

Luca Giorgio

CURRENT POSITION

Lecturer

Department of Human Science
Università Europea di Roma

Oct 2023- present

PAST POSITION

Research Fellow

Department of Management
Università di Bologna

2020 – 2023

Research Fellow

Department of Management
Università Cattolica del Sacro Cuore

2023

EDUCATION AND ACADEMIC TITLES

Ph.D in Management and Innovation

Università Cattolica del Sacro Cuore, Italy

April 2019

Master's degree in Health Care Management (cum laude)

Università Cattolica del Sacro Cuore, Italy

July 2014

Bachelor's Degree in Management

Università degli studi di Bari, Italy

March 2012

VISITING POSITIONS

University of Greenwich,

London, United Kingdom
Department of International Business and Economics

February 2019

University of Greenwich,

London, United Kingdom
Department of International Business and Economics

February 2022

MAIN RESEARCH AREAS

- Organizational Design and Change
- Organizational Networks and Social Network Analysis
- Organizational Behavior
- Health Care Management

PUBLICATIONS

- **Giorgio, L.**, Mascia, D., & Cicchetti, A. (2021). Hospital reorganization and its effects on physicians' network churn: The role of past ties. *Social Science & Medicine*, 286, 113885. (*Journal ranked 4 in AJG-ABS2021*).
- **Giorgio, L.**, Occhino, A., Ricciardi, W. (2022). *Missione 6 Salute: una missione possibile*. In Cicchetti A. e Morandi F., PNRR Missione salute: una missione possibile? Giappichelli ISBN: 978-88-921-7806-9.
- Pallotti, F., Mascia, D., & **Giorgio, L.** (2023). A multilevel study of social networks and collective reactions to organizational change. *Journal of Organizational Behaviour*, 1-20. (*Journal ranked 4 in AJG-ABS2021*).

- Cicchetti, A., **Giorgio, L.** & Laurita, R. (2023). L'importanza dell'organizzazione in oncologia: collaborazione e coordinamento. Evidenze da una ricerca intervento sul tumore del Polmone. Mecosan (in press).
- **Giorgio, L.** Laurita, R., Di Paolo M.G., Siviero L., Reina R., Melina A.M., Cristofaro C., Vesperi W, Ventura M. (2023) Modelli organizzativi di risposta alla pandemia da Covid-19. In Cicchetti A. e Morandi F., *Analisi dei modelli organizzativi di risposta al Covid-19 in Italia Instant Report ALTEMS 2020-2022 Una fotografia a due anni dal primo caso in Italia.* Giappichelli ISBN 9791221151718.

PAPERS UNDER REVIEW

- "Maintaining Health Service During COVID-19: An Exploratory Study on Regional Health Services" (with Americo Cicchetti and Federica Morandi). Under Review in *Health Services Management Research*

WORK IN PROGRESS

- "A multilevel investigation of work unit exposure to change and individual change implementation: The moderation effect of network centrality and collective efficacy". (with Daniele Mascia and Francesca Pallotti). Status: final draft. Target Journal: *Group and Organization Management (Journal ranked 3 in AJG-ABS2021)*.
- "Why are you looking outside? Impact of team context in members' behavior" (with Americo Cicchetti and Roberta Laurita). Status: final draft. Target Journal: *Social Science and Medicine (Journal ranked 4 in AJG-ABS2021)*.
- "Patterns of Patient Sharing in End-of-Life Health Services: Empirical Evidence from the Italian National Health Service" (with Massimiliano Marino, Daniele Mascia, Gabriele Morandin and Roberto Grilli).

PROCEEDINGS IN INTERNATIONAL CONFERENCES

- **Giorgio, L.**, Mascia, D., & Pallotti, F. (2020). Organizational Redesign, Knowledge Transfer, and the Formation of New Boundary-Spanning Ties. In *Academy of Management Proceedings (Vol. 2020, No. 1, p. 14639)*. Briarcliff Manor, NY 10510: Academy of Management.
- Pallotti, F., Mascia D., **Giorgio, L.** (2022). A Multilevel Study of Social Networks and Collective Reactions to Organizational Change. In *Academy of Management Proceedings (Vol. 2022, No. 1, p. 14541)*. Briarcliff Manor, NY 10510: Academy of Management.

CONFERENCE PRESENTATIONS

- **Giorgio, L.**, Laurita R., Morandi, F. (2023) "Does Autonomy Affect Multidisciplinary Team Performance? The Mediating Role of Boundary Spanning". Paper accepted for presentation at 39th EGOS Colloquium, Cagliari, Italy, July 6-8
- **Giorgio, L.**, Laurita R., Morandi, F. (2023) "Does Autonomy Affect Multidisciplinary Team Performance? The Mediating Role of Boundary Spanning". Paper accepted for presentation at the 83th Annual Meeting of the Academy of Management, Healthcare Management (HCM) Division, Boston USA August 4-8.
- Mascia, D., **Giorgio, L.**, Pallotti, F. (2023) "A multilevel investigation of structural change: adaptation, centrality and collective efficacy". Paper accepted for presentation at the 83th Annual Meeting of the Academy of Management, Organizational Development (OD) Division, Boston USA August 4-8.
- Pallotti, F., Mascia D., **Giorgio, L.** (2022) "A Multilevel Study of Social Networks and Collective Reactions to Organizational Change". Paper accepted for presentation at the 82th Annual Meeting of the Academy of Management, Organizational Development (OD)

Division, Seattle USA August 5-9.

- **Giorgio, L.**, Morandi F., Cicchetti, A. (2022) “Maintaining health service during COVID-19: An explanatory study on regional health services”. Paper accepted for presentation at 38th EGOS Colloquium, Vienna, Austria, July 7-9
- Pallotti, F., Mascia D., **Giorgio, L.** (2022). “A Multilevel Study of Social Networks and Collective Reactions to Organizational Change”. Paper accepted for presentation at the 2022 European Academy of Management Conference, Zurich, Switzerland, June 15-17.
- Pallotti, F., Mascia D., **Giorgio, L.** (2022). “A Multilevel Study of Social Networks and Collective Reactions to Organizational Change”. Paper accepted for presentation at WOA 22, Brescia, Italy, May 26-27.
- **Giorgio, L.**, Morandi F., Cicchetti, A., Maintaining health service during COVID-19: An explanatory study on regional health services. Paper accepted for presentation at WOA 22, Brescia, Italy, May 26-27.
- Laurita R., **Giorgio L.**, Cicchetti A. “That colleague knows the answer! An explanatory study on team characteristics and boundary spanning ties in healthcare. Paper accepted for presentation at WOA 2021, Genova, Italy, September 10 - 11.
- Laurita R., **Giorgio L.**, Cicchetti A. “That colleague knows the answer! An explanatory study on team characteristics and boundary spanning ties in healthcare. Paper accepted for presentation at 37th EGOS Colloquium, Amsterdam, Netherlands, July 8-10.
- **Giorgio L.**, Mascia D., Pallotti F. 2020. “Organizational redesign, knowledge transfer, and the formation of new boundary-spanning ties”. Paper accepted for presentation at the 80th Annual Meeting of the Academy of Management, Organization and Management Theory (OMT) Division, Vancouver, Canada, August 7-11.
- Grilli R., **Giorgio L.**, Guberti M., Marino M., Mascia D., Morandin G., Vicentini M. 2020. “A social network analysis of admission and referral patterns in EoL cancer networks” Paper accepted for presentation at the XXXXth Sunbelt Social Networks Conference, Paris, France, June 2-7.
- **Giorgio L.**, Mascia D., Pallotti F. 2020. “Organizational Redesign and the formation of new boundary spanning ties”. Paper accepted for presentation at 12th Organisational Behaviour in Health Care (OBHC) Conference, Manchester, UK, April 15-17.
- **Giorgio L.**, Mascia D., Pallotti F. 2020. “Organizational Redesign and the formation of new boundary spanning ties”. Paper accepted for presentation at WOA 2020, Milan, Italy February, March 4-5
- **Giorgio L.**, Mascia D., Cicchetti A. 2019. “Hospital reorganization and its effects on physicians' network churn: The role of past ties”. Paper accepted for presentation at the 79th Annual Meeting of the Academy of Management, Health Care Management (HCM) Division, Boston, USA, August 9-13.
- **Giorgio L.**, Mascia D., Pallotti F. 2019. “Organizational change and its effect on new and diverse tie formation: An examination of networks among physicians before and after the change”. Paper accepted for presentation at the 35th EGOS Colloquium, Edinburg, UK, July 4-6.
- **Giorgio L.**, Mascia D., Pallotti F. 2019. “Organizational change and its effect on new and diverse tie formation: An examination of networks among physicians before and after the change”. Paper accepted for presentation at the XXXIXth Sunbelt Social Networks Conference, Montreal, Quebec, June 18-23.
- **Giorgio L.**, Morandi F., Laurita R., Di Brino E. 2019 “About networks in healthcare: an exploratory study of patients ‘advocacy associations’”. Paper accepted for presentation at WOA 2019, Palermo, February 7-8.
- **Giorgio L.**, Mascia D., Cicchetti A. 2018. “An empirical study of structural change and network churn in hospitals”. Paper accepted for presentation at the 34th EGOS Colloquium, Tallinn, Estonia, July 5-7.
- **Giorgio L.**, 2018 "Blend the network: the impact of formalization, team efficacy and collective knowledge on network churn". Paper accepted for presentation at WOA 2018,

Rome Italy, February 15-16.

- **Giorgio L.** 2017 “Network modification during organizational change”. Paper accepted for presentation at WOA 2017, Pisa Italy, February 16-17

RESEARCH PROJECTS

- Project Manager and Researcher for the Project “SANITÀ 2.0 – costruzione di un modello predittivo della spesa sanitaria,” founded by Italian Ministry of Health (Project Leader: Prof. Americo Cicchetti), 2019 – 2020.

TEACHING EXPERIENCE

BACHELOR AND MASTER DEGREE PROGRAMS

- “ORGANIZATIONAL BEHAVIOUR” (6 CFU)
Role: Instructor
University: LUISS University
Academic Year: 2023-2024
Language: Italian
- “MANAGEMENT OF INNOVATION”
Role: Teaching Assistant
University: LUISS University
Academic Year: 2022-2023
Language: English
- “BUSINESS ORGANIZATION (MODULE 2)”
Role: Course Instructor
University: Università di Bologna First cycle degree programme in Business Economics,
Academic Years: 2020-2021; 2021-2022
Language: Italian
- BUSINESS ORGANIZATION” (8 CFU)
Role: Teaching Assistant
University: Università Cattolica del Sacro Cuore, Bachelor Degree in “Economia e Gestione dei Servizi”
Academic Years: 2018-2019; 2019-2020
Language: Italian
- “BUSINESS ORGANIZATION” (2 CFU, 25 hrs.)
Role: Course Instructor
University: Università Cattolica del Sacro Cuore, Bachelor Degree in “Tecniche di radiologia medica, per immagini e radioterapia”
Academic Years: 2018-2019; 2019-2020
Language: Italian
- BUSINESS ORGANIZATION” (1 CFU, 13 hrs.)
Role: Course Instructor
University: Università Cattolica del Sacro Cuore, Bachelor Degree in “Tecniche audioprotesiche”
Academic Years: 2019-2020
Language: Italian
- BUSINESS MANAGEMENT” (2 CFU, 25 hrs.)
Role: Course Instructor
University: Università Cattolica del Sacro Cuore, Bachelor Degree in “Scienze e tecnologie cosmetologiche”
Academic Years: 2019-2020
Language: Italian

EXECUTIVE PROGRAMS

- *Scientific coordinator* of the Executive Master in “Health Care Management” (qualifying course for General Director D.Lgs 171/2016, art. 1 comma 4, lett. c) ALTEMS (Graduate School of Health Economics and Management), Rome, Italy. Academic Years: 2021-2022; 2022-2023.
- *Organization of Health Care Services (**organizational model for healthcare organizations, clinical networks, clinical pathways, multidisciplinary teams**)* Executive Master in “Health Care Management” (qualifying course for General Director D.Lgs 171/2016, art. 1 comma 4, lett. c) ALTEMS (Graduate School of Health Economics and Management), Rome, Italy. Academic Years: 2021-2022; 2022-2023.
- *Organizational Change*. Instructor. Master in “HR and Organization”, Bologna Business School, Bologna, Italy. Academic Year: 2022-2023.
- *Organization Design. (**Organizational model for healthcare organizations, clinical networks, clinical pathways, multidisciplinary teams**)* Instructor. Master in “Patient Advocacy Management”, ALTEMS (Graduate School of Health Economics and Management), Rome, Italy. Academic Years: 2020-2021; 2021-2022; 2022-2023.
- *Organization Design (**organizational model for healthcare organizations, clinical networks, clinical pathways, multidisciplinary teams**)*. Instructor. Master in “International Patient Advocacy Management”, ALTEMS (Graduate School of Health Economics and Management), Rome, Italy. Academic Year: 2022-2023.
- *Organization Design (**organizational model for healthcare organizations, clinical networks, clinical pathways, multidisciplinary teams**)*. Instructor. Master in “Health Communication Specialist”, ALTEMS (Graduate School of Health Economics and Management), Rome, Italy. Academic Year: 2022-2023.
- *Multidisciplinary Team*. Instructor. Course on “Multidisciplinary Teams”, CERISMAS (Centro di Ricerche e Studio in Management Sanitario), Milan, Italy. Academic Year: 2020- 2021; 2021-2022; 2022-2023.
- *Organization Design (**clinical pathways, multidisciplinary teams**)*. Instructor. Course in “Metodologie e strumenti per il management sanitario in organizzazioni complesse” (qualifying course for Health Director, Administrative Director and Ward Director art. 15 e 16-quinquies del D.lgs 502/92 s.m.i. - DPR 484/1997 Lazio Region. ALTEMS (Graduate School of Health Economics and Management), Rome, Italy. Academic Year: 2022-2023.

SEMINARS

- “Organizational change and the effect on new and diverse ties formation. An examination of networks among physicians before and after the change. Centre for Business Network Analysis, London, UK, February 2019.

PROFESSIONAL MEMBERSHIPS

- Academy of Management (AOM), 2019-present
- International Network for Social Network Analysis (INSNA), 2019-present
- European Group for Organization Studies (EGOS), 2018-present
- ASSIOA, 2017-present

ANALYTICAL AND LANGUAGE SKILLS

- Statistical Analysis Packages
Data analysis: STATA, SPSS
Social network analysis: UCINET
- Languages:
Italian (native)

English (fluent)

Rome, 17th July 2023

Luca Giorgio

A handwritten signature in cursive script that reads "Luca Giorgio". The letters are fluid and connected, with a prominent initial 'L' and 'G'.