



Luca Giustiniano
Professor of Organization Studies

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Nationality: Italian

Current academic positions (Luiss University)

- Full Professor of Organization Studies ('**Professore ordinario**', from December 2017)
- Member of the Advisory Board - PhD in Management, Luiss University (from 2020; 2008-2013)
- **Member of the Advisory Board** - PhD in Learning Sciences and Digital Technologies – National PhD (from 2023)

Previous academic positions

Deputy Rector for Organization and Faculty ('**Prorettore**', June 2021-June 2024) - Director of CLIO – Center for research on Leadership, Innovation and Organisation (from November 2017 to September 2021) - **Rector's Delegate for the Development of a Faculty Management System** (from January 2020 to June 2021, Luiss University) - Director of the Master of Science in Global Management and Politics (from May 2019 to June 2021, Luiss University) - Academic Area Leader, Organization Studies, Luiss University (2018-2020) - Associate Dean for Quality, Accreditation, Admission & Ranking, LUISS Business School (2016-2019) - Associate Professor of Organization Studies (2011-2017, Luiss University) – **Rector's Delegate for the International Relations, Luiss University (Area Economics and Business, 2008-2012** - Dean's Delegate for Internationalization, Associate Professor of Management (2008-2011, Luiss University) – Assistant Professor of Business Organization and Organizational Behavior (from 2001, Tenured since 2004, **University of L'Aquila, University G. D'Annunzio Chieti-Pescara**) – Post-Doc scholar of Business Organization (2000-2001, Luiss University)

Education

- PhD in Management of Information Systems, Luiss University (Italy), 2000
- MS-Laurea Degree in Business Economics and Management, Luiss University (Italy), 1997

Awards

- Organizational Design Community (ODC)-Accenture Annual Prize for Best Practice-oriented Paper in Journal of Organization Design (JOD) for the paper "Hyperloop transportation technologies: practices for open organizing across VUCA contexts" (Griffith, Majchrzak, and Giustiniano, 2023) - *Co-sponsored by ODC and Accenture, this annual award honors the best practice-oriented paper published in JOD in the past three years* (August 2024)
- Luiss Teaching Excellence Award (Global Management and Politics, a.y. 2022/23, Department of Business and Management)
- Luiss Teaching Excellence Award (MSc in Strategic Management, a.y. 2021/22, Department of Business and Management)
- **Luiss Teaching Excellence Award** (Global Management and Politics, a.y. 2020/21, Department of Business and Management)
- Luiss Teaching Excellence Award (MSc in Strategic Management/'**Gestione d'Impresa**', a.y. 2019/20, Department of Business and Management)
- **Luiss Teaching Excellence Award (Master Programs, a.y. 2018/19, Department of Business and Management)**
- Award: "THAT'S PROMISING!" Proposal Prize – SMS Conference – Hyderabad, India 15-18 Dec 2018
- Award: "Lourdes S. Casanova Best Applied Paper Award" – Business Association of Latin American Studies – BALAS 2019 Annual conference – Lima, Peru 10-12 Apr 2019
- Luiss International Chair 2019/20 (faculty exchange Spring 2020): Waseda University (Japan)
- Luiss International Chair 2018/19 (faculty exchange Spring/Fall 2019): University of Southern California (USA)
- **Luiss International Chair 2016/17** (faculty exchange Spring/Fall 2017): NOVA School of Business and Economics (Portugal)
- **Luiss International Chair 2015/16** (faculty exchange Spring/Fall 2016): NOVA School of Business and Economics (Portugal)
- **Faculty Enrichment Program** – DFAIT, Canada: CAD 4,800 (2011)
- **Canada-Europe Award** – DFAIT, Canada: CAD 7,500 (2011)
- Luiss University: Post-doc Scholarship (2000-1)
- **Italian Ministry of Education and Research (MIUR): PhD Scholarship (1997-2000)**

Other temporary international experience

- 2018-2023 University of Ljubljana, Slovenia, Faculty of Economics - Visiting Professor (5-year appointment)
- 2021-2022 University of Innsbruck, Austria - Visiting Professor
- 2020-2021 NOVA School of Business and Economics - Adjunct Full Professor
- 2018 Waseda Institute for Advanced Studies (WIAS), Waseda University, Tokyo, Japan – Visiting Researcher – July 2018
- 2014-2015: on a sabbatical leave from 01/10/2014 to 30/9/2015 (Luiss D.R. 29 – 27/2/2014).
 - Visiting Professor at Nova SBE (School of Business and Economics) – Universidade Nova de Lisboa – Portugal (February 2015/September 2015)
 - Visiting Professor at ICOA (Interdisciplinary Center for Organizational Architecture) – Aarhus University – Denmark (October 2014/January 2015)

- 2013 IESEG (Paris, France) – Global Business Organization – [International Summer Academy](#)
- 2011-2012 – University of British Columbia (Vancouver, Canada) – Visiting Associate Professor at Sauder School of Management
- 2003 University of Pennsylvania (USA) – Wharton School of Business – Department of Management - Visiting Scholar
- 1999 – 2000 Viktoria Research Institute (Göteborg, Sweden) - Visiting Researcher

Editorial Board Memberships:

Journal of Management Studies (Online ISSN: 1467-6486 – from 1st January 2017)

Review of Managerial Science (ISSN: 1863-6683 – from 1st May 2017)

ProspettiveInOrganizzazione (<http://prospettiveinorganizzazione.assioa.it/> 2017-2022)

Ad hoc reviewer for:

Organization Studies (0170-8406), Organization Science (ISSN: 1047-7039), European Management Review (ISSN: 1740-4762); Palgrave (book proposal), Journal of Organization Design (ISSN: 2245-408X), International Journal of Human Resource Management (ISSN 0958-5192 Print, 1466-4399 Online), Management and Organization Review (ISSN 1740-8784), Management Decision (ISSN 0025-1747), Journal of Organizational Change Management (ISSN 0953-4814), International Journal of Manpower (ISSN: 0143-7720), Sustainability (ISSN 2071-1050), Review of Managerial Science (ISSN: 1863-6683) – International Journal of Business and Economics Research, International Journal of Economic Behavior and Organization- Academy of Management (annual conference 2014, 2015, 2016), European Academy of Management (annual conference 2015; track chair 2016), ItAIS (2013 – 2014 – 2015: also member of the program committee), Associate Editor for the Conference Theme track: Digital Innovation at a Crossroads – International Conference of Information Systems (ICIS 2016), Reviewer for the IFIP WG8.2 Working Conference Dublin 2016 (International Federation For Information Processing) – Evaluation of research projects: Université Franco Italienne (Program Vinci 2013 – 2014 – 2015), Università degli Studi di Verona (Ricerca di base, Bando 2015); WOA (2017). JMS Award for Best Reviewer 2017: shortlisted (9 finalists)

Scientific Committee Memberships:

“Ca’ Foscari Competency Center” a.t. 2016/17-2018/19 – Ca’ Foscari University, Venice

Collana “Economia Aziendale e Management” (Rirea)

Standing Group Memberships: Organizations, Artifacts & Practices (OAP)

Mentorships: [Henkel X Mentorship Club](#) (from Jan 2019)

Media

Radio Vaticana, [“Il Mondo alla Radio, 26.1.2014”](#) (on “Smart working”)

L. Giustiniano, [“Dalla scacchiera al caleidoscopio: la nuova frontiera dell’organizzare”](#), [TEDxLuiss 2023](#) (Balance), 3/5/2023.

R. Fabozzi, L. Giustiniano, Gig Economy: paradossi e liminalità. *La Meraviglia del Possibile*, 4, 2023, pp. 140-165.

L. Giustiniano, [Solo i leader tricotanti possono confondere l’umiltà con la debolezza](#). *Il Sole 24 ORE*, 12/2/2023, p.14.

L. Giustiniano, [Capitale umano, tecnologia e futuro: come cambiare \(in meglio\) le nostre aziende](#), Podcast per Confartigianato – Imprese territorio, febbraio 2022.

L. Giustiniano, Grinta: determinazione o ossessione?. *La Meraviglia del Possibile*, 3, 2022, pp. 126-131.

L. Giustiniano, Tra geopolitica e scelte di business, *Harvard Business Review – Italia*, Ottobre 2022, pp. 114-115.

L. Giustiniano (con S. Lombardi), [“Pianificazione, gestione, improvvisazione. Ecco come i leader del turismo affrontano la crisi del settore”/“Resilient Leadership: Improvisation, Gardening and Unlearning”](#), *Luiss Open*, 10/4/2021

L. Giustiniano (con A. Daood), [“Cosa ci insegna la pandemia. Il lavoro agile e il rapporto tra persone, tecnologie e processi”](#), *Luiss Open*, 29/6/2020

L. Giustiniano (con F. Cappa), [“Nudging e la citizen science per la ricerca di nuove soluzioni”](#), *Luiss Open*, 03/06/2020

L. Giustiniano, [“La leadership di chi è capace di mettersi in gioco”](#), *Il Sole 24 ORE*, 08/05/2020.

L. Giustiniano, [“Aziende in viaggio. Portare il proprio capitale umano all’estero per essere vincenti”](#), *Luiss Open*, 14/03/2017.

L. Giustiniano, [“Confucio e il Dragone”](#), *Asterisco*, Aprile 2014, p. 26-7.

L. Giustiniano, [“Dietro le aperture un’idea di merito in stile Confuciano”](#), *Corriere della Sera*, 14 Nov 2013, p. 13 (Esteri – “L’analisi”)

L. Giustiniano, [“Tre chiavi per il 2013: ricerca, investimenti, sviluppo”](#), *Asterisco*, 12/2012, p. 11-12.

Interviews/contributions

E. Medicino, [“Grinta, Resilienza e Leadership: le chiavi per la vita e il lavoro”](#), Fuori dal Podio, available on Spotify, 30/10/2023.

A. Luogo, [“Interazioni sacrificate, tecnostress, controlli difficili, meno sicurezza: i limiti del lavoro agile”](#), *Il settimanale PMI*, 19/5/2023.

D. Ghiglione & V. Romei, [“Italian returnees seize on pandemic to stop Mezzogiorno brain drain”](#), *Financial Times*, 06/04/2021.

LUISS Open, [“L’importanza della resilienza nella costruzione del team. Il punto di Luca Giustiniano”](#), 30/09/2019.

LUISS Web, [“Il Professor Luca Giustiniano spiega i fattori chiave dell’esperienza ACEA”](#), 26/06/2017.

V. de Ceglia, [“Manager fatti in casa, il modello italiano al tramonto”](#), Affari & Finanza, *La Repubblica*, 17/2/2014.

A. Rustichelli, [“Merger&Acquisition, una due diligence per le risorse umane”](#), Affari & Finanza, *La Repubblica*, 11/3/2013.

Mapperò, TV2000 – theme: “Giovani e Lavoro”, 20/12/2011.

C. Slade, [“Bouncing back from Berlusconi”](#), *The Australian*, 07/12/2011.

L. Scajola, [“Non siamo bamboccioni: la generazione under 30”](#), *Panorama*, Gennaio, 2008.

E. Povoledo, [“In Italy, a Kickback Scandal at Finmeccanica Reflects Larger Troubles”](#), *The New York Times*, 01/12/2011.

Reviews/articles (on own work)

Christopher L. Atkinson (2019): [Theme-based Book Review: Resilience, Migration, and Global Health](#), *International Journal of Public Administration*, DOI: 10.1080/01900692.2019.1668807

La prognosi è improvvisata. Quanto saper improvvisare attenendosi alle regole conta nel pronto soccorso / Let's improvise the diagnosis. How knowing when to wing it by sticking to the rules can help in the emergency room. Luiss Open, Gennaio 2017.
Aziende in viaggio. Portare il proprio capitale umano all'estero per essere vincenti / Traveling businesses. Being successful by bringing your own human capital abroad. Luiss Open, Marzo 2017.
Pinguini, contatori e l'onda della digitalizzazione / Penguins and counters: riding the waves of digitalization. LUISS Open, Maggio 2017.
Admirável Mundo Novo por Miguel Pina e Cunha / Brave new World, LIDER: ideas que fazem futuro. Set 2017.
Bad Luck Doesn't Just Happen: The Case of the Costa Concordia – Ideas for Leaders #592. March 2016.
Run a tight ship? Lessons for managers from a shipwreck. March 2016.

Doctoral Students (supervision): Riccardo Maiolini, Raffaella Naggi, Luigi De Bernardis – Daniele Taddei – Francesco Cappa – Chintan Kella – Viktoriya Pisotska

Main publications (in peer-reviewed journals and Books)

- Griffith, Terri L., Majchrzak, Ann; Giustiniano, Luca (2023). "Hyperloop transportation technologies: practices for open organizing across VUCA contexts." JOURNAL OF ORGANIZATION DESIGN, no. 12, p: 99-10. ISSN 2245-408X. <https://doi.org/10.1007/s41469-023-00141-1>.
- Cunha, Miguel, Stewart Clegg, Medhanie Gaim, and Luca Giustiniano. Elgar Introduction to Designing Organizations. Edward Elgar Publishing, 2022.
- Rego, Arménio; Cunha, Miguel Pina e; Giustiniano, Luca (2022). "Are relationally transparent leaders more receptive to the relational transparency of others? An authentic dialog perspective." JOURNAL OF BUSINESS ETHICS 180, no. 2, pp. 695-709. <https://doi.org/10.1007/s10551-021-04792-6>.
- Rego, Arménio; Cavazotte, Flávia; Cunha, Miguel Pina; Meyer, Marcel; Giustiniano, Luca (2021). **Gritty Leaders Promoting Employees' Thriving at Work.** JOURNAL OF MANAGEMENT, p. 1155-1184. ISSN 0149-2063. <https://dx.doi.org/10.1177/0149206320904765>.
- Cappa, Francesco; Rosso, Federica; Giustiniano, Luca; Porfiri, Maurizio (2020). Nudging and Citizen Science: The Effectiveness of Feedback in Energy-Demand Management. JOURNAL OF ENVIRONMENTAL MANAGEMENT, p. 1-13. ISSN 0301-4797. <https://dx.doi.org/10.1016/j.jenvman.2020.110759>.
- Lombardi, Sara; Cavaliere, Vincenzo; Giustiniano, Luca; Cipollini, Fabrizio (2020). What money cannot buy: The detrimental effect of rewards on knowledge sharing. EUROPEAN MANAGEMENT REVIEW, p. 153-170. ISSN 1740-4754. <https://dx.doi.org/10.1111/emre.12346>.
- Giustiniano, Luca; Cunha, Miguel Pina; Simpson, Ace V.; Rego, Arménio; Clegg, Stewart (2020). Resilient leadership as paradox work: Notes from COVID-19. MANAGEMENT AND ORGANIZATION REVIEW, p. 971-975. ISSN 1740-8784. <https://dx.doi.org/10.1017/mor.2020.57>.
- Giustiniano, L., Griffith, T. L., & Majchrzak, A. (2019). Crowd-open and crowd-based collaborations: Facilitating the emergence of organization design. Managing Inter-organizational Collaborations: Process Views Research in the Sociology of Organizations, 64, 273-294
- Giustiniano, Luca (2019). **Hub di imprenditori, caleidoscopi e calabroni: l'incredibile alchimia del gruppo Zucchetti.** Mind Edizioni, p. 1-176. ISBN: 978-88-6939-329-7
- Cunha, Miguel Pina e; Giustiniano, Luca; Rego, Arménio; Clegg, Stewart (2019). "Heaven or Las Vegas": Competing institutional logics and individual experience. EUROPEAN MANAGEMENT REVIEW, p. 781-798. ISSN 1740-4754. <https://dx.doi.org/10.1111/emre.12156>.
- Ungureanu, Paula; Rietti, Deborah; Giustiniano, Luca (2018). How does organizational space help organizations cope with the challenges of ambidexterity and continue to innovate? A space reorganization experiment in a transitioning organization. CERN IDEASQUARE JOURNAL OF EXPERIMENTAL INNOVATION, p. 38-45. ISSN 2413-9505. <https://dx.doi.org/10.23726/cij.2018.747>.
- Giustiniano, Luca; Clegg, Stewart; Cunha, Miguel Pina e; Rego, Arménio (2018). Elgar Introduction to Theories of Organizational Resilience. Edward Elgar Publishing, p. 1-186. ISBN: 978 1 78643 703 7
- Cappa, Francesco; Laut, Jeffrey; Porfiri, Maurizio; Giustiniano, Luca (2018). Bring them aboard: rewarding participation in technology-mediated citizen science projects. COMPUTERS IN HUMAN BEHAVIOR, p. 246-257. ISSN 0747-5632. <https://dx.doi.org/10.1016/j.chb.2018.08.017>.
- Giustiniano, Luca; Prencipe, Andrea (2017). La digital transformation di una multi-utility: tecnologia e persone, fattori chiave dell'esperienza ACEA. Mind Edizioni, p. 1-127. ISBN: 9788869391514
- Cunha, Miguel Pina e; Giustiniano, Luca; Rego, Arménio; Clegg, Stewart (2017). Mission impossible? The paradoxes of stretch goal setting. MANAGEMENT LEARNING, p. 140-157. ISSN 1350-5076. <https://dx.doi.org/10.1177/1350507616664289>.
- Giustiniano, Luca; Cunha, Miguel Pina e; Clegg, Stewart (2016). Organizational zemblanity. EUROPEAN MANAGEMENT JOURNAL, p. 7-21. ISSN 0263-2373. <https://dx.doi.org/10.1016/j.emj.2015.12.001>.
- Giustiniano, Luca; Cunha, Miguel Pina e; Clegg, Stewart (2016). The dark side of organizational improvisation: Lessons from the sinking of Costa Concordia. BUSINESS HORIZONS, p. 223-232. ISSN 0007-6813. <https://dx.doi.org/10.1016/j.bushor.2015.11.007>.
- Batista, Maria da Graça; Clegg, Stewart; Cunha, Miguel Pina e; Giustiniano, Luca; Rego, Arménio (2016). Improvising Prescription: Evidence from the emergency room. BRITISH JOURNAL OF MANAGEMENT, p. 406-425. ISSN 1045-3172. <https://dx.doi.org/10.1111/1467-8551.12143>.
- Cappa, Francesco; Laut, Jeffrey; Nov, Oded; Giustiniano, Luca; Porfiri, Maurizio (2016). Activating social strategies: Face-to-face interaction in technology-mediated citizen science. JOURNAL OF ENVIRONMENTAL MANAGEMENT, p. 374-384. ISSN 0301-4797. <https://dx.doi.org/10.1016/j.jenvman.2016.07.092>.
- Giustiniano, Luca; D'Alise, Chiara (2015). Networks, Clusters, and Small Worlds: Are they related?. JOURNAL OF ORGANIZATION DESIGN, p. 48-53. ISSN 2245-408X. <https://dx.doi.org/10.7146/jod.20478>.

Full list of publications: https://iris.luiss.it/simple-search?query=giustiniano&location=&rpp=&sort_by=&order=