

ALESSIA D'AMATO, PhD

PSICOLOGO DEL LAVORO E ORGANIZZAZIONI / HRM & OB SPECIALIST

EDUCATION

Fellow of the HEA (Higher Education Academy), after completion of the accreditation program (PG-Cert, 2015).

Abilitazione Scientifica Nazionale Professore di II^ Fascia (11/03 - Psicologia Sociale, del Lavoro e delle Organizzazioni).

Corso di Perfezionamento in Forensic Psychology, Università di Urbino (A.A.2009/2010).

Iscrizione Albo degli Psicologi da 31/01/2003, nr. 4103.

Master (June 2009) & **Degree** (June 2005) in “Social Sciences data analysis and collection”, University of Essex (UK).

Dottorato di Ricerca/PhD in Psicologia, Università di Bologna (2001-2004).

Laurea in Psicologia, Università degli Studi di Padova. Votazione 110/110 e Lode (1995)

MAIN AREAS OF RESEARCH AND INTEREST in HRM and OB (Organizational Behaviour) – a selection

HRM (e.g., recruitment processes, career progression and performance development)

Organizational behaviour (personality and testing, innovation, etc.)

Training and development

Organizational Climate and Climate for safety.

Organizational Development and change management

Organizational Stress, Psychological Wellbeing and Resilience. Leadership, Leadership

Development and leader derailment.

Leadership for CSR/Sustainability.

Positive Psychology and Psychological Capital.

CAREER SUMMARY (academic and professional) – PRESENT/PAST

Professore a Contratto, Università dell'Insubria, Varese (Italy) (Psicologia della Leadership e dei Gruppi, Psicologia Generale).

Senior Consultant for Individual and Organizational development projects (Selection, Training and Development of the managerial personnel).

Psicologo (Dirigente) Scuola Europea

2019 – 2024 Research project: Developing Psychological Capital in the School systems (SUPSI, Locarno, Switzerland).

Dal 01/09/2020 al 15/03/2024 Dirigente Sanitario Psicologo del Lavoro & Org., ASST dei Sette Laghi, Varese (ITALY).

Dal 01/11/2023 Consultant Stress Survey, JRC (Ispra Site, Italy)

2020-2024 Responsabile Scientifico /Training programs within the SSN (Sistema

Sanitario Nazionale, Italy) for health care workers.

2010-2024 Professore a Contratto, Università dell'Insubria, Varese (Italy).

“Burden of SARS-CoV-2 infection in population with high and low risk of infection” – longitudinal study. Research project under the leadership of the Occupational Health Department, Insubria University. Emphasis of the study is on Wellbeing at work, comparing the NHS employees and the general population (Grant Veronesi Foundation & ASST dei Sette Laghi, Varese, Italy). 2020 ongoing

Consultant for individual and organizational development projects.

2019 – 2024 Research project: Developing Psychological Capital in the School systems (SUPSI, Locarno, Switzerland).

2016-2018 SIM Singapore Institute of Management (Singapore)

2012 LSE Course Director “Foundations of Management”, 2012 Summer School, London School of Economics (LSE).

Sept. 2011-Sept. 2012 LSE, Fellow, London School of Economics, Dept. of Management, EROB Group, London.

2010, Kingston University London, Research Associate, Kingston Business School – Leadership HRM and Organization and Center for Research in Employment, Skills and Society.

2009-2011 Visiting Professor, teaching to MBA students, Centrum Catolica, Universidad del Perú, Lima (PERU’).

2006- 2009 Senior Research Associate, Research & Development Dept., Center for Creative Leadership, EMEA –Brussels (February 2006 to June 2009).

2003 – 2006 University of Surrey, Research Associate, Department of Psychology, University of Surrey, UK (April 2003 – Feb, 2006).

March – July 2003, University of Maryland, USA (3 months), with prof. Ben Schneider.

TEACHING/ACADEMIC ACTIVITIES (A SELECTION)

A.A. 2009/2025 Professore a contratto, Università degli Studi dell'Insubria, Corso di Laurea in Scienze Motorie (Corso: Psicologia della Leadership e dei Gruppi Sportivi).

A.A. 2021/2025 Professore a contratto, Università degli Studi dell'Insubria, Corso di Laurea in Infermieristica (Corso: Psicologia Generale).

A.A. 2021/2025 Professore a contratto, Università degli Studi dell'Insubria, Corso di Laurea in Odontoiatria (Corso: Psicologia Generale).

A.A. 2010/2017 Professore a contratto, Università degli Studi dell'Insubria, Corso di Laurea in Scienze Motorie, (Corso: Pedagogia Generale, Sociale e dello Sport).

A.A. 2011/2012 Professore a contratto, Università degli Studi dell'Insubria, Corso di Laurea in Infermieristica, sede di Varese (Corso: Psicologia del Lavoro).

A.A. 2010/2011, 2011/2012 e 2012/2013 Professore a contratto, Università degli Studi dell'Insubria, Corso di Laurea per Educatori Professionali, Varese, (Corso: Statistica Sociale).

A.A. 2009/2010, 2010/2011, 2011/2012 e 2012/2013 Professore a contratto, Università degli Studi dell'Insubria, Corso di Laurea in Tecniche di Radiologia per Immagini e Radioterapia, (Corso: Sociologia).

A.A. 2010/2011 **Professore a contratto**, Università degli Studi dell'Insubria, Corso di Laurea di Ostetricia, Varese, (Corso: **Relazioni interpersonali - la comunicazione**).

Teaching Fellow, Structural Equation Modelling, University of Essex (UK), Summer School in Social Science Data Analysis and Collection, Luglio 2010 e Luglio 2011.

Teaching Fellow, Social Network Analysis, University of Essex (UK), Summer School in Social Science Data Analysis and Collection, 13-24 July 2009.

A.A. 2003/2004. **Professore a contratto**, Università degli studi di Urbino - Decision Making nelle Organizzazioni e la Psicologia del Lavoro – applicazioni.

A.A. 2000/20001, A.A. 1999/2000, A.A. 1998/1999: Professore a contratto **Facoltà di Medicina e Chirurgia, Università degli Studi di Padova presso diversi corsi di laurea (es. Infermieristica, Ostetricia, Fisioterapia). Corsi: Psicologia Generale, Psicologia dello Sviluppo, Pedagogia, Storia della Psicologia.**

PROFESSIONAL ACTIVITIES, GRANTS AND ACTION-RESEARCH PROJECTS (A SELECTION)

D'Amato A. (2020/2020), Developing Psychological Capital in the School systems (SUPSI, Locarno, Suisse).

Senior Consultant/Assessor in Human Resource Recruitment and Development indifferent industry's sectors (e.g., NHS, Maritime, Telecom, Automotive, etc.).

2012 - 2014 Trainer, "European Agreement – Wellbeing, Stress and stress management" (NHS) – both design and delivery of training programs.

2006 – 2009 Center for Creative Leadership, EMEA –Brussels. Research and delivery in Leadership Development Programs.

High-Performance work systems and Organizational Development/Change management: comparing and contrasting Contingency and Universalistic Perspectives under the lens of the Organizational climate across 3 continents (Europe, Asia and South America) (**Grant received under the Global Partnership Awards 2016-2017 scheme**).

2014-2015 PMI Sponsored Research Program: Responsible Leadership in Projects- Insights into Decision-Making.

2013 & 2014 Research and Development activities: "European Agreement – Stress and stress management", NHS. Participants: middle management and employees.

2012 & 2013 Research and Development activities: "Safety Management in the NHS". Participants: top management and middle management.

2008 - 2009 "LEAP – LeadershiP for Integrated Corporate Responsibility; Putting Vision into Practice", (in 2009 for this project a grant was received under the *EABIS Corporate Founding Partner Research, Knowledge and Education development Programme*).

ESRC funded project on Knowledge Intensive Firms and HRM in UK and Ireland (Funding received for the project by the ESRC and the Irish counterpart).

2003 – 2006 EU Funded Project: Impact of Changing Social Structures on Stress and Quality of Life: Individual and Social Perspectives (Stress Impact Project) (local manager for the UK chapter; other participating countries Austria, the NL, Finland, Italy and Ireland). **A 3-year PROJECT.**

2005 – 2006 ENHANCE, A study to evaluate and assess the consequences of a new performance regime within the police force. Funded by the Home Office, UK (£

46.000).

Project leader or Principal Investigator in Action-Research projects for Organizational Development (e.g., Organizational climate, Stress Management, Leadership Development) in large and medium size profit and non-profit organizations in Europe and US.

Teaching Fellow, Structural Equation Modelling, University of Essex (UK), Summer School in Social Science Data Analysis and Collection, July 2011.

Teaching Fellow, Structural Equation Modelling, University of Essex (UK), Summer School in Social Science Data Analysis & Collection, July 2010.

Trainer in Leadership Development Programs (e.g., Scandinavian International Management Institute, Copenhagen (DK), 14-15 September 2009), among the others).

Teaching Fellow, Social Network Analysis, University of Essex (UK), Summer School in Social Science Data Analysis & Collection, 13-24 July 2009.

March/June 2002. University of Maryland (USA), **Research Fellow/visiting student**. Principal investigator for the project “*Climate for Service and Employees/Customers satisfaction* in a big retail service chain”, GiantEagle, Pennsylvania (Project leader: Prof. Benjamin Schneider).

Project leader or Principal Investigator in Action-Research projects for Organizational Development (e.g., Organizational climate, Stress Management, Wellbeing, Leadership Development) in large and medium size profit and non-profit organizations (a selection):

- 2012/2013: A.O. Ospedale di Circolo di Varese e Fondazione Macchi;
- 2011-2012: Università degli Studi dell’Insubria;
- 2009: MRW;
- 2009: Dr. Reddy’s;
- 2008: Wihl Wilhemsen;
- 2009: Danone Poland;
- 2003/2004: a Consortium of Italian Athenaeums (e.g., Padova, Bologna, Pavia, Firenze, Politecnico di Milano);
- 2002/3: Azienda Ospedaliera di Padova;
- 2001 & 2002: Università di Padova;
- 2001: School districts;
- 2001: U.L.S.S. N° 19 (Adria);
- 2000: Department of Justice
- 2000: ASCO-PIAVE;
- 1995. TELECOM Italia S.p.A.

14 February 2000- 13 February 2002 **Project Leader** Bibliomedia (Digital Library of Psychological testing, School of Psychology, University of Padova).

1996 - 1998 **Manager** Socrates/Erasmus Service, School of Art and School of Medicine and Surgery, University of Padova. Students’ supervision, creating network with colleagues of European university, curriculum design.

1998/1999 'Newprof: New roles in Health care' Veneto **Project coordinator**.

Project Leader & Tutorship of two post-lauream university training programs: The evaluation

and development of the Human Resources – University of Padova, School of Psychology, A.Y. 1995/96; Human Resources selection – University of Padova, School of Psychology, A.Y. 1996/1997.

Research Intern, University of Padova, Italy (March 1995 – February 1996)

1995 to 2000: junior consultant for recruitment and development processes in different industry sectors with medium and major Italian organizations (e.g., AscoPiave, FIAT, AGIP, etc.).

JOURNAL ARTICLES AND COMMUNICATIONS (A SELECTION)

IN PROGRESS OR UNDER REVIEW:

- Clarke, N., Higgs, M., **D'Amato A.**, Vahidi, R. Ethical Decision Making as Sensemaking: A Longitudinal Study of Two Projects (under review, *Human Relations*).
- D'Amato, A.** (in progress). Strategic Performance Management and Organizational Development: A Critical Review of the evidence and an Empirical Investigation.
- D'Amato, A.** et al. (in progress). Performance measurement and Performance Management for Culture Change in the public sector: A longitudinal study and some theoretical development
- D'Amato, A.** et al. (ready for submission). When Leaders Get Off Track: The Interactive Effects of Leader Behaviours, Organizational Level, and Power Distance on Derailment Potential.
- D'Amato, A.** & Crescentini, A. (in progress). Building on your psychological Capital: the case of secondary school teachers' assessment and development. A mixed-method longitudinal study.

PUBLISHED

- Giusti, E. M., Ferrario, M. M., Veronesi, G., **D'Amato, A.**, Gianfagna, F., & Iacoviello, L. (2024). Perceived work stressors and the transition to burnout among nurses in response to the pandemic: implications for healthcare organizations. *Scandinavian Journal of Work, Environment & Health*, 50(3), 158.
- Veronesi, G., Giusti, E. M., **D'Amato, A.**, Gianfagna, F., Borchini, R., Castelnovo, G., ... & Ferrario, M. M. (2022). The North Italian Longitudinal Study Assessing the Mental Health Effects of SARS-CoV-2 Pandemic on Health Care Workers—Part I: Study Design and Psychometric Structural Validity of the HSE Indicator Tool and Work Satisfaction Scale. *International journal of environmental research and public health*, 19(15), 9514.
- D'Amato, A.** (2023). From research to action and back again: The long journey of organizational climate—A review of the literature and a summative framework. *Journal of General Management*, 03063070231152010.
- D'Amato, A.**, & Michaelides, G. (2020). Testing the Homogeneity Hypothesis of Personality: Replication and Extension across European Countries, Industry Sectors and Organizations. *European Management Review*. DOI: 10.1111/emre.12425.
- D'Amato, A.** & Baruch, Y., (2020) Cultural and Generational Predictors of Learning Orientation: A Multilevel Analysis of Managers Across 20 Countries. *International Journal of Cross-Cultural Management*, 20(2), 159-179.
- D'Amato, A.**, & Michaelides, G. (2015). A 15-year long worry set: how Multilevel shows personality is NOT homogeneous within-orgs. In *Academy of Management Proceedings* (Vol. 2015, No. 1, p. 17098). Academy of Management. [10.5465/AMBPP.2015.177](https://doi.org/10.5465/AMBPP.2015.177).
- Truss, C., Conway, E., **D'Amato, A.**, Kelly, G., Monks, K., Flood, P., & Hannon, E. (2012). Knowledge Work: gender-blind or gender-biased? *Work, Employment and Society*, 26(5): 735-754. 4*
- Gelfand, M.J., Raver, J., Nishii, L., Lun, J., Lim B.C., Duan, L., **D'Amato, A.** et al., (2011).

- Differences Between Tight and Loose Cultures: A 33-Nation Study. *Science*, 332, 1100-1104 seg. 4*
- D'Amato, A.** & Zijlstra, F. (2010). Toward a theory for work resumption: the non-medical determinant of return to work. *Journal of Occupational and Environmental Medicine*, Vol. 52(1): 67-80. 3*
- D'Amato, A.**, Eckert, R., Ireland, J., Quinn, L., Van Velsor E. (2010). Theory building: leadership practices for Corporate Social Responsibility. A qualitative study. *Journal of Global Responsibility* Vol. 1(2), pp. 225-249.
- D'Amato, A.**, Roome, N. (2009). Toward an Integrated Model of Leadership for CR and Sustainable Development: A process model of Corporate Responsibility beyond Management Innovation. *Corporate Governance*, vol. 9(4): 421-434. 4*
- D'Amato, A.**, & Herzfeldt, R. (2008). Learning Goal Orientation, Organizational Commitment and Retention across Generations; A study among European Managers. *Journal of Managerial Psychology*, Vol. 23(8): 929-953. 3*
- Eisele, P., & **D'Amato, A.** (2011). Psychological climate and its relation to work performance and well-being: The mediating role of Organizational Citizenship Behavior (OCB). *Baltic Journal of Psychology*, 12(1-2), 4-21.
- D'Amato, A.**, & Zijlstra F.R.H., (2008). Psychological Climate and Individual Factors as Antecedents of Organizational Outcomes. *European Journal of Work and Organizational Psychology*, Vol. 17(1): 33-54. 3*
- D'Amato, A.**, & Burke, M. (2008). Psychological and organizational climate research: Contrasting perspectives and research traditions. *European Journal of Work and Organizational Psychology*, Vol. 17(1): 1-4. 3*
- D'Amato, A.**, & Majer, V. (2006). M_DOQ10 – Majer_D'Amato Organizational Questionnaire 10. *Bollettino di Psicologia Applicata*, 249, 53-60.
- Lafferty, K., **D'Amato, A.**, & Deal J. (2006). Emerging leaders in Europe. *Training Journal*. 27-29.
- Schneider B., White S.S. *Service Quality*. Thousands Oaks, CA: Sage Publications Inc., 2004, 184, Reviewed by Alessia D'Amato. *Personnel Psychology* (2006).
- D'Amato A.**, Moliner Cantos C., Faurié I., Beumer J. (2003) IT e Clima nelle Organizzazioni di Servizi. *Newsletter*, OS, Firenze.
- D'Amato A.**, Marcato A., Majer V. (2003) Dall'amministrazione alla gestione delle risorse Umane. *Newsletter*, OS, Firenze.
- D'Amato A.** (2001) Vita organizzativa: così l'organizzazione può innovarsi, *Rivista del personale*, XVI(1), Maggioli Editore, Rimini.
- D'Amato A.**, Majer V., (2001) Metodi per la diagnosi organizzativa, anzianità di servizio e Clima, *Risorsa Uomo* , Vol. 8(1-2).
- D'Amato, A.** Majer, V., (2001). Il Clima Organizzativo: approcci teorici e prospettive di ricerca, *Risorsa Uomo*, Vol. 8 (3-4): 267-292.
- Majer V., **D'Amato A.** (2001) L'Analisi del Clima Organizzativo dell'Ateneo di Padova, *Notiziario del Bo'*, Università degli Studi di Padova, Padova. **D'Amato A. (2000)**, (a cura di) Linee guida e considerazioni etiche per gli Assessment Center, *Risorsa Uomo*, Vol. 7(3-4).
- Majer V., **D'Amato A.** (1997) Contributo alla taratura del Big-Five Questionnaire. Confronto tra soggetti in situazione competitiva - selezione - e soggetti in situazione non competitiva – orientamento. *Risorsa Uomo* , Vol. 3(3).

BOOKS AND BOOKS CHAPTERS (A SELECTION)

- Clarke, N., **D'Amato A.**, Higgs, M, Vahidi, R. (2018). Responsible Leadership in Projects. PMI, 9781628254761.
- D'Amato A.**, & Bui, H. (2017). *Globally Responsible Leadership when East meets West: A*

- comparative theoretical framework and evidence-based findings. In Meunjohn, N. & McMurray, A., The Palgrave Handbook of Leadership in Transforming Asia. Palgrave Macmillan, UK.*
- D'Amato A.**, (2016). Core Values, leadership Values and Development: an investigation among European Managers. In Sharabi M., (Ed.) Global knowledge in cohorts or generational differences in work values and work ethic. Nova Science Publishers, Commack, N.Y..
- D'Amato A.**, Spencer S., Lafferty, K. The killer questions for Leadership Talent development – and some answers
- Ferrario, M. & **D'Amato A.** (2012). Prefazione edizione italiana. In Karasek. R., Theorell, T. Autonomia e salute sul lavoro. Ed. Ferrari Sinibaldi, MI.
- D'Amato A.**, (2012). Leadership practices for Sustainability. EuroCharity Yearbook.
- D'Amato A.**, Henderson, S., Florence, S. (2009). Corporate Social Responsibility and Sustainable development. The leaders' tasks and functions. CCL Press.
- D'Amato A.**, Majer, V., (2005). Il Vantaggio del Clima. Franco Angeli, MI.
- D'Amato A.**, Majer, V., (2005). L'M_DOQ10, il questionario multi-dimensionale per la diagnosi del Clima Organizzativo. OS, Firenze.
- D'Amato, A.**, (2003). La Psicologia del lavoro e delle Organizzazioni. In AA.VV. *Il manager dell'Ente Locale*. Maggioli Ed., Rimini. Pp. 227-271.
- D'Amato A.** (2003) La riforma del giudice unico: cambiamento organizzativo e analisi del clima. In Marocci G., Majer V. (Eds) *Il clima organizzativo*, **Carocci, Roma**.
- D'Amato A.** (2003) La ricerca/intervento nelle organizzazioni. In Marocci G., Majer V. (Eds) *Il clima organizzativo*, Carocci, Roma.
- Majer, V., **D'Amato, A.** (2002). La diagnosi del Clima Organizzativo nell'Ateneo Patavino. In Majer V., Marcato A., D'Amato A. (eds.) *La dimensione psicosociale del Clima Organizzativo*, FrancoAngeli, Mi.
- Majer V., Marcato A., **D'Amato A.** (Eds., 2002). *La dimensione psicosociale del Clima Organizzativo*, FrancoAngeli, MILANO.
- Majer, V., **D'Amato, A.** (2001). *L'M_DOQ, il questionario multidimensionale per la diagnosi del Clima Organizzativo*, Unipress, Padova.
- Brugiolo A., **D'Amato A.**, Volpato O. (2001) Il progetto Bibliomedia. In E.S. Burioni (Ed.) *L'innovazione tecnologica ed organizzativa per i servizi di Biblioteca*, Genova.
- Majer V., **D'Amato A.**, Spolaor G. (2001) Career Guidance: strumenti, in Nardelli R. (a cura di) *Orientamento alla scelta: ricerche, formazione, applicazioni*. Pre-Atti del III^a Congresso Nazionale, Padova, 25, 26 e 27 ottobre 2001
- D'Amato A.**, Voltolina M. (1999) Nuove professionalità. Analisi del fabbisogno formativo Regione.

CONFERENCE PRESENTATIONS (A SELECTION)

- Crescentini, A., Pettignano, M., D'Amato, A. & Sciaroni, L. **Working on Psychological Capital with teachers: using group or individual training?** *International Congress of Psychology - ICP Prague 2024*.
- Crescentini, A., Pettignano, M., D'Amato, A. & Sciaroni, L. **Sviluppare le risorse degli insegnanti presenti e futuri. Percorsi individuali e di gruppo.** *SSRE Annual conference 2024 – June 2024*
- Crescentini, A., Pettignano, M., D'Amato, A. & Sciaroni, L. Psychological Capital in Continuous teacher-education: evidence from a self-development training course, *ICERI 2023, Nov. 2023. Proceedings*, DOI: [10.21125/iceri.2023.0417](https://doi.org/10.21125/iceri.2023.0417)
- Crescentini, A., Pettignano, M., D'Amato, A. & Sciaroni, L. **Sviluppare il potenziale di insegnanti e allievi tramite il capitale psicologico (Developing teachers' and pupils' potential through psychological capital)**, *IX Convegno Internazionale LabTalento - Obiettivo creatività*

(Investire nel futuro), May 2023

Crescentini, A., Pettignano, M., D'Amato, A. & Sciaroni, L. The potential of Psychological Capital for promoting wellbeing in pre-service teachers: an action-research project, *ICERI 2022*, Nov. 2022, DOI: 10.21125/iceri.2022.1800

Crescentini, A., L. Sciaroni, L., **D'Amato A.**, G. Gola (2021) *From psychological capital to individual and organizational development: a research intervention*. ICP 2020. Psychology in the 21st century: Open minds, societies & world. 19th – 24th July, Prague.

Crescentini, A., L. Sciaroni, L., **D'Amato A.**, G. Gola (2021) *Professionalization in teacher training via a research intervention based on psychological capital approach*. WERA 2020. World Education Research Association Focal Meeting 2020 Networking Education: Diverse Realities, Common Horizons. 1th-3rd July Santiago de Compostela.

D'Amato A., (2019). *Occupational stress in school teachers: the role of climate revisited*. Paper presented at the British Academy of Management 2019 Conference. Aston Business School, 2-4 September 2019.

D'Amato A., *When Leaders Get Off Track: The Interactive Effects of Leader Behaviors, Organizational Level, and Power Distance on Derailment Potential*. **Paper submitted for the ANZAM 2018** – and award received with a prize of A\$500.

D'Amato A., Testing the Homogeneity Hypothesis: Replication and Extension Across Countries, Industry Sectors and Organizations. **Paper Presented at the EURAM, Conference. Iceland, 20-23 June 2018.**

Higgs, M., Clarke, N., **D'Amato A.**, Vahidi, R. Ethical Decision Making as Sense making: A Longitudinal Study of Two Projects. **Paper submitted for the next AOM, Conference, US., August 2018.**

Higgs, M., Clarke, N., **D'Amato A.**, Vahidi, R. Culture and Change: A Case based Exploration. **Paper presented at the Irish Academy of Management, Belfast, 31 August – 1st September 2017.**

D'Amato A., Evidence about Managerial Personality across Europe within a multilevel framework. **Paper presented at the IAM Conference, Dublin, 31st August – 2 September 2016.**

D'Amato, A. & Emery, “Learning Goal Orientation and Cultural Diversity: Unveiling the impact across generational cohorts” **Paper presented at the IAM Conference, Dublin, 31st August – 2 September 2016.**

D'Amato, A. & Emery, “Cultural and Generational Predictors of Learning Goal Orientation: A Multilevel Analysis of Managers across 20 Countries” **Paper presented at the BAM Conference, Newcastle, 6-10 September 2016.**

D'Amato, A., When Leaders get Off Track: The interactive effects of Leader Behaviors, Organizational Level, and Power distance on Derailment Potential. **Paper presented at the BAM Conference, Newcastle, 6-10 September 2016.**

D'Amato, A. & Emery, “Learning Goal Orientation across nations and age cohorts: A Multilevel examination of managers”. **Paper presented at the Workshop on Research Advances in Organizational Behaviour and Human Resource Advancement, Universite'Paris Dauphine, DRM, 18 & 19 May 2016.**

D'Amato, A. & Zijlstra, F. Strategic Performance Management and Organizational Development: A Critical Review of the evidence and an Empirical Investigation. **Paper presented at the PMA2016 Conference, Edinburgh.**

D'Amato A., Michaelides, G. A 15-year long worry resolved using Multilevel to show how personality is NOT homogeneous within-organizations. AOM, Academy of Management, Vancouver, 7-11 August 2015 (**Best Paper, Award for publication in the conference proceedings**).

D'Amato A., Ferrario M. (2013). Qualità dei dati e struttura latente (MGCFA) di JCQ ed

- ERI: risultati in tre enti pubblici. SIMLII Conference, Giardini Naxos, 9-11 Ottobre 2013.
- Ferrario, M. & **D'Amato A.**, Discordant high strain categories ERIvsJCQ. ICOH International Conference (ICOH2013), Tokyo, Japan, 27-30 April 2013.
- D'Amato, A.**, (Chair). *European Parliament* Panel discussion with Yury E. Blagov, Director, PwC Center for CSR, Graduate School of Management, St. Petersburg University; Damaris Matthijsen, Founder, Economy Transformers; Kris Amiralis, President, Future Leaders; Yulia Savitskaya, Program Manager for Global Training, Great Place to Work® Institute. Presentation of the Euro Charity Yearbook 2011/2012, Leadership for Sustainability, 29 October 2012.
- Emery, C., **D'Amato, A.** (2012). Investigating the Multiple Facets of Narcissism on Leadership Emergence in a Large Informal Group. *Academy of Management, August 2012 Annual Meeting program in Boston, MA.*
- D'Amato, A.**, Roome, N. *From Leadership for Responsibility to Responsible Innovation – Sustainability-driven Innovation.* EABIS Colloquium: 'Strategic Innovation for Sustainability' 2-4 July 2012, IMD, Lausanne.
- D'Amato, A.**, Conway, E., Truss, K., Monks, K., Kelly, G., Flood, P., Hannon, E. *Knowledge Intensive Firms in UK and Ireland: Learning, Innovation and the new role of wellbeing.* EAWOP Conference, 25-28 May 2011
- Monks, K., Kelly, G., Conway, E., Flood, P., Truss, K., **D'Amato, A.**, Hannon, E. (2010). Motivating Knowledge Workers: From information to Innovation. *Managing and Motivating a Knowledge Workforce Workshop, 6th July 2010, Dorich House, University of Kingston, Kingston-London.*
- D'Amato, A.**, Kelly, G., Knowledge-Intensive Firms in the UK and Ireland: Influences, Strategies and Skills. CIPD Conference, Keele University, 25th of June 2010.
- Conway, E., Truss, K., Monks, K., **D'Amato, A.**, Kelly, G., Flood, P., Hannon, E. Identifying HR practices to promote knowledge sharing and innovation: An employee perspective from the UK and Ireland. IHRM Conference, Birmingham, June 2010.
- D'Amato A.** Leadership and Sustainable business development. Paper presented at the EAWOP conference, Santiago de Compostela, Spain, 12-16 May 2009.
- D'Amato A.**, Zijlstra F., Koyman, M. & van Hille, M. Leadership effectiveness: it is in the eye of the beholder. Paper presented at the EAWOP conference, Santiago de Compostela, Spain, 12-16 May 2009.
- D'Amato A.**, Fleenor, J. & Jones, K. Managerial Personality across Europe: Predicting between-Organization and between-Country Variance. Poster presented at the annual SIOP Conference, New Orleans, 2-4 April, 2009.
- Zijlstra F., & **D'Amato A.**, Leadership effectiveness across diversity. Paper presented at the annual SIOP Conference, New Orleans, 2-4 April, 2009.
- D'Amato A.** Assessing globally responsible Leadership: Beliefs and Practices. Paper presented at the annual SIOP Conference, New Orleans, 2-4 April, 2009.
- D'Amato A.** (2008). Theory building: Leadership beliefs and practices for Corporate Social Responsibility/Sustainability. Paper presented at the EABIS Colloquium on "Corporate Responsibility and Sustainability: Leadership and Organizational Change, 10-12 September 2008, Cranfield Business School, UK.
- D'Amato A.**, (2008). Developing global Leadership Talent across Generations. European HR Forum, Milano, 6-7th of May 2008.
- Lafferty, K. & **D'Amato A.** (2008). Developing and Engaging Your Leadership Talent Across Generations. The killer questions – and some answers. Webinar delivered the 29th of May 2008.
- D'Amato A.**, (2008). Leading across Generations: a new look at diversity. Sodexo Leadership development program, Brussels, May the 20th, 2008.

- D'Amato, A.** (2007, October 10). *Developing Responsible Leaders*. Presented at the UK Forum, London, England.
- Quinn, L., **D'Amato, A.**, Herzfeldt, G., Van Velsor, E., & Ireland, J. (2007, September 21). *Leadership Practices and Global Governance: Highlights from a Collaborative Case Study Initiative*. Symposium presentation at the European Academy of Business and Society Conference, Barcelona, Spain.
- D'Amato A.**, (2007). Defining Corporate Social Responsibility and the Role of Leadership & “walking the talk”. CCL UK Forum, London, 11th October.
- D'Amato A.** Herzfeldt, R. (2007). Walking the Talk: Leadership for CSR in a global company. Paper presented at the EABIS Colloquium, 21 September 2007, Barcelona (Spain).
- D'Amato A.**, (2007). Talent Management across Europe: the MBTI as a Predictor of Between Countries - Within organizations variation in Managers' personality. Essex Summer School, Advanced Multilevel Analysis, University of Essex, (UK), 27 July 2007.
- D'Amato A.**, Herzfeldt G. (2007). European Women Leaders. Workshop held during the CCL Associate Learning Day – 13/14 June 2007, Brussels.
- D'Amato A.**, (2007). Research & Innovation. Presentation to CCL Associates during the Associate Learning Day – 15-16 June 2007, Brussels.
- D'Amato A.**, Deal J.J. (2007). Retain talent across generations: a comparison of Europe and North America. Paper presented at the EAWOP conference, Stockholm, May 2007.
- D'Amato A.**, & Deal J.J. (2007). Cross generational Talent Retention in Europe and North America. Paper presented at the Annual SIOP conference, New York, April 2007.
- D'Amato A.** (2007). Talent development: Research Highlights, Challenges & Solutions. New role of HR in Automotive Industry, Jacob Fleming Conference, Berlin, 22&23 February 2007.
- D'Amato A.**, Plettinx R., Walker M., (2007). BBVA leadership profile; data analysis, summary and recommendations. Presentation to the BBVA Board of Directors, Madrid, 14 February 2007.
- D'Amato A.** (2006). Exploring the Generational Challenge: Attracting, Developing and Motivating Talent. Creative Leadership Council – Europe, Fall Meeting, 16-17 November 2006, Brussels.
- Zijlstra F., **D'Amato A.** & Waller M. (2006) Conceptualization and Tutorial. Measurement of Organizational Climate in Aviation Psychology: Safety Climate and the Role of Leadership. 27th EAAP Jubilee Conference " 50 Years of EAAP" – Potsdam (Germany), 24-28 September 2006.
- Waller M.J., Zijlstra F., **D'Amato A.** Setting the Tone: The Effect of Pre-Flight Communication on Crew Climate Formation and Performance in New Crews. 27th EAAP Jubilee Conference " 50 Years of EAAP" – Potsdam (Germany), 24-28 September 2006.
- D'Amato A.** (2006). Being change Agents-Career (Plenary session); 9th Annual Global Leadership Forum: Courage to be the change. Rome, Italy, 20-24 September 2006.
- D'Amato A.** (2006) Emerging leaders: evolution, revolution or status quo (workshop). 9th Annual Women's International Conference: Courage to be the change. Rome, Italy, 20-24 September 2006.
- D'Amato A.** (2006) 5th Colloquium of the European Academy of business in Society “Corporate Sustainability, Strategic Management and the Stakeholder View of the Firm”, Milano, Italy, 11 & 12 of September 2006. 66th Annual Meeting of the Academy of Management, Atlanta (US), 12-16 August 2006.
- F. Zijlstra & A. **D'Amato**. Job Characteristics as predictors of Work Resumption in various age groups. Paper presented at the International Ergonomics Association Conference, Maastricht, 10-14 July 2006.
- F. Zijlstra, A. **D'Amato**. Return to Work. 28th International Conference on Occupational Health,

Milano (Italy), 11-16 June 2006.

D'Amato A. & Kristensen T (2006) Chairmanship of a symposium -- "Work organization and work stress management". 28th International Conference on Occupational Health, Milano (Italy), 11-16 June 2006.

D'Amato A. (Invited speaker) ...new fatigue syndromes at work. **ICOH Satellite Symposium, Varese (Italy), 17 June 2006: CARDIOVASCULAR DISEASES AND WORK.** *Epidemiological evidences, job stress and work-related risk factors, return to work and prevention programmes at workplace.* Varese, 16-17 June 2006.

Kristensen T. & D'Amato A. Chairmanship of a symposium -- "Work organization and work stress management". 28th International Conference on Occupational Health, Milano (Italy), 11-16 June 2006.

D'Amato A., & Zijlstra F. (2005). *A Circumplex model to understand work absence and work resumption.* 2nd ICOH International Conference on Psychosocial Factors at Work (ICOH-WOPS2005) in Okayama, Japan, 23-26 Aug 2005.

D'Amato A., Van der Bosche S., Joensuu M., Lang G.. *Predicting Work Resumption in Stress-related Long-Term Absence (LTA).* EAWOP conference, Istanbul, May 2005.

D'Amato A., Zijlstra F.. (University of Surrey) *Organizational success or the masculine side of the organization.* EAWOP Conference, Istanbul, May 2005.

Zijlstra F., **D'Amato A.** *Organizational Innovation and Individual Performance: an empirical study in a British Police Section.* EAWOP Conference, Istanbul, May 2005.

D'Amato A., Zijlstra F., *The Sand-Clock of the Organization: Climate and Individual Factors as Antecedents of Organizational Outcomes in a Comprehensive Model.* SIOP Conference, Los Angeles, 15 April 2005.

D'Amato A. & Zijlstra F. (2004). Stress impact: the European project. 2nd International Forum on Disability Management, Maastricht, September 13-15 2004.

Majer V., **D'Amato A.,** Rumiati R.. (2004). *Les dimensions du climat organisationnel entre recherche qualitative et recherche quantitative: reproblématisation d'un concept.* APTL Conference, Bologna (Italy), August 2004.

D'Amato A., Curci A., Lopez A., (2003) Using Multiple Correspondence Analysis to explore a model of organization functioning: Climate, Trust, Wellbeing and Mental Health. *Correspondence Analysis and Related Methods*, Universidad Pompeu Fabra, Barcelona, 29 Giugno-2 Luglio 2003.

MEMBERSHIP OF PROFESSIONAL BODIES (current and past)

- Albo Degli Psicologi / Italian Official Register of Psychologists (eligible for BPS membership).
- AOM, Academy of Management (US), BAM (British Academy of Management) and IAM (Irish Academy of Management).
- EABIS (European Academy of Business in Society) and EFMD.
- EAWOP (European Association of Work and Organizational Psychology) and SIOP International affiliate (American Society of Industrial & Organizational Psychology)
- GRLI (Globally Responsible Leadership Initiative).
- Fellow of the UK Higher Education Academy
- EURAM

XTRA PROFESSIONAL TRAININGS (a selection)

- 2022 MMPI TRAINING – O.S. Firenze.
- 2018 Wave Certification Training, Saville Consulting – A Towers Watson Company.
- 2017 Neo-PI - Hoegrefe
- Work-related stress: assessment and management, Scuola di Direzione in Sanità' (Milano, Italy).
- Workplace Big-Five Certification Training, CCL, Brussels.
- FIRO-B Certification Workshop, CCL, Brussels.
- Leadership Development Program, Center for Creative Leadership, Colorado Spring(US).
- European Network Organizational Psychology (ENOP), Summer School, Université de Paris V, Paris (FR).
- 2-year MASTER HR Specialist, Soc. PERS&O, Padova (1996 – 1997)

ADDITIONAL PROFESSIONAL AND ACADEMIC WORKSHOPS/EDUCATION/TRAININGS (A SELECTION)

Taking your career to the next level with a European Research Council Grant. Research and Innovation Services, University of Southampton, 9th March 2016.

ILIAD, May 2015 – Teaching to International Students – reflecting on Students' needs. University of Southampton.

Wave, Certification Training (21 – 26 February 2014)

Uso ed interpretazione degli INVENTARI NEO (NEO-PI-R/NEO-PI-3). Milano, Hogrefe Editore, 24-25 Novembre 2013.

Valutazione e gestione dello Stress lavoro-correlato: le soluzioni nelle strutture ospedaliere. November 2012- *Scuola di Direzione in Sanità, Regione Lombardia. Case Teaching and Writing Workshop*, September 2010, **Kingston University**.

2008 Essex Summer School in Social Science Data Analysis and Collection, University of Essex, 9 July - 27 July 2008 (**Social Network Analysis**).

Workplace BigFive, Certification Training (9 – 11 January 2008)

FIRO-B ® Certification Workshop (October 2007)

2007 Essex Summer School in Social Science Data Analysis and Collection, University of Essex, 9 July - 27 July 2007 (**Multilevel Analysis – Advanced**).

Leadership Development Program, CCL, Colorado Spring (August, 2006)

Spring 2004: **Structural Equation Modelling (LISREL)**, University of Surrey, UK – Prof. Chris Fife-Shaw.

2002 Essex Summer School in Social Science Data Analysis and Collection, University of Essex, 23 July - 17 August, 2002 (**Survey analysis - advanced, Methods for the qualitative analysis in the social sciences**).

1-21 July 2002: European Network Organizational Psychology (ENOP), Summer School 2002, Université de Paris V, Paris.

2001 Essex Summer School in Social Science Data Analysis and Collection, University of Essex, 08 July - 18 August, 2001 (**Regression, Causal models and SEM, Correspondence Analysis**).

May 2001: **Structural Equation Modelling (LISREL)**, Università di Padova (Dr. M. Pastore).

SPADT – advanced (Software for texts' data analysis and evaluation), March-May 2001 (Dr. Marisa Cemin).

SPADT (Software for texts' data analysis and evaluation), January-February 2001 (Dr. Marisa Cemin).

2000 Essex Summer School in Social Science Data Analysis and Collection, University of Essex, 22 July - 18 August, 2000 (**Latent Class Analysis and Survey analysis**).

SPSS basic (A.Y. 1993/1994) and advanced (A.Y. 1996/1997), University of Padova.

“Il V Programma Quadro di R&ST dell’Unione Europea 1998-2002”, Università degli Studi di Padova, Padova, 12 novembre 1998.

“Iniziative Comunitarie nell’ambito delle attività di Ricerca e Sviluppo Tecnologico dell’IV Programma Quadro”, Università di Padova, Nov. 1997.

“Iniziative Europee nel settore della Cooperazione”, University of Padova, 27 Nov. 1997.

JOURNALS’ REFEREE (A SELECTION)

Human Resource Management International Journal of HRM Academy of

Management Perspectives Journal of Business Ethics

La Medicina del Lavoro

Group & Organization Management

Applied Psychology: An International Review

European Journal of Work and Organizational Psychology Palgrave

Communications

(Other activities with publishers, e.g., books’ revisions)

Varese, 27 settembre 2024

Dr./Prof. Alessia D’Amato