

Massimo Magni

Associate Professor



Knowledge Group: Leadership, Human Resources and Digital Technologies

Research Domains: Leadership

Teaching Domains: Leadership, Managerial Ethics and Responsible Leadership, Smart Working and Remote Collaboration, Team Management

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Biography

Massimo Magni is an Associate Professor at the Department of Management at Università Bocconi where he is also the Director of the MSc in International Management. Since January 2021 he has been Faculty Deputy of the Leadership, Organization & Human Resources Knowledge Group at SDA Bocconi.

At SDA Bocconi, he was the Director of the Organization and Human Resources Management Department. His academic work and professional commitments are aimed at supporting company leaders in developing a team-oriented and collaborative culture, and he has conducted numerous organizational behavior and leadership workshops as well as research and education projects in Europe, the Middle East and North America.

He has directed and conducted numerous research, education and consulting projects with UniCredit, Bank of Italy, European Central Bank, ENI, Prysmian, Barilla, and many others.

His research activities focus on leadership and teams with a specific focus on collaboration in dispersed settings and virtual teams. His current research focuses on the role of technology in shaping leadership styles and in fostering team member collaboration. Moreover, his studies on the use of mobile technology are aimed at providing a better understanding of how firms and individuals can reap the benefits of ICT (e.g. productivity, agility) while alleviating the drawbacks (e.g. stress, work-family conflict). His work has been published in major academic journals and his research results have been reported in managerial magazines such as MIT Sloan Management Review, World Economic Forum Agenda, Harvard Business Review (Italian edition), Forbes, and Bloomberg. He has also appeared on radio and TV shows to comment on managerial topics and to present the results of his research.

Massimo earned a PhD from LUISS University and an International Teachers Program from the Kellogg School of Business (Northwestern University, Chicago) and was a visiting PhD at the University of Maryland. He is an Associate Coach at Columbia University, New York.

Proceedings/Presentations

When Family Hits Work: The Effects of Technology-Based Family Intrusions at Work

MAGNI, M., R. ILIES, "When Family Hits Work: The Effects of Technology-Based Family Intrusions at Work" in The 85th Annual Meeting of Academy of Management, July 25-29, 2025, Copenhagen, Denmark

(Ir)Responsible Uses of Digital Technologies in Business Education. Interruptions or Engagement?

CAPORARELLO, L., M. MAGNI, I. TRABSKAIA, "(Ir)Responsible Uses of Digital Technologies in Business Education. Interruptions or Engagement?" in ITAIS2024: XXI Conference of the Italian Chapter of AIS - Growing in a Digital and Sustainable Society – October 10-12, 2024, Piacenza, Italy

The Unique Effects of Citizenship Pressure and Citizenship Behavior on Fatigue and Family Behaviors

NETCHAEVA, E., R. ILIES, M. MAGNI, J. YAO, "The Unique Effects of Citizenship Pressure and Citizenship Behavior on Fatigue and Family Behaviors" in 83rd Annual Meeting of the Academy of Management, 4-8 August, 2023, Boston, United States of America

Impact of ICT Permeability on Work and Family Outcomes

SUNDRUP, R., M. AHUJA, M. MAGNI, "Impact of ICT Permeability on Work and Family Outcomes" in SIGMIS-CPR '23: 2023 Computers and People Research Conference -June 1-3, 2023, California State Polytechnic University Pomona, CA, United States of America

It's Been a Hard Day's Night! The Effects of After-Hours Mobile Use on Next Day Outcomes

MAGNI, M., E. NETCHAEVA, J. YAO, R. ILIES, "It's Been a Hard Day's Night! The Effects of After-Hours Mobile Use on Next Day Outcomes" in 82nd Annual Meeting of the Academy of Management - August 5-9, 2022, Seattle, WA, United States of America

Mitigation of Work-Family Frustration in Dual-Earner Couples during COVID-19

SUNDRUP, R. Z., M. K. AHUJA, M. MAGNI, "Mitigation of Work-Family Frustration in Dual-Earner Couples during COVID-19" in 81st Annual Meeting of the Academy of Management (AOM 2021), 30 July-3 August, 2021, (online), United States of America

Let's learn together: team integration climate, individual states and learning using computer-based simulations

CAPORARELLO, L., M. MAGNI, F. PENNAROLA, "Let's learn together: team integration climate, individual states and learning using computer-based simulations" in 13th Conference of the Italian Chapter of AIS (Association for Information Systems) - October 7-8, 2016, Verona, Italy

Employee self-service technology and performance: the role of learning transfer and involvement

CAPPETTA, R., M. MAGNI, "Employee self-service technology and performance: the role of learning transfer and involvement" in International Conference on Information Systems (ICIS) - December 13-15, 2015, Fort Worth, Texas, United States of America

Does Culture Make The Difference? Technology Acceptance And Diffusion In India

CAPORARELLO, L., M. MAGNI, F. PENNAROLA, "Does Culture Make The Difference? Technology Acceptance And Diffusion In India" in Mediterranean Conference on Information Systems - September 3-5, 2014, Verona, Italy

Ri-Energizzare le Organizzazioni: il ruolo dell'HR leader

ABRAMO, F., B. BUSACCA, M. DI BATTISTA, R. LIBENZI, M. MAGNI, E. PANZERA, M. RAFFAGLIO, R. ROMANO, "Ri-Energizzare le Organizzazioni: il ruolo dell'HR leader" in Convegno: "Ri-energizzare le organizzazioni: il ruolo dell'HR leader" - 27 Febbraio, 2014, Milano, Italy

Task Characteristics, Team Processes and Individual Use of Collaboration Technology: Test of a Cross-Level Mediation Model

MARUPING, L., M. MAGNI, "Task Characteristics, Team Processes and Individual Use of Collaboration Technology: Test of a Cross-Level Mediation Model" in 47th Hawaii International Conference on System Sciences (HICSS) - 6-9 January, 2014, Waikoloa, HI, United States of America

All That Glitters Is Not Gold: Alleged Innovations In Human Computer Interaction

CAPORARELLO, L., M. MAGNI, F. PENNAROLA, "All That Glitters Is Not Gold: Alleged Innovations In Human Computer Interaction" in 10th Conference of the Italian Chapter of AIS (Association for Information Systems) - 14 December, 2013, Milano, Italy

Improving information exchange effectiveness through data compression techniques

CAPORARELLO, L., M. MAGNI, F. PENNAROLA, "Improving information exchange effectiveness through data compression techniques" in 10th Conference of the Italian Chapter of AIS (Association for Information Systems) - 14 December, 2013, Milano, Italy

Alleviating the Perils of Dispersion: A Study of Procedural Justice Climate and Team Innovation

MAGNI, M., M. AHUJA, L. MARUPING, "Alleviating the Perils of Dispersion: A Study of Procedural Justice Climate and Team Innovation" in 72nd Annual Meeting of the Academy of Management - The Informal Economy - 3-7 August, 2012, Boston, United States of America

Innovating with technology in team contexts: a trait activation theory perspective

MAGNI, M., L. MARUPING, L. CAPORARELLO, S. BASAGLIA, "Innovating with technology in team contexts: a trait activation theory perspective" in ICIS - International Conference on Information Systems, 2011, Shanghai, China (PRC)

Too much fun: how cognitive absorption and team learning behavior affect individual learning

MAGNI, M., R. CAPPETTA, L. PROSERPIO, "Too much fun: how cognitive absorption and team learning behavior affect individual learning" in Academy of Management Meeting - August 12-16, 2011, San Antonio, Texas, United States of America

The effect of team climate and individual attributes on individual intention to explore a technology

MAGNI, M., L. CAPORARELLO, S. BASAGLIA, L. MARUPING, "The effect of team climate and individual attributes on individual intention to explore a technology" in WOA - Workshop Organizzazione Aziendale - 16-18 giugno, 2010, Bologna, Italy

Behavioral integration and team creativity: the role of team absorptive capacity and technology usage

CAPORARELLO, L., M. MAGNI, S. BASAGLIA, P. SETHIA, "Behavioral integration and team creativity: the role of team absorptive capacity and technology usage" in WOA - Workshop Organizzazione Aziendale -16-18 giugno, 2010, Bologna, Italy

The mediating role of IT knowledge integration capability in the relationship between team performance and team climate

MAGNI, M., L. CAPORARELLO, S. BASAGLIA, "The mediating role of IT knowledge integration capability in the relationship between team performance and team climate" in 17th European Conference on Information System - June 8-10,, 2009, Verona, Italy

Improvisation and performance in software development teams: the role of geographic dispersion

MAGNI, M., L. MARUPING, "Improvisation and performance in software development teams: the role of geographic dispersion" in ICIS - International Conference on Information Systems - December 14-17,, 2008, Paris, France

Team level antecedents of individual usage of a new technology

BASAGLIA, S., L. CAPORARELLO, M. MAGNI, F. PENNAROLA, "Team level antecedents of individual usage of a new technology" in 16th European Conference on Information Systems, ECIS -June 9-11, 2008, Galway, Ireland

Team level antecedents of individual improvisation in ISD projects

MAGNI, M., B. PROVERA, "Team level antecedents of individual improvisation in ISD projects" in Academy of Management Meeting - August 3-8,, 2007, Philadelphia, United States of America

Adoption of a new communication technology

BASAGLIA, S., L. CAPORARELLO, M. MAGNI, F. PENNAROLA, "Adoption of a new communication technology" in WOA - Workshop Organizzazione Aziendale - 8-9 febbraio, 2007, Reggio Emilia, Italy

A multilevel investigation of normative and informational influences on extensiveness of individual technology use

AGARWAL, R., M. MAGNI, C. ANGST, "A multilevel investigation of normative and informational influences on extensiveness of individual technology use" in International Conference on Information Systems (ICIS) 2007 - 9-12 December, 2007, Montreal, Canada

Individual adoption of convergent mobile technologies in Italy

BASAGLIA, S., L. CAPORARELLO, M. MAGNI, F. PENNAROLA, "Individual adoption of convergent mobile technologies in Italy" in itAIS Conference, October 3 - 4, 2007, Isola di San Servolo, VE, Italy

How CIOs can improve their mindfulness in the process of IT adoption

BASAGLIA, S., L. CAPORARELLO, M. MAGNI, F. PENNAROLA, "How CIOs can improve their mindfulness in the process of IT adoption" in The Americas Conference on Information Systems (AMCIS) - August 9-12, 2007, Keystone, Colorado, United States of America

Adoption of a new communication technology: environmental and organizational drivers

BASAGLIA, S., L. CAPORARELLO, M. MAGNI, F. PENNAROLA, "Adoption of a new communication technology: environmental and organizational drivers" in 15th European Conference on Information Systems, ECIS - June 7-9, 2007, St. Gallen, Switzerland

Improvisation in IT development and implementation projects: a multi level perspective

MAGNI, M., L. PROSERPIO, B. PROVERA, "Improvisation in IT development and implementation projects: a multi level perspective" in Academy of Management Meeting - August 11-16,, 2006, Atlanta, United States of America

Examining potential determinants of user intention to explore a technology across time

MAGNI, M., S. TAYLOR, "Examining potential determinants of user intention to explore a technology across time" in Academy of Management Meeting - August 11-16,, 2006, Atlanta, United States of America

Stand by me: the quality of intra-organizational relationships as antecedent of IT adoption

MAGNI, M., F. PENNAROLA, "Stand by me: the quality of intra-organizational relationships as antecedent of IT adoption" in Academy of Management Meeting - 5-10 August, 2005, Honolulu, United States of America

User's beliefs toward technology: a social capital perspective

MAGNI, M., L. PROSERPIO, "User's beliefs toward technology: a social capital perspective" in Academy of Management Meeting - August 5-10,, 2005, Honolulu, United States of America

Contribution to Chapters, Books or Research Monographs

(Ir)Responsible Uses of Digital Technologies in Business Education. Interruptions or Engagement?

CAPORARELLO, L., M. MAGNI, I. TRABSKAIA, "(Ir)Responsible Uses of Digital Technologies in Business Education. Interruptions or Engagement?" in Technologies for Organizations and Society., Michele Cipriano, Alessandra Lazazzara, Leonardo Caporarello (Eds.), Springer Cham, pp. 405-419, 2025

Managing improvisation in dispersed settings

MAGNI, M., L. MARUPING, "Managing improvisation in dispersed settings" in The Routledge Companion to Improvisation in Organizations., Miguel Pina e Cunha, Dusya Vera, António Cunha Meneses Abrantes, Anne Miner (Eds.), Routledge, pp. 286-298, 2023

Different Strategies for Different Channels: Influencing Behaviors in Product Return Policies for Consumer Goods

PENNAROLA, F., L. CAPORARELLO, M. MAGNI, "Different Strategies for Different Channels: Influencing Behaviors in Product Return Policies for Consumer Goods" in Organizing for Digital Innovation., Alessandra Lazazzara, Raoul C.D. Nacamulli, Cecilia Rossignoli, Stefano Za (Eds.), Springer International Publishing, pp. 247-259, 2019

Organizing for the Digital World: An Overview of Current IT Solutions to Support Individuals, Communities and Societies

CABITZA, F., M. MAGNI, C. BATINI, "Organizing for the Digital World: An Overview of Current IT Solutions to Support Individuals, Communities and Societies" in Organizing for the Digital World., Federico Cabitza, Carlo Batini, Massimo Magni (Eds.), Springer International Publishing, pp. 1-6, 2019

One Game Does not Fit All. Gamification and Learning: Overview and Future Directions

CAPORARELLO, L., M. MAGNI, F. PENNAROLA, "One Game Does not Fit All. Gamification and Learning: Overview and Future Directions" in Organizing for Digital Innovation., Alessandra Lazazzara, Raoul C.D. Nacamulli, Cecilia Rossignoli, Stefano Za (Eds.), Springer International Publishing, pp. 179-188, 2019

Let's Learn Together: Team Integration Climate, Individual States and Learning Using Computer-Based Simulations

CAPORARELLO, L., M. MAGNI, F. PENNAROLA, "Let's Learn Together: Team Integration Climate, Individual States and Learning Using Computer-Based Simulations" in Digital Technology and Organizational Change., Cecilia Rossignoli, Francesco Virili, Stefano Za (Eds.), Springer International Publishing, pp. 187-195, 2018

Gruppo: costruzione e dinamiche

MAGNI, M., "Gruppo: costruzione e dinamiche" in Organizzazione Aziendale., S. Salvemini (Ed.), Egea, chap. 8, pp. 211-244, 2017

All That Glitters Is Not Gold: Alleged Innovations In Human Computer Interaction

CAPORARELLO, L., M. MAGNI, F. PENNAROLA, "All That Glitters Is Not Gold: Alleged Innovations In Human Computer Interaction" in IS, Management, Organization and Control: Smart Practices and Effects., Daniela Baglieri, Concetta Metallo, Cecilia Rossignoli, Mario Pezzillo Iacono (Eds.), Springer, pp. 179-190, 2014

Improving information exchange effectiveness through data compression techniques

CAPORARELLO, L., M. MAGNI, F. PENNAROLA, "Improving information exchange effectiveness through data compression techniques" in IS, Management, Organization and Control: Smart Practices and Effects., Daniela Baglieri, Concetta Metallo, Cecilia Rossignoli, Mario Pezzillo Iacono (Eds.), Springer, pp. 229-243, 2014

La negoziazione in azienda

CAPORARELLO, L., M. MAGNI, "La negoziazione in azienda" in Operare in situazioni complesse – la negoziazione nei contesti critici., Ciro Guida, Massimo Picozzi (Eds.), Egea, pp. 223-234, 2014

Articles in Scholarly Journals

Excessive Mobile Use and Family-Work Conflict: A Resource Drain Theory Approach to Examine Their Effects on Productivity and Well-Being

MAGNI, M., M. K. AHUJA, C. TROMBINI, "Excessive Mobile Use and Family-Work Conflict: A Resource Drain Theory Approach to Examine Their Effects on Productivity and Well-Being", Information Systems Research, 2023, vol. 34, no. 1, pp. 253-274

What we are pushed to do versus what we want to do: Comparing the unique effects of citizenship pressure and actual citizenship behavior on fatigue and family behaviors

NETCHAEVA, E., R. ILIES, M. MAGNI, J. YAO, "What we are pushed to do versus what we want to do: Comparing the unique effects of citizenship pressure and actual citizenship behavior on fatigue and family behaviors", Journal of Vocational Behavior, 2023, vol. 141, pp. 103845

Il group coaching: quando il metodo favorisce la creatività

BAGDADLI, S., L. CAPORARELLO, S. CUOMO, M. MAGNI, B. MANZONI, C. ONDOLI, M. RAFFAGLIO, "Il group coaching: quando il metodo favorisce la creatività", Harvard Business Review Italia, March 2022

Il contagio delle emozioni

PAOLINO, E., P. GALLO, M. MAGNI, "Il contagio delle emozioni", Harvard Business Review Italia, 2020, vol. Aprile

Unleashing innovation with collaboration platforms

MAGNI, M., L. MARUPING, "Unleashing innovation with collaboration platforms", Mit Sloan Management Review, 2019, pp. 23-27

Distant but Fair: Intra-Team Justice Climate and Performance in Dispersed Teams

MAGNI, M., M. K. AHUJA, L. M. MARUPING, "Distant but Fair: Intra-Team Justice Climate and Performance in Dispersed Teams", Journal of Management Information Systems, 2018, vol. 35, no. 4, pp. 1031-1059

Under pressure! Team innovative climate and individual attitudes in shaping individual improvisation

MAGNI, M., P. PALMI, S. SALVEMINI, "Under pressure! Team innovative climate and individual attitudes in shaping individual improvisation", European Management Journal, 2018, vol. 36, no. 4, pp. 474-484

il sottile confine tra extra mile e stress

GALLO, P., M. MAGNI, "il sottile confine tra extra mile e stress", Harvard Business Review Italia, 2017, vol. 6, pp. 74-78

Locus of control and individual learning: the moderating role of interactional justice

CAPPETTA, R., M. MAGNI, "Locus of control and individual learning: the moderating role of interactional justice", International Journal of Training and Development, 2015, vol. 19, no. 2, pp. 110-124

Motivating employees to explore collaboration technology in team contexts

MAGNI, M., L. MARUPING, "Motivating employees to explore collaboration technology in team contexts", Mis Quarterly, 2015, vol. 39, no. 1, pp. 1-16

Everybody Needs Somebody: The Influence of Team Network Structure on Information Technology Use

MAGNI, M., C. ANGST, R. AGARWAL, "Everybody Needs Somebody: The Influence of Team Network Structure on Information Technology Use", Journal of Management Information Systems, 2013, vol. 29, no. 3, pp. 9-42

Managing the Unexpected Across Space: Improvisation, Dispersion, and Performance in NPD Teams

MAGNI, M., L. M. MARUPING, M. HOEGL, L. PROSERPIO, "Managing the Unexpected Across Space: Improvisation, Dispersion, and Performance in NPD Teams", Journal of Product Innovation Management, 2013, vol. 30, no. 5, pp. 1009-1026

Other

A new organization of work after Covid-19: the Bank of Italy case - Una nuova organizzazione del lavoro dopo il Covid-19: il caso Banca d'Italia

BAGDADLI, S., L. CAPORARELLO, S. CUOMO, M. MAGNI, B. MANZONI, C. ONDOLI, M. RAFFAGLIO, "A new organization of work after Covid-19: the Bank of Italy case - Una nuova organizzazione del lavoro dopo il Covid-19: il caso Banca d'Italia", SDA Bocconi Insight, 26 June 2023

Research Monographs

Team Management: Creare e gestire team flessibili e resilienti - III Ed.

CAPORARELLO, L., M. MAGNI - "Team Management: Creare e gestire team flessibili e resilienti - III Ed." - 2022, Egea, Milano, Italy

Team Management: Creating and managing flexible and resilient teams

CAPORARELLO, L., M. MAGNI - "Team Management: Creating and managing flexible and resilient teams" - 2022, Bocconi University Press - BUP, Milano, Italy

La forza della squadra

CAPORARELLO, L., M. MAGNI - "La forza della squadra" - 2018, Egea, Milano, Italy

Team management: Come gestire e migliorare il lavoro di squadra -II Ed.

CAPORARELLO, L., M. MAGNI - "Team management: Come gestire e migliorare il lavoro di squadra -II Ed." - 2015, Egea, Milano, Italy

Cases in International Case Collections

Making Hybrid Teams Work in a Phygital World: The Case of the Bank of Italy (A, B)

BAGDADLI, S., L. CAPORARELLO, S. CUOMO, M. MAGNI, B. MANZONI, C. ONDOLI, M. RAFFAGLIO - "Making Hybrid Teams Work in a Phygital World: The Case of the Bank of Italy (A, B)" - 2022, The Case Centre, Great Britain

The Business Relationship Manager in UBIS: An Integration Role?

MANZONI, B., L. CAPORARELLO, M. MAGNI, E. PAOLINO - "The Business Relationship Manager in UBIS: An Integration Role?" - 2015, The Case Centre, Great Britain

Entry (in Dictionary or Encyclopedia)

Management improvisation

PINA CUNHA, M., M. MAGNI, "Management improvisation" in G. Ritzer, The Blackwell Encyclopedia of Sociology., John Wiley & Sons, 2014