

DARIO CAVENAGO

Professor of Management and business administration
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CURRENT ACADEMIC POSITION

2019-present: Full Professor of Management and Business Administration (Department of Business and Law, University of Milano–Bicocca)

PREVIOUS ACADEMIC POSITIONS

2004-2018: Full Professor of Management and Business Administration (Department of Sociology and Social Research, University of Milano-Bicocca)

1998-2001: Full Professor of Management and Business Administration (Department of Information Systems and Business Administration, University of Trento)

1992-1998: Associate Professor of Management and Business Administration (Department of Information Systems and Business Administration, University of Trento)

1986-1992: Assistant Professor of Management and Business Administration (Department of Information Systems and Business Administration, University of Trento)

1982-1986: Lecturer in Management (Bocconi University Business School) 1982-1986: Lecturer in Management (Bocconi University)

RESEARCH INTERESTS

- Change management in public and non-profit organizations
- Human capital and organizational innovations
- Knowledge management in the context of city-based strategic change (at the organizational and network level)
- Social entrepreneurship and business model innovation in the third sector

EXTERNALLY FUNDED (EU AND NATIONAL) RESEARCH PROJECTS

2019-today: Member of the Bicocca Team within the international project Erasmus+ KA, Career 4.0, Agreement n. 2019-1-DE02-KA202- 006196, project coordinated by Bochum Ruhr University.

2017-2018: member of the Bicocca Team within the international project “Startup Master and Advanced Reflective Tools by Universities & Partners” (SMARTUP), EU Erasmus + Programme – Key Action 2 (KA2) – Cooperation for innovation and the exchange of good practices - Knowledge Alliances (Project Coordinator prof. Elisabetta Marafioti, University of Milano-Bicocca).

2014-2017: Leader of the Bicocca Team within the international project CASI – "Public Participation in Developing a Common Framework for Assessment and Management of Sustainable Innovation", FP7 - Mobilisation and Mutual Learning (MML) Action Plans – mainstreaming Science in Society actions in research.

2005-2007: Leader of the Bicocca Team within the project “Il rischio di fallimento dei sistemi di Controllo: congruenze e incongruenze tra aspetti strutturali e condotta degli attori”, PRIN 2004

OTHER RECENT RESEARCH PROJECTS

2019-today: Director of Employability_Lab (based at the University of Milano-Bicocca), focusing on the assessment and management of firms’ employability policies, in collaboration with ELAN, a consultancy company specializing in human capital development.

2019-today: Coordinator of the project ‘MARTES’ – Management Education, Digital Transformation and Service Redesign, University of Milano-Bicocca

2017-2018: Director of WBR-Lab (based at the University of Milano-Bicocca), focusing on the measurement of returns of corporate welfare policies in collaboration with Valore Welfare and a panel of partner companies.

OTHER ACADEMIC POSITIONS

2018-today: Member of the Scientific Committee of the International Doctorate in Sustainable Human Development, University of Milano-Bicocca in cooperation with Universidad Nacional Arturo Jauretche - UNAJ, Argentina; Universidad de Sancti Spiritus José Martí Perez - UNISS, Cuba; Universidad Nacional Autónoma de Nicaragua - UNAN, Managua.

2014-today: Director of the Master programme in Human Capital Management, University of Milano-Bicocca

2012-today: Director of the MSc in Service Management and Design, University of Milano-Bicocca

2016-2018: Rector's Delegate for the reorganization of business and management-related teaching and research activities, University of Milano-Bicocca

2009-2018: Deputy Director of CRISP – Interuniversity Research Centre on Public Services, University of Milano-Bicocca

2012-2014: member of the National Commission for the National Scientific Qualification (Abilitazione Scientifica Nazionale (ASN); Settore Concorsuale: 13/B1 - Economia Aziendale)

2011-2016: President of Tabulaex srl (spin-off of the University of Milano-Bicocca)

OTHER PROFESSIONAL EXPERIENCES

2012-today: member of the Board of Directors, Cooperative of educational and social services

1995-2012: Chair of the Board of Directors, Cooperative of educational and social services

2010-2013: Member of the Evaluation Committee, Municipality of Monza

2010-2013: Coordinator of the Service Design project, Local Area Plan, Municipality of Magenta

2010-2012: Coordinator of the Services Plan project, Municipality of Milano

1998-2001: Scientific Coordinator, Strategic Plan, Municipality of Trento

1998-2000: Coordinator of the strategic change management project, Mutua Cesare Pozzo Milano

MEMBERSHIP IN EDITORIAL COMMITTEES

2016-today: System Dynamics for Performance Management, Springer

2013-today: Istituzioni e Organizzazione, Guerini editore

2013-today: Service Intelligence, Aracne Editore

RECENT PUBLICATIONS (since 2010)

INTERNATIONAL JOURNAL ARTICLES

Trivellato B, Martini M, Cavenago D. (2020), "How do Organizational Capabilities Sustain Continuous Innovation in a Public Setting?", *THE AMERICAN REVIEW OF PUBLIC ADMINISTRATION*. DOI: <https://doi.org/10.1177/0275074020939263>

Cristofoli D., Martini M., Trivellato B., Cavenago D. (2019), "Management and culture in successful networks", *INTERNATIONAL JOURNAL OF PUBLIC SECTOR MANAGEMENT*, Vol. 33 No. 4, pp. 381-400.

Martini M., Cavenago D. (2019), "Enhancing the employability of Temporary Agency Workers: the interplay between agency support and client company investments", *THE INTERNATIONAL JOURNAL OF HUMAN RESOURCE MANAGEMENT*, DOI: 10.1080/09585192.2019.1579750

Martini M., Trivellato B., Mariani L., Cavenago D. (2019), Leading knowledge mobilization for public value: the case of the Congestion Charge Zone (Area C) in Milan, *PUBLIC ADMINISTRATION*, DOI: 10.1111/padm.12559

Martini M., Cavenago D., Mariani L. (2017). When the Outcome is Employability: Leading Indicators for the Governance of Labour Market Services. *PUBLIC ORGANIZATION REVIEW*, p. 1-18, ISSN: 1573-7098, doi: 10.1007/s11115-017-0393-3

Martini M, Cavenago D (2016). The role of perceived workplace development opportunities in enhancing individual employability. *INTERNATIONAL JOURNAL OF TRAINING AND DEVELOPMENT*, vol. 21, p. 18-34, ISSN: 1360-3736, doi: 10.1111/ijtd.12091

Trivellato B, Martini M, Cavenago D, Marafioti E (2016). A case of employment services in Italy: From a tentative quasi-market to focused partnership programmes. *THE INTERNATIONAL JOURNAL OF PUBLIC SECTOR MANAGEMENT*, vol. 29, p. 409-425, ISSN: 0951-3558, doi: 10.1108/IJPSM-02-2016-0031

Mariani L, Cavenago D (2014). Defining hospital's internal boundaries An organisational complexity criterion. *HEALTH POLICY*, vol. 117, p. 239-246, ISSN: 0168-8510, doi: 10.1016/j.healthpol. 2014.04.008

Mariani, L., Cavenago, D. (2013). Redesigning Welfare Services for Policies Effectiveness: The non-profit organizations (NPOs) perspective. PUBLIC MANAGEMENT REVIEW, ISSN: 1471-9037, doi: 10.1080/14719037.2012.758307

Trivellato B, Cavenago D (2010). Organising Strategic Spatial Planning: Experiences from Italian Cities. SPACE & POLITY, vol. 14, p. 167-188, ISSN: 1356-2576, doi: 10.1080/13562576.2010.505795

BOOKS

Cavenago D, Martini M, Mezzanzanica M (2010). Le dinamiche del capitale umano nell'industria manifatturiera in Provincia di Monza e Brianza. BELLAVITE, ISBN: 978-88-7511-140-3

CHAPTERS IN INTERNATIONAL BOOKS

Mariani L., Cavenago D., Marafioti E. (2020-*forthcoming*), “Fostering sustainable innovation: insights from three European food banks”, In: Martini M., Holsen R., Popper R. (eds), Governance and management of sustainable innovation: learning from experience to shape the future”, Springer International Publishing.

Cavenago D, Mariani L (2017). Re-inventing the social business model: New opportunities for the Third Sector organizations (TSOs) in Italy. In: Handbook of Research on Emerging Business Models and Managerial Strategies in the Nonprofit Sector. ISBN: 978-1522525370.

Cavenago D, Trivellato B, Gascó-Hernandez M (2016). Making Milan a Smart City: An Emerging Strategy of Innovation in Governance. In: (a cura di): De Lancer Julnes P;Gibson E, Innovation in the Public and Nonprofit Sectors. A Public Solutions Handbook. p. 110-128, New York and Abingdon:Routledge, ISBN: 9780765644589

Gascò M, Trivellato B, Cavenago D (2015). How Do Southern European Cities Foster Innovation? Lessons from the Experience of the Smart City Approaches of Barcelona and Milan. In: (a cura di): Gil-Garcia R;Pardo T;Nam T, Smarter as the New Urban Agenda. A Comprehensive View of the 21st Century City. PUBLIC ADMINISTRATION AND INFORMATION TECHNOLOGY, p. 191-206, Springer, ISBN: 978-3-319-17620-8

Trivellato B, Boselli R, Cavenago D (2014). Design and Implementation of Open-Government Initiatives at the Sub-National Level: Lessons from Italian Cases. In: (a cura di): Gascó Hernández M, Open Government. Opportunities and Challenges for Public Governance. p. 65-84, Springer, ISBN: 978-1-4614-9562-8, doi: 10.1007/978-1-4614-9563-5_5

Trivellato B, Cavenago D (2014). From Urban Planning to Smart Collaborative Strategies: Lessons from Italian Cities. In: (a cura di): Joyce P;Drumaux A, Strategic Management in Public Organizations: European Practices and Perspectives. ROUTLEDGE CRITICAL STUDIES IN PUBLIC MANAGEMENT, p. 57-75, Routledge, ISBN: 9780415729871

CHAPTERS IN ITALIAN BOOKS

Marafioti, E., Cavenago, D., & Martini, M. (2019). Imprenditorialità e innovazione: il caso della progettazione di un corso di laurea. In Cavenago D., & Marafioti E. (a cura di), Management e Design dei Servizi - Strumenti e percorsi di analisi e progettazione innovativa condivisa. ESTE - Edizioni Scientifiche Tecniche Europee Srl.

Marafioti, E., & Cavenago, D. (2019). *Scienza dei servizi: genesi e logiche*. In D. Cavenago, & E. Marafioti (a cura di), *Management e Design dei Servizi - Strumenti e percorsi di analisi e progettazione innovativa condivisa*. ESTE - Edizioni Scientifiche Tecniche Europee Srl.

Cavenago D, Di Mucci G, Marafioti E, Martini M (2015). *Sostenibilità e innovazione nelle imprese della filiera agro-alimentare*. In: (a cura di): Mezzanzanica M, *La filiera agroalimentare*. p. 161-220, ROMA:Aracne, ISBN: 978-88-548-8735-0, doi: 10.4399/97888548873507

Cavenago D, Martini M (2014). *La domanda di servizi per lo sviluppo del capitale umano*. In: (a cura di): Mezzanzanica M, *Le imprese e il lavoro*. Aracne, ISBN: 978-88-548-7614-9

Cavenago, D., Magrin, M.E., Martini, M., Monticelli, C. (2013). *Sviluppo personale e sviluppo professionale: fattori critici nella ricostruzione dell'occupabilità*. In: *Ipotesi di lavoro. Le dinamiche, i servizi e i giudizi che cambiano il mercato del lavoro*. Aracne, ISBN: 978-88548-6541-9 -

Cavenago D, Martini M (2012). *La prospettiva dell'occupabilità: un nuovo paradigma per affrontare i cambiamenti del mercato del lavoro*. In: (a cura di): Mezzanzanica M, *Il mercato del lavoro negli anni della crisi. Dinamiche, occupabilità e servizi*. Aracne, ISBN: 978-88-548-5159-7

Cavenago, D., Mariani, L. (2011). *La sussidiarietà in azione: il contributo degli enti non profit*. In: *Il lavoro e i suoi redditi*. Guerini e Associati, ISBN: 9788862503143

Cavenago D, Corno F, Marafioti E (2010). *La responsabilità sociale delle Università*. In: (a cura di): Airoldi G; Brunetti G; Corbetta G; Invernizzi G, *Economia Aziendale & Management: scritti in onore di Vittorio Coda*. Università Bocconi Editore, ISBN: 978-88-8350-162-3