

FEDERICO MAGNI

Department of Management – Hong Kong University of Science and Technology

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EDUCATION

Hong Kong University of Science & Technology (HKUST), Hong Kong (2016 – 2021 *expected*)

PhD in Management.

Rice University, Houston TX (August – October 2019), Visiting Scholar.

Università Bocconi, Milan (2012 – 2014)

M.Sc. Economics and Management in Arts, Culture, Media & Entertainment (*cum laude*).

Thesis: “The Introduction of Dynamic Pricing Models in the Live Music Industry”.

Università Bocconi, Milan (2009 – 2012)

Bachelor International Economics, Management and Finance.

RESEARCH INTERESTS

Creativity; Artificial Intelligence in the Workplace; Diversity; Learning; Teams; Creative Industries.

ACADEMIC PUBLICATIONS

Magni, F. & Manzoni, B. (forthcoming). Generational Differences in Workers’ Expectations: Millennials Want More of the Same Things. *European Management Review*.

Magni, F. & Manzoni, B. (forthcoming). When Thinking Inside the Box is Good: The Nuanced Relationship between Conformity and Creativity. *European Management Review*.

Manzoni, B., Caporarello, L., Cirulli, F. & **Magni, F.** (2020). The preferred learning styles of Generation Z: do they differ from the ones of previous generations? In Metallo, C., Ferrara, M., Lazazzara, A., & Za, S. (eds) *Digital Transformation and Human Behavior – Innovation for People and Organizations*. Springer.

Caporarello, L., Cirulli, F., **Magni, F.**, Manzoni, B. (2020). When Something Useful Is Also Enjoyable: An Empirical Study on the Intention to Use Web-Based Simulations in Higher Education. In: Vittorini P., Di Mascio T., Tarantino L., Temperini M., Gennari R., De la Prieta F. (eds) *Methodologies and Intelligent Systems for Technology Enhanced Learning*. Springer.

BUSINESS ARTICLES

Magni, F. & Manzoni, B. (2020). The advent of Generation Z (in Italian). *Harvard Business Review Italia*.

Magni, F. & Manzoni, B. (2019). The emphasis on Millennials is making us lose sight of the others (in Italian). *Harvard Business Review Italia*.

Magni, F. & Manzoni, B. (2019). What different generations want from employers (in English and Italian). *Economia & Management*.

PROJECTS UNDER REVIEW

Magni, F. Value Creation in the Live Music Industry. *R&R @ Journal of Media Business Studies*.

Magni, F., Gong, Y. & Zhou, M. Error Management, Task Conflict and Team Performance. *Under review @ Journal of Applied Psychology*.

Magni, F., Gong, Y., Jie, L., & Pan, J. Sense of Power and Creativity. *Under review @ Journal of Applied Psychology*.

- Magni F.**, Park, J., & Chao, M.M. Artificial Intelligence's Creative Production. *Under review @ Journal of Applied Psychology*.
- Magni, F.**, Chao, M.M. & Gong, Y. Goal Orientation and Performance. *Under review @ Journal of Vocational Behavior*.
- Magni, F.** & Wong, K.F. Belief in Free Will and Leadership. *Under review @ Management and Organization Review*.

MAIN PROJECTS IN PROGRESS

- Magni, F.**, Tang, G., Manzoni, B., & Caporarello, L. The impact of Covid-19 on remote working and online teaching. (*Writing*).
- Magni, F.**, Gong, Y. & Zhou, M. Errors and Creativity in Teams. (*Data collection*). Target: AMJ.
- Magni, F.** & Gong, Y. The Impact of AI usage on the Recruitment Process. (*Data collection*).
- Mannucci, P. V., **Magni, F.**, Manzoni, B. Network, Power, and Creativity (*Data collection*).

PEER REVIEWED CONFERENCE PRESENTATIONS

- Magni, F.**, Tang, G., Manzoni, B., & Caporarello, L. (2020) *Can family-to-work enrichment decrease anxiety and benefit daily effectiveness in remote workers? The unlocking effect of work-life balance*. Academy of Management – OB Covid-19 Rapid Research Plenary.
- Magni, F.**, Gong, Y., & Jie, L. (2020). *The Paradoxical Relationship between Sense of Power and Creativity*. In Lee, C., *Individual Differences in Context: Different Paths to Effect Individual and Team Creativity*. Symposium at the 2020 Annual Meeting of the Academy of Management.
- Magni, F.***, Chao, M.M., & Park, J. (2020). *Creativity evaluation of Artificial Intelligence products*. Paper presentation at the EGOS Colloquium 2020.
- Magni, F.*** (2019). *A cross-lagged analysis of the reciprocal effects of goal orientation and performance*. Paper presentation at the Academy of Management 2019, Boston (USA).
- Choi, Y., **Magni, F.***, & Manzoni, B. (2018). *The Effects of Family-to-work Enrichment on Creativity*. Paper presented at the EGOS Colloquium 2018.
- Magni, F.*** (2018). *The Lucretian swerve debate on free will: implications for creativity*. Poster presentation at the Fourth Israel Organizational Behavior Conference, Tel Aviv (Israel).
- *Presented at conference*

GRANTS, FELLOWSHIPS, AND AWARDS

- Hong Kong Research Grants Council: **Competitive General Research Fund** (project 16501418 on Sense of Power and Employee Creativity) (2019 - 2021): co-investigator, *HK\$ 413.910*.
- Hong Kong Research Grant Council: **Hong Kong PhD Fellowship Scheme** (2016 – 2020)
- HKUST: **Dean's PhD Fellowship for Research Excellence** (2020-2021)
- HKUST: Business School Scholarship (2020-2021)

PROFESSIONAL SERVICE AND WORKSHOPS

- Ad-hoc Reviewer: **Human Relations** (2020 – present)
- AOM OB **Doctoral Student Consortium** (2020)
- Reviewer, Academy of Management Annual Meeting (2018–present)
- PhD Student Representative, HKUST Management Department (2018–present)

WORK EXPERIENCE

- 03/2015 – 12/2015: ICM.S (Italy & Thailand), **SAP Consultant (Controlling)**.
- 01/2014 – 04/2014: blur Group (Exeter, UK), **Digital Marketing Executive**.