of CA&D (Center for Assessment and Development). SDA Bocconi School of Management (2015-2019).

Assistant Professor – Organization and Information Systems Bocconi University (2006 – 2014).

Representative of Assistant Professors at Bocconi Faculty Council (2010 - 2011).

Coordinator of the Project Management major, Msc. in Management, Bocconi University (2009 - 2012).

Co-Chair Junior Faculty Consortium. International Conference on Information Systems - ICIS (2013).

Mentor Doctoral Consortium - Academy of Management Meeting. Philadelphia (2014).

Visiting Scholar, University of Louisville, Department of Information Systems (July-November 2011).

Visiting Instructor, The University of Queensland. Brisbane, Australia (January 2011).

Visiting Scholar, University of Arkansas, Information Systems Department (July-August 2008).

Visiting Scholar, University of Maryland at College Park, Robert H. Smith School of Business, Management & Organization Department (July 2007).

Visiting Scholar, University of Maryland at College Park, Robert H. Smith School of Business, Decision and IT Department (July 2006).

Visiting Instructor, University of Texas at Austin, Red McCombs School of Business (July - August 2005 and 2006).

Executive Education Appointments:

SDA Professor, Leadership and Managerial Development, Organization and Human Resources Management Department, SDA Bocconi School of Management (2002 - present).

Representative of Custom Executive Education Programs for the Organization and Human Resources Management Department, SDA Bocconi School of Management (2007 – 2012).

Coordinator of *Team Management* - Open Enrolment Program, SDA Bocconi School of Management (since 2010).

Coordinator of *Leadership* - Open Enrolment Program, SDA Bocconi School of Management (since 2011). Course selected for the FT course ranking.

II. Research

Research Interests:

Team processes and individual behaviors under uncertainty

Collaboration technology usage and social impact

Geographically dispersed teams.

Multilevel theory, issues, and methods.

Refereed Journal Articles:

Magni, M., Maruping, L. (2019) Unleashing innovation with collaboration platforms. ***MIT Sloan Management Review***.

Magni, M., Ahuja, M., Maruping, L. (2018). Distant but Fair: Intra-Team Justice Climate and Performance in Dispersed Teams. ***Journal of Management Information Systems***, 35(4), 1031-1059.

Maruping, L., Magni, M. (2015). Motivating employees to explore collaboration technology in team contexts. ***MIS Quarterly***, 39(1), 1-16. *Leading article*.

Cappetta, R. and Magni, M. (2015), Locus of control and individual learning: the moderating role of interactional justice. ***International Journal of Training and Development***, 19, 110–124

Magni, M., Maruping, L., & Hoegl, M. (2013). Managing the unexpected across space: Improvisation, dispersion, and performance in NPD teams. ***Journal of Product Innovation Management***, 30(5), 1009-1026.

Magni, M. & Maruping, L. (2013). Improvisation in working teams: how empowering leadership and overload matter. ***Human Resource Management***, 52(5), 715-739.

Magni, M., Angst, C., & Agarwal, R. (2013) A multilevel investigation of team social influence on extensiveness of individual technology use. *Journal of Management Information Systems*, 29(3), 9-42.

Magni, M., Paolino, C., Cappetta, R., & Proserpio, L. (2013). Diving too deep: how cognitive absorption and team learning behavior affect trainee learning. *Academy of Management Learning & Education*, 12(1), 51-69.

Maruping, L., & Magni, M. (2012) What's the weather like: the role of team climate in facilitating individual's technology exploration and use. *Journal of Management Information Systems*, 29(1), 79-114.

Proserpio, L., & Magni, M. (2012). Teaching without the teacher. *International Journal of Information Management*, 32(2), 99-105.

Magni, M., Taylor, M. S., & Venkatesh, V. (2010). To play or not to play: A cross-temporal investigation using hedonic and instrumental perspectives to explain user intentions to explore a technology. *International Journal Human-Computer Studies*, 68 (9) 572-588.

Magni, M., Provera, B., & Proserpio, L. (2010). Individual attitude toward improvisation in information systems development. *Behaviour & Information Technology*, 29 (3) 245-255.

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), 542-551.

Magni, M. (2010). Leadership: è solo una questione di stile? *Economia & Management*, 6, 39-44.

Magni, M., Proserpio, L., Hoegl, M., & Provera, B. (2009). The role of team behavioral integration and cohesion in shaping individual improvisation. *Research Policy*, 33, 1153-1165.

Agarwal, R., Angst, C., & Magni, M. (2009). The performance effects of coaching: A multilevel analysis using hierarchical linear modeling. *International Journal of Human Resource Management*, 20 (10) , 2110–2134.

Basaglia, S., Caporarello, L., Magni, M., & Pennarola, F. (2009). Individual adoption of convergent mobile phone in Italy. *Review of Managerial Science*, 3(1).

Basaglia, S., Caporarello, L., Magni, M., & Pennarola, F. (2009). Environmental and organizational drivers influencing the adoption of VoIP. *Information Systems and E-Business Management*, 7(1), 103-118.

Magni, M., Pennarola, F. (2008). Intra-organizational relationships and technology acceptance. *International Journal of Information Management*, 28(6), 517-523.

Delmestri, G., Magni, M. (2003). L'unione fa la forza? Coesione e performance nei gruppi. *Economia & Management*, 3, 57-67.

Books and Chapters:

Caporarello, L., Magni, M., Pennarola, F. (2016) When Teachers Support Students in Technology Mediated Learning, In Rossignoli, C., Gatti, M., Agrifoglio, R. (Eds.) "Organizational innovation and change", Springer.

Pina e Cunha, M. & Magni, M. (2015). *Management improvisation*. In Gillian Kane, Ed., *Encyclopedia of Sociology*, 2nd Edition, Wiley Blackwell

Caporarello, L., & Magni, M. (2015) Team Management. *Leading Management series* Egea –SDA Bocconi, II edizione.

Magni, M., Pennarola, F. (2015) Eds. Responsible Leadership. *Leading Management series* Egea – SDA Bocconi.

Magni, M., Simonella, Z. (2015) Prevenire la violenza al lavoro: indicazioni per le aziende, In "Aggressività in azienda: come prevenirla e gestirla", Magni, M., Picozzi, M. (Eds.) Egea, Milano

Magni, M., Picozzi, M. (2015) Eds. Aggressività in azienda: come prevenirla e gestirla 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, Gemany

Caporarello, L., Magni, M., Pennarola, F. (2014) Improving information exchange effectiveness through data compression techniques, 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, Gemany

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

Basaglia, S., Caporarello, L., Magni, M., Pennarola, F. (2013) Designing teams for enhancing individual added-value use of technology, In Baskerville, R., De Marco, M., Spagnoletti, P. (Eds) "Designing Organisational Systems - An Interdisciplinary Discourse", Lecture Notes in Information Systems and Organization, Springer, Germany

Caporarello, L., & Magni, M. (2011) Team Management. *Leading Management series* Egea –SDA Bocconi.

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, Berlin.

Proserpio L., Magni M., & Provera B. (2008) *Managerial computer business games* in *Encyclopedia of Multimedia Technology and Networking*, Second edition, Pagani M. (ed.), p. 873-879, IGI Global, Hershey (USA).

Magni M., Provera B., & Proserpio L., (2008) *Individual Improvisation in Information Systems Development*", in *Handbook of Research on Modern Systems Analysis and Design Technologies and Applications*, Mahbubur Rahman Syed and Sharifun Nessa Syed (eds.), p. 105-118, IGI Global, Hershey (USA). Contribution adapted from Magni M., Provera B., Proserpio L., "Individual attitude toward improvisation in information systems development", *Behaviour and Information Technology*.

Magni, M., Provera, B. (2008) Il ruolo e le responsabilità degli attori interni ed esterni. In Caporarello L., Basaglia S. (Eds.), *Sistemi ERP: Un'innovazione tecnologica ed organizzativa*. Egea, Milano.

Magni, M. (2006) Professionalità e competenze nell'information technology. In F. Pennarola (Ed.) *governare l'information technology nelle imprese*. Milano: Egea.

Proserpio L., Magni M., (2005). *Learning through Business Games* in *Encyclopedia of Multimedia Technology and Networking*, First edition, Pagani M. (ed.), p. 532-537, Idea Group Reference, Hershey (USA).

Magni, M., Proserpio, L. (2005). Il processo di sviluppo di un business game per l'apprendimento: Una prospettiva multiview. In F. Cantoni & G. Mangia (Eds.), *Lo sviluppo dei sistemi informativi nelle organizzazioni* (pp. 250-270). Milano: Franco Angeli.

Magni, M. (2003). Integrazione organizzativa mediata dalle tecnologie: Il caso nextra investment management. In C. De Mattè & A. Biffi (Eds.), *L'economia digitale alla prova dei fatti*. Egea, Milano.

Conference Presentations:

Cappetta, R. Maruping, L., Magni, M., Madden, J. (2015). Employee Self-Service Technology and Performance: the Role of Learning Transfer and Involvement. ICIS Conference, 14-17 December 2015 Fort Worth, Texas.

Maruping, M., Magni, M. (2014). Task structure, team processes and individual use of collaboration technology: test of a cross-level mediation model. HICSS Conference, 6-9 January 2014.

Magni, M., Ahuja, M., & Maruping, L. (2012). Alleviating the Perils of Dispersion: A Study of Procedural Justice Climate and Team Innovation. *Academy of Management Conference Best Paper Proceedings*, Boston. This paper won the best paper award OCIS division

Maruping, L., Magni, M., Caporarello, L., & Basaglia, S. *Innovating with technology in team contexts: a trait activation theory perspective* (2011). *International Conference on Information Systems (ICIS)*. Shanghai, China.

Magni, M., Maruping, L., Hoegl, M., Proserpio, L. (2008). Improvisation and performance in software development teams: the role of geographic dispersion. *International Conference on Information Systems (ICIS)*. Paris, France.

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. *American Conference on Information Systems (AMCIS)*, Toronto, Canada.

Magni, M., Angst, C., Agarwal, R. (2007). A multilevel investigation of normative and informational influences on extensiveness of individual technology use. *International Conference on Information Systems (ICIS)*. Montreal, Canada. Acceptance rate: 20%

Magni, M., Provera, B., Proserpio, L. (2007). Team-level antecedents of individual improvisation in information systems development projects. *Academy of Management Conference*, Philadelphia.

Basaglia, S., Caporarello, L., Magni, M., Pennarola, F. (2008). Team level antecedents of individual usage of a new technology. *European Conference on Information Systems (ECIS)*, Galway, Ireland.

Basaglia, S., Caporarello, L., Magni, M., Pennarola, F. (2007). Combining internal and external perspectives: the adoption of VoIP in Italy. European Conference on Information Systems (ECIS), St. Gallen, Switzerland.

Magni, M, Taylor, S. (2006). Examining potential determinants of user intention to explore a technology across time. Paper presented at the Academy of Management Conference, Atlanta.

Magni, M., Proserpio, L., & Provera, B. (2006). Improvisation in IT development and implementation projects: a multi-level perspective. Paper presented at the Academy of Management Conference, Atlanta.

Magni, M., & Proserpio, L. (2005). Users' beliefs toward technology: a social capital perspective. Paper presented at the Academy of Management Conference, Honolulu.

Magni, M., & Pennarola, F. (2005). Stand by me: the quality of intra-organizational relationships as antecedent of IT adoption. Paper presented at the Academy of Management Conference, Honolulu.

Magni, M., Proserpio, L., & Provera, B. (2005). The role of improvisation in information systems development: a multi-level perspective. Paper presented at the itAIS - 2nd conference of the Italian chapter of AIS, Verona.

Proserpio, L., & Magni, M. (2004). Building a learning environment through computer simulations. Paper presented at the 12th European Conference on Information Systems (ECIS), Turku, Finland.

Proserpio, L., & Magni, M. (2004). Apprendere mediante simulazioni a computer. Paper presented at the V Workshop dei Docenti e Ricercatori di Organizzazione Aziendale, Roma.

Invited Presentations:

Linking behavior research to HR practices. Kingston College, London, UK.

University of Queensland, Brisbane- Australia. When absorption is too much: linking cognitive absorption, team aggressiveness and individual learning in a multi-level framework.

University of Notre Dame, Mendoza College of Business, South Bend, Indiana-USA. Innovating with technology in team contexts: a trait activation theory perspective.

Editorial Appointments:

Member of the Editorial Board for *International Journal Information Management*.

Member of the editorial Board for *Studi Organizzativi* (Italian journal).

Associate editor for the *International Conference on Information Systems* (2013-2015).

Associate editor for the *European Conference on Information Systems* (2009-2011).

External reviewer for *Research Grants Council (RGC) of Hong Kong*

Reviewer for *MIS Quarterly*.

Reviewer for *Journal of Management Information Systems*.

Reviewer for *Academy of Management Learning and Education*.

Reviewer for *Journal of Product and Innovation Management*.

Reviewer for *Organization Studies*.

Reviewer for *Behaviour & Information Technology*.

III. Teaching

Bocconi University:

Graduate and undergraduate (with last evaluation scorecard where available):

- Organizational behavior (since 2008) 9.26/10.
- Managerial competences (since 2011) 9.33/10.
- Project Management (since 2005) – 8.55/10. Course included in the CEMS (Global Alliance in Management Education) program.
- Seminar on collaborative competences (since 2010) Course designed from scratch and taught in English. The course belongs to the Master in International Management (considered for Financial Times rankings). - 8.13/10.

PhD and Master level (with last evaluation scorecard where available):

- Organizational behavior (PhD - elective course 2013).
- Organizational behavior and HR - MISB Campus in Mumbai (since 2012).
- Project Management in IS – Master in Project and Information Management (2011-2012)- 9.26/10
- Leadership (Advanced Seminar) - Master in Organization and HR (2011-2012)- 9.53/10.

Dissertation supervisor:

- I have supervised almost 30 undergraduate and graduate dissertations since 2006 either on information systems and organizational behavior topics.

SDA Bocconi School of Management:

I design and teach executive courses either in English and Italian. Clients' names are not reported here for privacy purposes (available upon request). The average evaluation of teaching performance has been 8.9 out of 10. Example of executive classes designed and taught:

- Team design and team management
- Leadership and managerial development
- Organizational collaboration
- Change management

Simulations designed for teaching in graduate and executive education classes:

- *"JohnRed: being an effective team leader"*. Computer-based simulation on project team design and management
- *"CreativeBridging"*. Team-based simulation based on Lego bricks for developing project management skills

- *“Flying high”*. Paper-based simulation on team processes and conflicts in product development projects
- *“ArtLab”*. Interactive laboratory for fostering project identity through artwork

IV. Honors and Awards

Bocconi Research Excellence Award (2009, 2010 and 2013).

Bocconi Teaching Excellence Award (2012-2014).

Runner-up Teaching Excellence Award (2011- 2013).

SDA Bocconi Best Managerial paper of the year (2010).

SDA Bocconi Prize for Executive Course Innovative Design (2013)

SDA Bocconi Prize for Technology-based innovation (2014)

Best paper award – OCIS division. Academy of Management Meeting. Boston (2012).

Invited speaker at the “young scholars successful publishing stories workshop”. Annual Meeting of Italian Scholars on Organization and Information Systems (2010).

Member of the organizing committee for ICIS 2013 hosted at Bocconi University. ICIS is the most relevant conference on Information Systems worldwide (2009-2013).

The benefits of coaching culture, MIT Sloan Management Review, intelligence column by Yu, L. (vol.48 n.2, 2007). Unsolicited review and recommendation of interest about the paper “The performance effects of coaching” .

Academy of Management Meeting, Philadelphia, OCIS Junior Faculty Consortium (2007).

International Conference on Information Systems Montreal, Junior Faculty Consortium, (2007).

Runner-up for the conference best paper award (7 out of 150). European Conference on Information Systems – ECIS (2005).

Best paper award. ItAIS - 2nd conference of the Italian chapter of Association on Information Systems (AIS), Verona (2005).

Best graduates’ prize, Bocconi University (2001).