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## Luca Carollo

Born in Marostica (Vi), 27-07-1986

## Education

### PhD candidate in Labor studies – final defense scheduled for April 26<sup>th</sup>, 2016 University of Milan, Department of Social and Political Sciences

October 2012-Now

My research projects are all in the domain of organization and management studies. At the moment, my research activities focus on human resource management, corporate social responsibility and environmental sustainability in business organizations.

### Master degree in Work, Organization and Information Systems University of Trento, Faculty of Sociology

March 2009-March 2011

The thesis title was "Sorvegliare e Pulire. Lavorare ai confini delle organizzazioni" (Control and Clean. Working at the boundaries of organizations), regarding those workers who execute an ancillary service in organizations.

Supervisor: prof. Barbara Poggio

Vote: 110 cum laude/110.

### Bachelor in Sociology University of Trento, Faculty of Sociology

September 2006-March 2009

My bachelor dissertation concerned the activity of temporary work agencies, their services and the way they organize the flexibility of temporary workers.

Supervisor: Prof. Attila Bruni

Vote: 110 cum laude/110.

## Research interests

corporate sustainability, CSR, business ethics, ethnography and qualitative methods, HRM and employment relations, critical management studies

## Publications

Guerci, M. and Carollo, L. (2016) 'A paradox view on green human resource management: Insights from the Italian context'. *International Journal of Human Resource Management*, 27(2), 212-238.

Carollo, L. and Guerci, M. (2015) 'Il ruolo del CSR manager, tra vissuti professionali e prospettive future'. Research report available at: <http://www.csrmanagernetwork.it/ricerche/>

## Manuscripts in preparation

**Under review:** Carollo, L. and Guerci, M., 'Exploring paradoxes in sustainability managers' identity work'. Submitted to: *Journal of Business Ethics* in November 2015 (2<sup>nd</sup> round of review).

**Under review:** Carollo, L. and Guerci, M., 'Between continuity and change: CSR managers' occupational rhetorics'. Submitted to: *Journal of Organizational Change Management* in May 2016.

Carollo, L. and Guerci, M., 'Ethical issues in Green HRM'. Accepted for publication in an edited compilation on Green HRM (GHRM) edited for Routledge Publications by Prof. D. Renwick.

## Participation to conferences and public speeches

Paper presented at the 32nd EGOS Colloquium, July 7-9, 2016. Title: *CSR managers talk: occupational rhetoric between continuity and change in managerial work*.

Talk at the 'Saloon of CSR and social innovation', held at the Bocconi University of Milan, October 6-7 2015. Title of the talk: *CSR manager: una professione che richiede passione* (CSR manager: a profession that requires passion).

Paper presented at the CMS Division of the AOM Conference in Vancouver, August 7-11, 2015. Title: *CSR managers talk: occupational rhetorics between continuity and change in organizations*.

Paper presented at a pre-AOM Conference workshop held in Vancouver on August 6th, 2015, organized by Professor Hahn, Preuss, Pinske and Figge. Title: *Paradoxes of corporate sustainability in managers' identity work*.

Paper presented at the 31st EGOS Colloquium held in Athens, July 2-4 2015. Title: *CSR managers talk: occupational rhetorics between continuity and change in organizations*.

Paper presented at the 30th EGOS (European Group for Organization Studies) Colloquium held in Rotterdam, July 3-5 2014. Title: *Exploring the HRM-environmental sustainability link: A paradox perspective*.

Abstract presented at the 5th Conference on Ethnography and Qualitative Research, held in Bergamo, June 5-7. Title of the presentation: *Which Place for Criticism? Implications of the ethnographic method in management and business research*.

## International experience

September 2015

Visiting PhD student at the Lund University, Department of Business Administration, Faculty of Economics, under the supervision of Professor Stefan Sveningsson.

April 2015-July 2015

Visiting PhD student at the Vrije Universiteit of Amsterdam, Department of Management and Organization, Faculty of Economics, under the supervision of Professor Christopher Wickert.

## Teaching experience

I am currently teaching assistant for the courses 'Organizzazione e sviluppo delle risorse umane' (Organization theory and human resource development, bachelor degree level) and 'Human Resource Management' (Master degree level) at the University of Milano – Academic year 2015/2016.

I have designed and prepared a 20-hours long workshop on 'Sustainable human resource management' dedicated to Master students. The workshop will be held at the University of Milano in May/June 2016.

## Other academic activities

Reviewer for the OMT (Organization and Management Theory) and CMS (Critical Management Studies) divisions of the annual AOM Conference.

I was part of the Organizing Committee of the 6th conference on 'Ethnography and qualitative research' held in Bergamo, Italy, June 8-11, 2016. See <http://www.etnografiaericercaqualitativa.it>

## Research activities

February 2016-(now)

In collaboration with FABI (Federazione Autonoma Bancari Italiani) and Intesa San Paolo, and under the supervision of Prof. Luca Solari, I am conducting a research project on the reorganization ongoing in the major Italian banking group.

December 2015-(now)

In collaboration with Dr Koen Van Bommen from Vrije Universiteit of Amsterdam, I recently started a research project based on documentary data to investigate the participation of Slow Food to the Universal Exposition held in Milan in 2015. The project focuses on the ambivalent positioning of the Slow Food movement and its controversies with corporations in the food industry.

March 2014-March 2015

In collaboration with Altis (business school of Università Cattolica del Sacro Cuore) and 'CSR Manager Network' (the Italian association of CSR professionals), I run a research project on the state and evolution of professions in the area of corporate social responsibility in Italy.

February 2013-February 2014

Our international research team conducted several semi-structured interviews with key informants in six big Italian companies on the relation between HRM and environmental sustainability. In particular, we focused on the possible points of contact and conflict between the two areas, and the solutions companies elaborate to cope with emergent tensions. The research was in collaboration with the foundation Sodalitas (for information <http://www.sodalitas.it>).

May 2011-November 2011

I was involved in a research on tourism services in the Region of Trentino. The research was promoted by the Pro Loco Federation (Unpli Trentino) and aimed at a better understanding of its internal dynamics: how the local associations work, the values and motivations of those involved in promoting their territory, the experiences of the volunteers and the quality of the services provided.

## Personal skills and competences

**Linguistic competences:** I have a C2 English level, supported by the IELTS certificate which I got in London in April 2012, with a score of 8 out of 9. In addition, my work environment is international, I read and write in English daily and I am also used to public presentations in this language. I have a limited proficiency of French (mainly reading and listening).

**Computer Skills:** Advanced use of PC, Windows OS. Programs: word, excel, power point, outlook. Software for data analysis: Atlas and Nvivo, Spss, Stata.

**Community Involvement:** I am an active member of a local Arci Club involved in the promotion of territory and realization of events related to local traditions, wine&food and nutritional education. In the past, I have always been involved in volunteering activities in associations as Caritas and Agesci. Personally, I support the activities of the NGOs 'Altromercato' and 'LiberaTerra'.