

Emilia Paolino

Lecturer



Knowledge Group: Leadership, Human Resources and Digital Technologies

Research Domains: Leadership

Teaching Domains:

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Biography

Emilia Paolino is a Lecturer in the Leadership, Human Resources and Digital Technologies Knowledge Area at SDA Bocconi School of Management and her collaboration with SDA Bocconi began in 2011.

She is the Program Director of the Team Leadership Executive Open Market program. She is the Learning Coordinator of the SDA Bocconi GEMBA (Global Executive MBA) in partnership with Rotman School of Management (University of Toronto). She has directed and conducted several research and education projects for companies in the following industries: Banking & Finance, Telecommunications, Food and Pharma.

Her research and teaching activities focus on four main topics: 1) enhancing the differences within teams (both under pressure and in normal circumstances), 2) developing authentic self branding consistent with individual development, 3) change management and emotions management (both from individual and team perspectives), 4) diversity management (focus on gender and age). She is the author of several book chapters and articles. Her works have been published in Harvard Business Review (Italian Edition) Economia & Management, The Case Centre and many others. At Università Bocconi, she is a professor in the Management and Technology Department and is responsible for the "Culture, Organizational Climate, Communication and Diversity" course for the Master in Organization and Human Resources Management (Master OP).

Emilia graduated from IULM University with a degree in Public Relations and Advertising and she obtained a McS in Training and Development of Human Resources from Bicocca University. She obtained the certification for the Myers Briggs Type Indicator (T&D Training on behalf of OPP).

Articles in Scholarly Journals

Quando le emozioni negative fanno bene al team - When Negative Emotions are Good for the Team

PAOLINO, E., "Quando le emozioni negative fanno bene al team - When Negative Emotions are Good for the Team", *Economia & Management*, 2021, no. 1, pp. 92-95

Il contagio delle emozioni

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

Workforce e Aging. Le nuove opportunità

PAOLINO, E., C. PAOLINO, "Workforce e Aging. Le nuove opportunità", *Economia & Management*, 2015, no. 5, pp. 46-51

Cases in International Case Collections

The Signify Case: A Path to Inclusion

CUOMO, S., E. PAOLINO, Z. T. SIMONELLA - "The Signify Case: A Path to Inclusion" - 2021, The Case Centre, Great Britain

The Run for the South Pole: Amundsen vs Scott

CAVALLAZZI, S., M. MAGNI, E. PAOLINO - "The Run for the South Pole: Amundsen vs Scott" - 2016, 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

Software/Business Simulation

Fly Me [to the moon]: how to manage an organizational climate survey

PAOLINO, E., M. MAGNI - "Fly Me [to the moon]: how to manage an organizational climate survey" - 2020, BUILT - Università Bocconi, Milano, Italy

H.E.L.P. Start to change: go green

PENNAROLA, F., L. CAPORARELLO, E. PAOLINO - "H.E.L.P. Start to change: go green" - 2019, SDA Bocconi Learning Lab, Milano, Italy

Articles in national/international newspapers

Leadership under pressure, why emotions can be contagious

PAOLINO, E., P. GALLO, M. MAGNI, "Leadership under pressure, why emotions can be contagious", *Irish Tech News*, 6 May 2020

Contribution to Chapters, Books or Research Monographs

La leadership nella gestione delle alleanze e delle relazioni istituzionali: il self branding

PAOLINO, E., "La leadership nella gestione delle alleanze e delle relazioni istituzionali: il self branding" in Essere leader al femminile., S. Cuomo, M. Raffaglio (Eds.), Egea, chap. 8, pp. 126-136, 2017

WHO. Chi sono i leader "responsabili"

PENNAROLA, F., E. PAOLINO, "WHO. Chi sono i leader "responsabili"" in Responsible leadership: creare benessere, sviluppo e performance a lungo termine., Magni Massimo, Pennarola Ferdinando (Eds.), Egea, chap. 3, pp. 41-50, 2015

Responsible Leadership: un approccio multi-prospettico tra l'eredità del leader e il futuro dell'organizzazione

PENNAROLA, F., E. PAOLINO, "Responsible Leadership: un approccio multi-prospettico tra l'eredità del leader e il futuro dell'organizzazione" in Responsible leadership: creare benessere, sviluppo e performance a lungo termine., F. Pennarola, M. Magni (Eds.), Egea, chap. 2, pp. 25-40, 2015

Aggressività nelle organizzazioni: una prospettiva manageriale

PAOLINO, E., "Aggressività nelle organizzazioni: una prospettiva manageriale" in Aggressività in azienda. Come prevenirla e gestirla., M. Magni, M. Picozzi (Eds.), Egea, chap. 1, pp. 13-29, 2015

Aggressività sul luogo di lavoro: evidenze empiriche

PAOLINO, C., E. PAOLINO, "Aggressività sul luogo di lavoro: evidenze empiriche" in Aggressività in azienda. Come prevenirla e gestirla., M. Magni, M. Picozzi (Eds.), Egea, chap. 2, pp. 31-41, 2015

Annotazioni sul mestiere della selezione

BAGNATO, G., E. PAOLINO, "Annotazioni sul mestiere della selezione" in Fare selezione: esperienza e metodo nella scelta delle persone., G. Bagnato (Ed.), Egea, pp. 161-167, 2014

Età e percezione dei lavoratori

CUOMO, S., E. PAOLINO, "Età e percezione dei lavoratori" in Engagement e carriera: il peso dell'età., S. Cuomo, A. Mapelli (Eds.), Egea, pp. 45-56, 2014