

Leonardo Caporarello

Professor of Practice



Knowledge Group: Leadership, Human Resources and Digital Technologies

Research Domains: Leadership

Teaching Domains: Conflict Management, Negotiation, Team Management, Leadership

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Biography

Leonardo Caporarello is the Associate Dean for Online Learning and Professor of Practice of Leadership and Negotiation at SDA Bocconi School of Management. He previously held the position of Deputy Dean for Lifelong Learning.

Leonardo serves as the Academic Director of the Learning Lab at SDA Bocconi, a role he occupied from 2009 to 2020. He is also the Rector's Delegate for Digital Learning and the Director of BUILT (Center for the Innovation of Learning and Teaching) at Bocconi University.

In addition to his academic roles, Leonardo is involved in various advisory and leadership positions. He is a member of the Advisory Board of the e-Learning & Innovative Pedagogies Research Network in the USA. He is also a member of the Leadership Team of the Division of "Management Education and Development" at the Academy of Management, USA.

Leonardo is a co-founder and a member of the scientific committee of the Edtech Forum.

Leonardo directs the course "Negotiation and Influence" and teaches in the Global Executive MBA and at SDA Bocconi Asia Center in Mumbai, India. Furthermore, he is a faculty member for programs covering topics such as negotiation in international and multicultural contexts, analysis of team dynamics (including geographically distributed teams), conflict management, effective organizational change initiatives, analysis and redesign of organizational structures and processes, and the design of online and blended learning experiences. His extensive experience includes designing and delivering training programs in various formats – onsite, online, and blended – at the graduate, post-experience, and executive levels.

His research activities primarily focus on the area of organizational behavior, and he has authored numerous publications in nationally and internationally recognized books and journals. A selection of his work is available in the "Publications" section. Leonardo actively participates in various conferences as a member of the Scientific Committee and Organizer. Notable roles include being an Associate Editor of the Journal of

Contemporary Business Studies, Vice President for Education at ItAIS from 2019 to 2023, Track chair at ECIS 2020, Track chair at ItAIS from 2016 to 2020, Associate Editor at ECIS 2019, Program Committee member at ICAT2E in 2017, Vice President for Technology-Enhanced Learning at ItAIS in 2014, Digital Communication Chair at the International Conference on Information Systems in 2013, and Project Leader of the Global Integrative Module Project from 2013 to 2015. He also serves as a reviewer for several important journals and conferences, including ECIS, ItAIS, ICIS, and the Journal of eLearning and Knowledge Society.

Leonardo has co-authored several online management simulations, developed in collaboration with the Learning Lab and BUILT. He has been a visiting professor at Keio University in Tokyo (Japan), Fudan University in Shanghai (China), and a visiting scholar at Michigan State University in the USA.

Leonardo specialized in Leadership and Negotiation, including Negotiating International Business Deals at Harvard Law School in Boston, USA. He earned his Ph.D. in Organizational and Information Systems from LUISS University in Rome and holds a degree in Economics and Business Law from Bocconi University in Milan.

Leonardo has received several prestigious recognitions, including being listed among the Top 50 Global Thought Leaders & Influencers on Change Management in 2020 and 2021, Top 50 Global Thought Leaders & Influencers on EdTech in 2023, 2022, and 2020, and Top 100 Leaders in Education in 2021 and 2019 by the Global Forum for Education and Learning. He received the MED Best Workshop for Junior Faculty & Doctoral Student Consortium award from the Academy of Management in 2023, the MED Global Forum Best Symposium Award from the Academy of Management in 2021, the "Teaching Award" from Rotman School of Management in Canada in 2017 and 2020, the SDA Bocconi "Innovation in Teaching Award" in 2017, and the SDA Bocconi "Excellence in Innovation for Executive Education Custom Programs—Banks, Insurance Companies, and Financial Institution" in 2016.

Research Monographs

Let's negotiate. Bring your success to the next level

CAPORARELLO, L. - "Let's negotiate. Bring your success to the next level" - 2025, Bocconi University Press - BUP, Milano, Italy

Negoziare con successo

CAPORARELLO, L. - "Negoziare con successo" - 2025, Egea, Milano, Italy

Who wants to learn forever: Why and how continuous learning is reshaping education and career

CAPORARELLO, L. - "Who wants to learn forever: Why and how continuous learning is reshaping education and career" - 2025, Bocconi University Press - BUP, Milano, Italy

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

Digitally supported innovation. A multi-disciplinary view on enterprise, public sector and user innovation

CAPORARELLO, L., F. CESARONI, R. GIESECKE, M. MISSIKOFF - "Digitally supported innovation. A multi-disciplinary view on enterprise, public sector and user innovation" - 2016, Springer

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

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Team management: Come gestire e migliorare il lavoro di squadra

CAPORARELLO, L., M. MAGNI - "Team management: Come gestire e migliorare il lavoro di squadra" - 2011, Egea, Milano, Italy

Gestire la tecnologia: metodi di analisi e valutazione

CAPORARELLO, L., R. BAGGIO - "Gestire la tecnologia: metodi di analisi e valutazione" - 2003, Edizioni Angelo Guerini e Associati, Italy

Other

Come negoziare (con successo) nel mondo phygital

CAPORARELLO, L., "Come negoziare (con successo) nel mondo phygital", Economia & Management Plus, 23 May 2025

Are the talks between Russia, Ukraine and the rest of the world real negotiations? A technical analysis - Quelle tra Russia, Ucraina e resto del mondo sono vere negoziazioni? Un'analisi tecnica

CAPORARELLO, L., "Are the talks between Russia, Ukraine and the rest of the world real negotiations? A technical analysis - Quelle tra Russia, Ucraina e resto del mondo sono vere negoziazioni? Un'analisi tecnica", SDA Bocconi Insight, 27 May 2025

Alaska is cold, isn't it? - L'Alaska è fredda, si sa

CAPORARELLO, L., "Alaska is cold, isn't it? - L'Alaska è fredda, si sa", SDA Bocconi Insight, 8 September 2025

L'Era del Leader Architetto

CAPORARELLO, L., "L'Era del Leader Architetto", Fortune Italia, October 2025, pp. 45-47

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

Perchè i videogame sono parte del gioco

CAPORARELLO, L., "Perchè i videogame sono parte del gioco", Formiche, 2023, no. 190

La formazione manageriale: quale futuro?

CAPORARELLO, L., "La formazione manageriale: quale futuro?", formaFuturi, 15 July 2021

Articles in Scholarly Journals

Human-Centered Business Education in an Artificial Intelligence-Driven World

FUKAMI, C. V., A. L. HAMILTON, C. RIVERS, A. HOLLAND, M. BRADY, M. FELLEZ, S. J. ALLEN, L. CAPORARELLO, D. FISCHBACHER-SMITH, M. FISCHBACHER-SMITH, S. VON DELFT, D. WITTMER, D. ALLEN, F. AGHDASI, J. M. BRETT, L. MORSE, D. LEBEN, "Human-Centered Business Education in an Artificial Intelligence-Driven World", Journal of Management Inquiry, 2025

Separare vita privata e lavorativa nel post covid

MANZONI, B., F. MAGNI, L. CAPORARELLO, G. TANG, "Separare vita privata e lavorativa nel post covid", MIT Sloan Management Review Italia, 2023, vol. 2, no. 2, pp. 51-55

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

Negoziare. Quanto conta la cultura di appartenenza

CAPORARELLO, L., "Negoziare. Quanto conta la cultura di appartenenza", Economia & Management, 2020, no. 2, pp. 76-83

Calmi o ansiosi? Vita e lavoro nell'era del lockdown

MAGNI, F., B. MANZONI, G. TANG, L. CAPORARELLO, "Calmi o ansiosi? Vita e lavoro nell'era del lockdown", Harvard Business Review Italia, December 2020

Tre dimensioni per una negoziazione di successo

CAPORARELLO, L., "Tre dimensioni per una negoziazione di successo", Direzione del Personale - Rivista dell'Associazione Italiana per la Direzione del Personale, December 2019, vol. 191

The paradoxes of "teaming" in the creative events industry: the case of Balich Worldwide Shows

MANZONI, B., L. CAPORARELLO, "The paradoxes of "teaming" in the creative events industry: the case of Balich Worldwide Shows", International Journal of Arts Management, October 2019, vol. 22, no. 1, pp. 86-98

Design of a Learning Analytics framework proposal in academic context

CIRULLI, F., L. CAPORARELLO, M. MILANI, "Design of a Learning Analytics framework proposal in academic context", *Giornale Italiano della Ricerca Educativa - Italian Journal of Educational Research*, September 2019, vol. Special Issue, pp. 43-55

Creatività ed esecuzione nei team: le buone pratiche

MANZONI, B., L. CAPORARELLO, "Creatività ed esecuzione nei team: le buone pratiche", *Economia & Management*, 2018, no. 5, pp. 86-90

La negoziazione internazionale nel settore della Difesa italiana

CAPORARELLO, L., D. IACOVONE, "La negoziazione internazionale nel settore della Difesa italiana", *Economia & Management*, 2017, no. 3, pp. 55-60

Learning and gamification: a possible relationship?

CAPORARELLO, L., M. MAGNI, F. PENNAROLA, "Learning and gamification: a possible relationship?", *Eai Endorsed Transactions on e-Learning*, 2017, vol. 4, no. 16

Managing creative firms by adopting a paradox framework: The case of studio Libeskind

MANZONI, B., L. CAPORARELLO, "Managing creative firms by adopting a paradox framework: The case of studio Libeskind", *International Journal of Arts Management*, 2017, vol. 20, no. 1, pp. 54-62

Reimagine E-learning: a proposal for a 21st learning framework

CAPORARELLO, L., A. GIOVANAZZI, B. MANZONI, "Reimagine E-learning: a proposal for a 21st learning framework", *Eai Endorsed Transactions on e-Learning*, 2017, vol. 4, no. 16

Is Technology Mediated Learning Really Improving Performance Of Students?

CAPORARELLO, L., M. MAGNI, F. PENNAROLA, "Is Technology Mediated Learning Really Improving Performance Of Students?", *Eai Endorsed Transactions on e-Learning*, 2016, vol. 3, no. 12

Make blended learning happen: conditions for a successful change process in higher education institutions

CAPORARELLO, L., A. INESTA, "Make blended learning happen: conditions for a successful change process in higher education institutions", *Eai Endorsed Transactions on e-Learning*, 2016, vol. 3, no. 12

Design e Management: affinità elettive, relazioni pericolose o c'eravamo tanto amanti?

SAVIOZZI, F., L. CAPORARELLO, B. MANZONI, "Design e Management: affinità elettive, relazioni pericolose o c'eravamo tanto amanti?", *Economia & Management*, 2014, no. 4, pp. 39-45

E-learning: the recipe for success

CAPORARELLO, L., G. SARCHIONI, "E-learning: the recipe for success", *Journal of e-Learning and Knowledge Society*, 2014, vol. 10, no. 1, pp. 117-128

Focus forum. Design & management

MANZONI, B., L. CAPORARELLO, F. SAVIOZZI, "Focus forum. Design & management", *Economia & Management*, 2014, no. 4, pp. 39-45

I tablet a lezione: vantaggi reali o ancora potenziali?

CAPORARELLO, L., L. BUSCEMI, "I tablet a lezione: vantaggi reali o ancora potenziali?", Sviluppo & Organizzazione, 2012, no. 249, pp. 37-41

Negli studi di architettura, c'è spazio per il manager? Parliamone con professionisti ed esperti di settore

MANZONI, B., L. CAPORARELLO, S. SALVEMINI, "Negli studi di architettura, c'è spazio per il manager? Parliamone con professionisti ed esperti di settore", Economia & Management, 2012, no. 5, pp. 33-46

IT knowledge integration capability and team performance: The role of team climate

BASAGLIA, S., L. CAPORARELLO, M. MAGNI, F. PENNAROLA, "IT knowledge integration capability and team performance: The role of team climate", International Journal of Information Management, 2010, vol. 30, no. 6, pp. 542-551

Environmental and organizational drivers influencing the adoption of VoIP

PENNAROLA, F., S. BASAGLIA, L. CAPORARELLO, M. MAGNI, "Environmental and organizational drivers influencing the adoption of VoIP", Information Systems and e-Business Management, 2009, vol. 7, no. 1, pp. 103-118

Individual adoption of convergent mobile phone in Italy

PENNAROLA, F., S. BASAGLIA, L. CAPORARELLO, M. MAGNI, "Individual adoption of convergent mobile phone in Italy", Review of Managerial Science, 2009, vol. 3, no. 1, pp. 1-18

Edited Books

AI in Education: The Urgency of the Now

CAPORARELLO, L. (Ed.), "AI in Education: The Urgency of the Now" - 2025, Independently published

Technologies for Organizations and Society

CIPRIANO, M., A. LAZAZZARA, L. CAPORARELLO (Eds.), "Technologies for Organizations and Society" - 2025, Springer Cham, Switzerland

Higher Education for the Sustainable Development Goals: Bridging the Global North and South

CAPORARELLO, L., P. KUMAR, A. AGRAWAL (Eds.), "Higher Education for the Sustainable Development Goals: Bridging the Global North and South" - 2023, Emerald Publishing Limited

Negoziazione. Strategie, strumenti, best practice, di Roy Lewicki, Bruce Barry, David M. Saunders

CAPORARELLO, L. (Ed.), "Negoziazione. Strategie, strumenti, best practice, di Roy Lewicki, Bruce Barry, David M. Saunders" - 2015, Egea, Milano, Italy

Smart Organizations and Smart Artifacts: Fostering Interaction Between People, Technologies and Processes

CAPORARELLO, L., B. DI MARTINO, M. MARTINEZ (Eds.), "Smart Organizations and Smart Artifacts: Fostering Interaction Between People, Technologies and Processes" - 2014, Springer, Germany

Sistemi ERP. Un'innovazione tecnologica ed organizzativa

Contribution to Chapters, Books or Research Monographs

Technologies for Organizations and Society: The Promise of Responsible Information Systems

CIPRIANO, M., A. LAZAZZARA, L. CAPORARELLO, "Technologies for Organizations and Society: The Promise of Responsible Information Systems" in Technologies for Organizations and Society., Michele Cipriano, Alessandra Lazazzara, Leonardo Caporarello (Eds.), Springer Cham, pp. 1-16, 2025

(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

Research from the Global North and South on HEIs as a driver for SDGs

KUMAR, P., L. CAPORARELLO, A. AGRAWAL, "Research from the Global North and South on HEIs as a driver for SDGs" in Higher Education for the Sustainable Development Goals: Bridging the Global North and South., L. Caporarello, P. Kumar, A. Agrawal (Eds.), Emerald Group Publishing Limited, chap. 1, pp. 1-10, 2023

Kaleidoscope: A Multi-perspective Technology-Enhanced Observation Method to Support the Development of Negotiation Skills

CAPORARELLO, L., S. MAGONI, "Kaleidoscope: A Multi-perspective Technology-Enhanced Observation Method to Support the Development of Negotiation Skills" in Methodologies and Intelligent Systems for Technology Enhanced Learning, 12th International Conference., Marco Temperini, Vittorio Scarano, Ivana Marenzi, Milos Kravcik, Elvira Popescu, Rosa Lanzilotti, Rosella Gennari, Fernando De La Prieta, Tania Di Mascio, Pierpaolo Vittorini (Eds.), Springer International Publishing, pp. 59-64, 2023

Management Education and Digital Technology: Choices for Strategy and Innovation

LEFEVRE, D., L. CAPORARELLO, "Management Education and Digital Technology: Choices for Strategy and Innovation" in The Future of Management Education., Martin R. Fellenz, Sabine Hoidn, Mairead Brady (Eds.), Routledge, pp. 47-68, 2022

The Preferred Learning Styles of Generation Z: Do They Differ from the Ones of Previous Generations?

MANZONI, B., L. CAPORARELLO, F. CIRULLI, F. MAGNI, "The Preferred Learning Styles of Generation Z: Do They Differ from the Ones of Previous Generations?" in Digital Transformation and Human Behavior., Concetta Metallo, Maria Ferrara, Alessandra Lazazzara, Stefano Za (Eds.), Springer International Publishing, chap. 5, pp. 55-67, 2021

The Evolution of (Digital) Learning Models and Methods: What Will Organizations and Their Employees Adopt in 2025?

CAPORARELLO, L., B. MANZONI, B. PANARIELLO, "The Evolution of (Digital) Learning Models and Methods: What Will Organizations and Their Employees Adopt in 2025?" in Digital Transformation and Human

Behavior., Concetta Metallo, Maria Ferrara, Alessandra Lazazzara, Stefano Za (Eds.), Springer International Publishing, chap. 2, pp. 11-19, 2021

The Role of Business Schools and Their Challenges in Educating Future Leaders: Looking Back to Move Forward

CAPORARELLO, L., B. MANZONI, "The Role of Business Schools and Their Challenges in Educating Future Leaders: Looking Back to Move Forward" in New leadership in strategy and communication., Pfeffermann N. (Ed.), Springer, pp. 209-226, 2020

(Digital) Learning Models and Organizational Learning Mechanisms: Should Organizations Adopt a Single Learning Model or Multiple Ones?

CAPORARELLO, L., B. MANZONI, L. TRABELSI, "(Digital) Learning Models and Organizational Learning Mechanisms: Should Organizations Adopt a Single Learning Model or Multiple Ones?" in Exploring digital ecosystems: Organizational and human challenges., Lazazzara A., Ricciardi F., Za S. (Eds.), Springer, pp. 179-191, 2020

How Do We Learn Today and How Will We Learn in the Future Within Organizations? Digitally-Enhanced and Personalized Learning Win

CAPORARELLO, L., B. MANZONI, C. MOSCARDO, L. TRABELSI, "How Do We Learn Today and How Will We Learn in the Future Within Organizations? Digitally-Enhanced and Personalized Learning Win" in Exploring digital ecosystems: Organizational and human challenges., Lazazzara A., Ricciardi F., Za S. (Eds.), Springer, pp. 135-149, 2020

Designing a Self-regulated Online Learning Course Using Innovative Methods: A Case Study

CAPORARELLO, L., F. CIRULLI, B. MANZONI, "Designing a Self-regulated Online Learning Course Using Innovative Methods: A Case Study" in Methodologies and Intelligent Systems for Technology Enhanced Learning, 9th International Conference., Rosella Gennari, Pierpaolo Vittorini, Fernando De la Prieta, Tania Di Mascio, Marco Temperini, Ricardo Azambuja Silveira, Demetrio Arturo Ovalle Carranza (Eds.), Springer International Publishing, pp. 121-128, 2020

Learning and Development Is the Key. How Well Are Companies Doing to Facilitate Employees' Learning?

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(E)Learning and What Else? Looking Back to Move Forwards

CAPORARELLO, L., A. GIOVANAZZI, B. MANZONI, "(E)Learning and What Else? Looking Back to Move Forwards" in Organizing for Digital Innovation., Alessandra Lazazzara, Raoul C.D. Nacamulli, Cecilia Rossignoli, Stefano Za (Eds.), Springer International Publishing, pp. 165-178, 2019

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

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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

E-learning effectiveness from a students' perspective: an empirical study

CAPORARELLO, L., B. MANZONI, M. BIGI, "E-learning effectiveness from a students' perspective: an empirical study" in Digital technology and organizational change: Reshaping technology, people, and organizations towards a global society., C. Rossignoli, F. Virili, S. Za (Eds.), Springer, pp. 163-172, 2018

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

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Blended Learning Approach: How Is the Learning Educational Paradigm Changing? Reflections and a Proposed Framework

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The Global Integrative Module: an online learning experience to train future managers to solve today's global social challenges

IÑESTA, A., M. VALENCIA, X. ROVIRA, J. MÀRIA, J. SAYERAS, R. SERLAVÒS, J. L. MARIN, C. OBESO, J. WILSON, L. CAPORARELLO, J. CHOI, M. STATLER, G. GESSI, "The Global Integrative Module: an online learning experience to train future managers to solve today's global social challenges" in Educating for Responsible Management: Putting Theory into Practice., R. Sunley, J. Leigh (Eds.), Greenleaf Publishing, chap. 13, 2016

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Creare un team “responsabile”

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

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Improving information exchange effectiveness through data compression techniques

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L'organizzazione flessibile e adattiva

CAPORARELLO, L., "L'organizzazione flessibile e adattiva" in HR Management., M. Raffaglio, B. Manzoni (Eds.), Egea, pp. 5-19, 2014

La negoziazione in azienda

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Designing Teams for Enhancing Individual Added-Value Use of Technology

BASAGLIA, S., L. CAPORARELLO, M. MAGNI, F. PENNAROLA, "Designing Teams for Enhancing Individual Added-Value Use of Technology" in Designing Organizational Systems., R. Baskerville, M. De Marco, P. Spagnoletti (Eds.), Springer, pp. 183-199, 2013

Does technology-mediated learning matter for effective teams?

CAPORARELLO, L., G. SARCHIONI, "Does technology-mediated learning matter for effective teams?" in Organizational Change and Information Systems., Spagnoletti Paolo (Ed.), Springer, pp. 391-396, 2013

Enhanced Class Replay: Will this turn into better learning?

PENNAROLA, F., L. CAPORARELLO, "Enhanced Class Replay: Will this turn into better learning?" in Cutting-Edge Technologies in Higher Education., Charles Wankel, Patrick Blessinger (Eds.), Emerald Group Publishing Limited, pp. 143-162, 2013

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Implementation

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High Performance IT as Strategic Partner for HR Management

PENNAROLA, F., L. CAPORARELLO, "High Performance IT as Strategic Partner for HR Management" in IT Outsourcing: Concepts, Methodologies, Tools, and Applications., K. Amant (Ed.), IGI Global, pp. 1010-1020, 2010

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CAPORARELLO, L., V. SAMBAMURTHY, "Antecedent factors of the IT involvement into top management team: a conceptual model proposal" in Per lo sviluppo, la competitività e l'innovazione del sistema economico. Il contributo degli studi di Organizzazione Aziendale., M. C. Di Guardo, R. Pinna, D. Zaru (Eds.), Franco Angeli, pp. 324-352, 2009

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