

Curriculum Vitae et Studiorum – July, 2020



MARA BRUMANA

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Mara Brumana is an Assistant Professor at the Department of Management, Information and Production Engineering, University of Bergamo, Italy (SSD ING-IND/35). She is also a research member of the Research Center for Young and Family Enterprise (CYFE). Mara has recently published in main entrepreneurship and management journals such as Strategic Entrepreneurship Journal, Journal of Small Business Management, Journal of Technology Transfer, and European Management Review. She has been visiting researcher at the University of Alberta (Canada), WU Vienna University of Economics and Business (Austria), Jönköping International Business School (Sweden), Kepler University, Linz (Austria). Mara's research interests revolve around the enterprising family. She is interested in understanding how and under which circumstances family firms pursue entrepreneurial initiatives, as well the role that family dynamics might play in the entrepreneurial process. Mara's teaching is about international business, business administration and strategy.

PERSONAL INFORMATION

Born on September 28th, 1985 in Bergamo (Italy)

Residence: Roncola, Bergamo (Italy)

Languages: Italian (mother tongue), English (fluent), French (fluent)

EDUCATION

University of Bergamo

Ph.D., Strategic Marketing and Business Administration, March 2014

University of Bergamo

Master Degree in *Management Finanza e International Business* (110/110 cum laude), 2009

University of Bergamo

Bachelor in *Economia e Amministrazione delle Imprese* (110/110 cum laude), 2007

ITC Vittorio Emanuele II, Bergamo, Italy

High school degree in accounting (100/100), 2004

ADDITIONAL EDUCATION

“Seminar in Strategic Management” Prof. P. Devereaux Jennings – **Alberta School of Business**, September/December 2012 (40 hours)

“Seminar in Contemporary Issues” Prof. Royston Greenwood – **Alberta School of Business**, September 2012/April 2013 (40 hours)

“Multivariate Data Analysis I” Prof. Ivor Cribben – **Alberta School of Business**, January/April 2013 (40 hours)

“Workshop on Institutional Analysis” – SCANCOR (Scandinavian Consortium for Organizational Research, Stanford University) – **University of Mannheim**, Germany, August 29th/September 2nd 2011 (40 hours)

“Research in Organization Learning” course – D. Mertens, **University of Bergamo**, 2011 (40 hours)

“Seminar in Knowledge management” – G. Drori, **University of Bergamo**, 2011 (24 hours)

DEL F – Diplome d'Etude Langue Française, 2004

ACADEMIC APPOINTMENTS

December 2017 – present

Assistant Professor at the University of Bergamo

Department of Management Information and Production Engineering (SSD ING-IND/35) *and* Research Center for Young and Family Enterprise (CYFE)

June 2014 – November 2017

Research Fellow at the University of Bergamo

Department of Management Information and Production Engineering (SSD ING-IND/35) *and* Research Center for Young and Family Enterprise (CYFE)

VISITING RESEARCH PERIODS

May 2019 (1 week)

Institute for Change Management & Management Development, Department of Management, **WU Vienna University of Economics and Business** (Austria)

September 2018 (1 week)

Institute for Change Management & Management Development, Department of Management, **WU Vienna University of Economics and Business** (Austria)

March 2016 (2 weeks)

CeFEO — Centre for Family Enterprise and Ownership, **Jönköping International Business School** (Sweden)

September 2014 (2 weeks)

Institute for Change Management & Management Development, Department of Management, **WU Vienna University of Economics and Business** (Austria)

September 2012/April 2013 (8 months)

Alberta School of Business, Department of Strategic Management and Organization, **University of Alberta**, Edmonton (Canada)

March/May 2012 (2 months)

Institute of Organization & Global Management Education, **Johannes Kepler University**, Linz (Austria)

DOCTORAL DISSERTATION

Title: “Organization, cognition and politics in MNCs. Longitudinal evidence from an Italian family-owned multinational corporation”

Supervisor: Prof. Giuseppe Delmestri, Director of Institute for Change Management & Management Development, Department of Management, WU Vienna University of Economics and Business

PUBLICATIONS

ARTICLES IN INTERNATIONAL REFEREED ACADEMIC JOURNALS

Aldrich, H., Brumana, M., Campopiano, G., Minola, T., “Embedded but Not Asleep: Entrepreneurship and Family Business Research in the 21st Century” (Accepted for publication in *Journal of Family Business Strategy*). **ABS ranking: 2; AiIG ranking: SILVER.**

Campopiano, G., Brumana, M., Minola, T., Cassia, L., “Does growth represent Chimera or Bellerophon for family business? The role of entrepreneurial orientation and nuances of family influence” (Accepted for publication in *European Management Review*). DOI: 10.1111/emre.12351; **ABS ranking: 3; AiIG ranking: SILVER.**

Pucci, T., Brumana, M., Minola, T., Zanni, L. (2020), “Social capital and innovation in a life science cluster: The role of proximity and family involvement”, *Journal of Technology Transfer*, 45: 205-227. ISSN: 1573-7047; DOI: 10.1007/s10961-017-9591-y; **ABS ranking: 2; AiIG ranking: SILVER.**

Brumana, M., Minola, T., Garrett, B., Digan, S. (2017), “How Do Family Firms Launch New Businesses? A Developmental Perspective on Internal Corporate Venturing in Family Business.”, *Journal of Small Business Management*, 55(4): 594–613. ISSN: 1540-627X; DOI: 10.1111/jsbm.12344; **ABS ranking: 3; AiIG ranking: GOLD.**

Delmestri, G., and Brumana, M. (2017), “The multinational corporation as a playing field of power: A Bourdieusian approach”, *Research in the Sociology of Organizations*, 49: 325-353. ISSN: 0733-558X; DOI: 10.1108/S0733-558X20160000049011; **ABS ranking: 3; AiIG ranking: SILVER.**

Minola, T., Brumana, M., Campopiano, G., Garrett, R.P., Cassia, L. (2016), “Corporate venturing in family business: a developmental approach of the enterprising family”, *Strategic Entrepreneurship Journal*, 10(4): 395-412. ISSN: 1932-443X; DOI: 10.1002/sej.1236; **ABS ranking: 4; AiIG ranking: GOLDSTAR.**

Brumana, M., Delmestri, G. (2012), “Divergent Glocalization in a Multinational Enterprise Institutional-bound Strategic Change in European and US Subsidiaries Facing the Late-2000 Recession”, *Journal of Strategy and Management*, 5 (2): 124-153. ISSN: 1755-425X; DOI: 10.1108/17554251211222875.

ARTICLES IN ITALIAN REFEREED JOURNALS

Brumana, M., Decastri, M., Scarozza, D., Za, S. (2014), “Innovazione tecnologica e organizzazione: trend, aree di ricerca e prospettive”, *Studi Organizzativi*, 2: 42-75. ISSN: 0391-8769; DOI: 10.3280/SO2014-002002.

CHAPTERS IN INTERNATIONAL BOOKS

Brumana, M., Ruzzene, A., Vasilevska, K. (2020), “Reasons, Opportunities and Methods for a Visual Analysis of Organizational Tensions in Family Business”, in De Massis, A., Kammerlander, N. eds. *Handbook of Qualitative Research Methods in Family Business*, Edward Elgar Publishing, 284-303. ISBN: 978 1 78811 644 2; DOI: 10.4337/9781788116459.

Brumana, M., Cassia, L., Gamba, D., Minola, T. (2017) “Perception gaps in international corporate entrepreneurship: the role of knowledge transfer tools” in Leitão, J., Devezas, T. (eds.), *Studies on Entrepreneurship, Structural Change and Industrial Dynamics*, Springer, p. 315-332, ISBN: 978-3-319-49604-7, DOI: 10.1007/978-3-319-49604-7_16.

Minola, T., Campopiano, G., Brumana, M., Cassia, L., Garrett, R.P. (2017) “Corporate entrepreneurship in family business: The when and how” in Kellermanns, F. W., and Hoy, F. (eds.), *The Routledge companion to family business*, Routledge, p. 281-310, ISBN: 9781138919112, DOI: 10.4324/9781315688053.ch14.

Brumana, M., Minola, T., Cassia, L., Gamba, D., Pressiani, P. (2016) “Family Firms as the Incubators of New Ventures: A Transgenerational Perspective”, in Pittino and Visintin (eds.) *Fast growing new firms in a slow growth economy: institutional conditions for innovation*, Edward Elgar Publishing, ISBN 9781785367106, DOI: 10.4337/9781785367113.00013.

Brumana, M., Cassia, L., De Massis, A., Discua Cruz, A., Minola, T. (2015) “Transgenerational Professionalization of Family Firms: The Role of Next Generation Leaders”, in STEP Global Book Series, *Developing next generation leaders for transgenerational entrepreneurial family enterprises*, Edward Elgar Publishing, ISBN: 978-1-78471-786-5, DOI: 10.4337/9781784717872.00013.

Brumana M., Decastri, M., Scarozza, D., Za S. (2014) “A Bibliometric Study of the Literature on Technological innovation: An Analysis of 60 International Academic Journals”, in Baglieri D., Metallo C., Rossignoli C., Pezzillo Iacono M. (Eds.), *Information Systems, Management, Organization and Control: Smart Practices and Effects*, Series: Lecture Notes in Information Systems and Organisation, Springer International Publishing, ISSN: 21954968, DOI: 10.1007/978-3-319-07905-9_9.

CHAPTERS IN ITALIAN BOOKS

Brumana, M., Hahn, D., Minola, T. (2016) “Analisi descrittiva delle imprese e degli imprenditori del campione” in Garrone, P., and Martini, G. (eds.), *Sussidiarietà e... politiche industriali. Rapporto sulla sussidiarietà 2015-2016*, Fondazione per la Sussidiarietà, Milano, ISBN: 9788897793175.

Brumana, M., Marzo, F., Za, S. (2016) "I processi decisionali individuali", in Decastri, M (Ed.) *Leggere le organizzazioni. Le teorie e i modelli per capire*. Guerini next, ISBN: 9788868960575.

APPLIED ARTICLES IN PRACTICE-ORIENTED AND PROFESSIONAL JOURNALS

Brioschi, M. S., Brumana, M., Cassia, L., Pressiani, P., (2018), "Imprenditorialità e creazione di valore. Il potenziale delle imprese familiari". *Sistemi & Impresa*, 8: 60-64.

Bosis, L., Brumana, M., Cassia, L., Minola, T., (2015), "Innovazione dirompente e imprenditorialità". *Sistemi & Impresa*, 5: 54-60. ISSN:0394-929X.

Brumana, M., Delmestri, G. (2010) "Gli effetti dell'europeizzazione su organizzazione e GdP? (Quasi) nulli!". *Ticonzero Knowledge and Ideas for Emerging Leaders*, n° 108 (www.ticonzero.info)

TEACHING CASE

Brumana, M., Gamba, D., Ruzzene, A., Minola, T. (2018), "Knowledge Transfer Strategy at a Family-Owned Multinational: The Case of Embal Inc.", SAGE Business Cases Originals, DOI: <http://dx.doi.org/10.4135/9781526462183>.

CONFERENCE PROCEEDINGS

Brumana, M., Delmestri, G. (2011), "Societal Differences Redux. Comparing Organizational Structures in French, German, Italian and US Firms". In S. Albertini, M. Bergami, A. D'Atri, M. De Marco, P. De Vita, M. Ferrara, C. Rossignoli, S. Salvemini (eds.): *Generations and Regenerations of Organizational Processes. Conference Proceedings*. XII Workshop of the Italian Researchers and Professors of Organization, Naples, June, ISBN 978-88-89677-76-6.

RESEARCH GRANTS, FUNDINGS AND AWARDS

Nomination for best conceptual paper award, IFERA conference 2020, June 2020. Paper: "Exploring the Potential of a Causal Mechanistic Approach to Family Business Phenomena: The Case of Corporate Entrepreneurship", Ruzzene, A., Brumana, M., Minola, T.

Research grant "Misure di sostegno ai soci giovani AiIG - anno 2019". Awarded 5.000 euro for the development of the research project "Unleashing the power of visuals for management research" with Emanuela Rondi, Assistant Professor at Libera Università di Bolzano (Italy) and Innan Sasaki, Lecturer at Lancaster University (UK).

Research grant "Premio CDO per l'economia 2017: Famiglia e imprese: alleate per lo sviluppo". Awarded 3.000 euro for the development of an indicator of Corporate Family Responsibility (CFR).

Nomination for best paper proposal award, 2nd International Family Business Research Forum, Naples/Capri (Italy), September 2016. Paper proposal: "What goes around comes around? Unravelling capital exchange in corporate venturing", Brumana, M., Minola, T., Nordqvist, M., Waldkirch, M.

Research grant by *Fondazione per la Sussidiarietà* on the topic “Sussidiarietà e... politiche industriali”, 2015. The project provides empirical evidence (through survey-based data from a representative sample of Italian SMEs and econometric analyses) on the role of entrepreneur’s individual traits in determining firm performance. Awarded 1.000 euro for support in designing and implementing the survey.

Best paper award on the internationalization of family firms, *10th Workshop on Family Firm Management Research*, Bergamo, May 2014. Paper: “The internationalization of family firms: Exploring the emergence of a headquarter-subsidary perception gap”, Brumana, M.

Research grant by *Libera Università degli Studi “San Pio V”* on the topic “Indagine sulle trasformazioni indotte nel processo produttivo dalle nuove tecnologie e dall’innovazione in generale”, 2013 – 2014. Awarded 5.000 euro for the development of the project.

Research grant by *Fondazione Cariplo “FYRE – Fostering Young REsearchers”*, 2012. Awarded 6.000 euro for the visiting research period at the Alberta School of Business.

Personal research grant *Università degli studi di Bergamo* 2011 to 2013. Awarded 60.000 euro for the PhD program.

Joint research grant Pro Universitate Bergomensi and PRIN (Programmi di Ricerca Scientifica di Rilevante Interesse Nazionale, Anno 2010 – 2011 – prot. 2010744K3S_007), 2014 – 2016. Awarded 50.000 euro for the development of the research project “Innovation and Corporate Venturing in family business: an inter-generational perspective”.

Best dissertation award “Premio di Laurea SdM School of Management”, *Università degli Studi di Bergamo*, 2010.

WORKING PAPERS

Campopiano, G., Brumana, M., Baù, M., Calabrò, A., “External corporate venturing in family firms: A behavioral perspective” (4th round R&R in *Journal of Management Studies*)

Ruzzene, A., Brumana, M., Minola, T., “Connecting the dots from micro to macro: A causal mechanistic approach to family business research” (target journal *Family Business Review*)

Brumana, M., Minola, T., Waldkirch, M., Nordqvist, M., “An Investigation of Resource Exchange in Internal Corporate Venturing: The Paradox of Control and Autonomy” (target journal *Entrepreneurship Theory and Practice*)

Minola, T., Campopiano, G., Brumana, M., Aldrich, H., Zellweger, T., “Revisiting the family embeddedness perspective in entrepreneurship” (target journal *Academy of Management Annals*)

Brumana, M., Delmestri, G., “Dueling Coalitions. The role of rituals in the resolution of major organizational conflicts” (target journal *Administrative Science Quarterly*)

Brumana, M., Rondi, E., Ruzzene, A., Sasaki, I., “Organizational Identity Work between Continuity and Change A Multilodal Analysis of Barilla House Organs” (target journal *Administrative Science Quarterly*)

Ruzzene, A., Brumana, M., Rondi, E. “Visual Strategies for Addressing Organizational Paradoxes” (target journal *Organizational Research Methods*)

SERVICE TO THE FIELD

Member of the Editorial Review board of the *Journal of Family Business Strategy* (2019).

Guest editor of the *Journal of Family Business Strategy* special issue “Feeding the fire of entrepreneurship: Theory and practice for the enterprising family” with Howard Aldrich, Sharon Alvarez, Giovanna Campopiano, Tommaso Minola.

Participation to the *National Public Research Program PRIN* (“Programmi di Ricerca scientifica di rilevante Interesse Nazionale”) Research grant assigned at the University of Bergamo in a public competition by the Italian Ministry of Education, University and Research (“Ministero dell’Istruzione, dell’Università e della Ricerca”) and involving 11 Italian universities. The three-year research project was entitled “Reemerging from maturity: corporate venturing and innovation in family and non-family enterprises”, within the framework of the European Union’s Horizon 2020 Program. (2014 – 2016).

- Support to the definition and writing of a literature review on corporate entrepreneurship in family firms (2014)
- Coordination of the data collection and analysis on 6 Italian family firms through semi-structured interviews (2015)
- Support to the design and implementation of a survey on 380 Italian innovative start-ups (2016)

Participation to the *Successful Transgenerational Entrepreneurship Practices (STEP)* research project (2014 – 2018)

Founded in 2005 by Babson College in collaboration with six academic affiliates in Europe, the STEP Project is a global applied research initiative that explores the entrepreneurial process within business families and generates solutions that have immediate application for family leaders. More than 45 countries over 5 regions participate in this global study, involving more than 200 scholars from leading universities and more than 85 families. <http://www.stepresearch.org/>

- Member of the European Council (2018)
- Coordination of the data collection on 180 Italian family firms through survey (2018-2019)
- Data collection for case study development (2014 – present)
- Coordination of the data collection on 40 Italian family firms through survey (2015)
- Participation to the STEP Europe research meeting, University of Bergamo, Bergamo, May 2014
- Participation to the STEP Europe research meeting, Antwerp Management School, Antwerp, February 2015
- Participation to the STEP Europe research meeting, EM Lyon Business School, Lyon, May 2015
- Participation to the STEP Europe research meeting, ESADE, Barcelona, November 2015
- Participation to the STEP Europe research meeting, Windesheim University of applied sciences, Zwolle, May 2016
- Participation to the STEP Europe research meeting, Università della Svizzera Italiana (USI), Lugano, November 2017
- Participation to the STEP Europe research meeting, IPAG Business School, Nizza, April 2017

Participation to the research project “*Sussidiarietà e... politiche industriali*”, on behalf of the Department of Management, Information and Production Engineering, financed by Fondazione per la Sussidiarietà (Milano). The project provides empirical evidence (through survey-based data from a representative sample of Italian SMEs and econometric analyses) on the role of entrepreneur’s individual traits in determining firm performance. (2015 – 2016)

- Support to the design and implementation of the survey

Member of the joint commission (*commissione paritetica*) for students and teacher of the School of Engineering, University of Bergamo (2018-present)

Member of the scientific committee of the *executive education program* “*Go International, Be Innovative*” (2016 – 2018)

Collaboration to the design of the *executive education program* “*Go International, Be Innovative*” *Basic and Advanced* (Organized on behalf of Bergamo Chamber of Commerce): 1-year executive education program, with classes on entrepreneurship, family business and opportunity recognition (2014 – present)

Support in the design of and tutorship activity for *Start Cup Bergamo* (Business plan competition of the University of Bergamo) (2014 – present)

Ad-hoc *reviewer* for the following journals (alphabetical order):

- Critical perspectives in international business, 2016 – present
- Family Business Review, 2018 – present
- International Journal of Entrepreneurial Behavior & Research, 2016 – present
- International Journal of Management Practice, 2015 – present
- Journal of Business Venturing, 2016 – present
- Journal of Small Business Management, 2017 - present
- Journal of Technology Transfer, 2017 – present
- Organization Studies, 2016 – present
- Strategic Entrepreneurship Journal, 2020 - present
- SI of Journal of Family Business Strategy, 2017
- SI of Entrepreneurship and Regional Development, 2017
- SI of Small Business Economics: An Entrepreneurship Journal, 2015

Reviewing activities for the following conferences (alphabetical order):

- Academy of Management Annual Meeting, 2011 – present
- Annual Scientific Meeting of the Italian Association of Management Engineering (AiIG), 2013 – present
- Euram, 2015 - present
- IFERA, 2018 - present
- Western Academy of Management Conference, 2012

Member of the *Academy of Management* – OMT, ENT divisions (2012 – present)

Member of the *European Group for Organization Studies* (‘EGOS’) (2010 – 2016)

Member of the *Italian Association of Management Engineering* (AiIG) (2014 – present)

Member of the *European Council for Small Business and Entrepreneurship* (ECSB) (2017 – 2018)

Member of the Organizing Committee of the *European Family Business Centers Online Research Seminars* (2020-present)

Co-chair of IFERA Conference 2019, University of Bergamo, Bergamo, June 2019

Co-organizer of the Scientific Workshop “*Together. Collaborative practice in groups and organizations*”, University of Bergamo, Bergamo, May 2016

Co-organizer of the 3rd *DREAMT CYFE Doctoral Workshop*, University of Bergamo, Bergamo, May 2015

Support for the organization of the 10th *Workshop on Family Firm Management Research*, University of Bergamo, Bergamo, May 2014

CONFERENCE PRESENTATIONS

Paper accepted at the Academy of Management Conference 2020 - Ruzzene, A., Brumana, M., Minola, T. (A Causal-Mechanistic Perspective on Micro-Foundations in Family Business: The Case of Corporate Entrepreneurship)

Paper accepted at IFERA 2020 – Ruzzene, A., Brumana, M., Minola, T. (Exploring the Potential of a Causal Mechanistic Approach to Family Business Phenomena: The Case of Corporate Entrepreneurship)

Paper presented at the XXXIII *RENT Conference*, Berlin, November 2019 –Ruzzene, A., Brumana, M., Minola, T. (Reasoning about Microfoundations of Entrepreneurship in Family Business: A Causal-mechanistic Perspective)

Paper presented at the XXX *Riunione Scientifica Annuale – AiIG 2019*, Torino, October 2019 – Ruzzene, A., Brumana, M., Minola, T. (A Mechanistic Perspective on Microfoundations: The Case of Entrepreneurship in Family Business)

Short paper presented at *IFERA 2019*, Bergamo, June 2019 – Brumana, M., Rondi, E., Ruzzene, A. (The Role of Visuals in Managing Identity Challenges: An Analysis of Family Firms’ Corporate Monographies)

Short paper presented at *IFERA 2019*, Bergamo, June 2019 – Brumana, M., Minola, T., Cassia, L., Sardeshmukh, S., Campopiano, G., Vasilevska, K. (When Things Don’t Turn Out as Expected: the Effects of Unexpected Succession in Family Firms on Entrepreneurial Orientation and Financial Performance)

Paper presented at the XXIX *Riunione Scientifica Annuale – AiIG 2018*, Castellanza, October 2018 – Vasilevska, K., Brumana, M., Ruzzene, A. (When a Family Business “Meets” an Innovative Startup: A Visual Analysis of Parent-Venture Identity Claims)

Paper presented at the XXIX *Riunione Scientifica Annuale – AiIG 2018*, Castellanza, October 2018 – Campopiano, G., Calabrò, A., Brumana, M. (What drives corporate venturing strategic decisions in family firms? Insights from real options and behavioral theory of the firm)

Paper presented at *R&D Management Conference 2018*, Milan, Italy, July 2018 - Brumana, M., Minola, T., Waldkirch, M., Nordqvist, M. (Internal Corporate Venturing in Family Firms: Antecedents and Consequences of Resource Exchange)

Paper presented at *IFERA 2018*, Zwolle, The Netherlands, July 2018 - Brumana, M., Minola, T., Waldkirch, M., Nordqvist, M. (Unpacking resource exchange in internal corporate venturing: Decision framing, risk and consequences for venture autonomy)

Paper presented at *IFERA 2018*, Zwolle, The Netherlands, July 2018 – Campopiano, G., Brumana, M., Minola, T., Cassia, L. (Growth in Family Business: Bellerophon or Chimera)

Paper presented at *Babson College Entrepreneurship Research Conference*, Waterford, Ireland, June 2018 - Brumana, M., Sardeshmukh, S., Minola, T., Cassia, L. (Unexpected succession, entrepreneurial behavior and performance in family firms)

Paper presented at the *AMJ Paper & Idea Development Workshop*, Toulouse, France, May 2018 – Brumana, M., Delmestri, G. (Dueling coalitions. How extreme conflict engenders cooperation under institutional complexity)

Paper presented at the *14th Workshop on New Institutionalism in Organization Theory*, Bocconi University, Milan, March 2018 – Brumana, M. (Narratives and visuals of startups: Does origin matter?)

Paper presented at *SMS conference*, Houston, Texas, October 2017 – Brumana, M., Minola, T., Waldkirch, M., Nordqvist, M. (Mobilization of capitals and risk perception in internal corporate venturing)

Paper presented at the *Technology Transfer Society Annual Meeting*, Phoenix, Arizona, November 2016 – Pucci, T., Brumana, M., Minola, T., Zanni, L. (Relationships and Innovation of Family and Non-Family Firms: Evidence from an Italian Life Science Cluster)

Paper presented at the *STEP Global Academic Conference 2016*, Boston, October 2016 – Ruzzene, A., Minola, T., Brumana, M. (Thick and thin contextualization: Reflections on the STEP cases)

Paper presented at the *XXVII Riunione Scientifica Annuale – AiIG 2016*, Bergamo, October 2016 – Brumana, M., Minola, T., Nordqvist, M., Waldkirch, M. (Typologies of capital and mechanisms of capital exchange in family business ventures)

Paper presented at the *Academy of Management Annual Meeting*, Anaheim (US), August 2016 – Garrett, RP., Minola, T., Brumana, M. (A Conceptual Model of Corporate Venturing in Family Firms: The Role of Generations and Governance), ENT division

Paper presented at the *Academy of Management Annual Meeting*, Anaheim (US), August 2016 – Brumana, M., Delmestri, G. (Dueling Spouses. Power Games and Relational Metaphors in Post-Acquisition Integration), OMT division

Paper presented at the *Academy of Management Annual Meeting*, Vancouver (Canada), August 2015 – Minola, T., Brumana, M., Campopiano, G., Cassia, L., Garrett, R. P. (The When and How of Corporate Venturing in Family Firms: A Conceptual Framework), ENT division

Paper presented at the *EGOS Colloquium, Athens*, July 2015 – Brumana, M., Minola, T., Nordqvist, M. (Venturing Processes in Family Firms: The Role of Symbolic Capital), Sub-theme 36: “Institutional Theories of Family Firms”, convened by Michael Carney, Roy Suddaby, Giuseppe Delmestri

Paper presented at the 22nd Innovation and Product Development Management Conference, Copenhagen, June 2015 – Pucci, T., Brumana, M., Minola, T., Zanni, L. (In or Out? Exploration Patterns and Innovation Performance in Family Firms from an Italian Life Science Cluster).

Paper presented at the *XXV Riunione Scientifica Annuale – AiIG 2014*, Bologna, October 2014 – Minola, T., Brumana, M., Campopiano, G., Cassia, L., Garrett, R. P. (Corporate Entrepreneurship along different and coexisting life cycles: The case of Family Business)

Paper presented at the *EGOS Colloquium*, Rotterdam, July 2014 – Brumana, M., Delmestri, G. (Men of Honor! International Acquisitions as Institutionally Embedded Processes of Conflict and Learning), Sub-theme 11 (SWG) “What's Up in the Contemporary MNC: New Research Perspectives”, convened by Christoph Dörrenbächer, Florian Becker-Ritterspach, Susanne Blazejewski

Paper presented at the *X Conference of the Italian Chapter of AIS*, Milan, December 2013 – Brumana, M., Decastri, M., Scarozza, D., Za, S. (A Bibliometric Study of the Literature on Technological innovation: An Analysis of 60 International Academic Journals), Track 01 “Organizational Change and Impact of ICT”, co-chairs: F. Bolici (U. Cassino), M. Sorrentino (U. Statale, Milano), F. Virili (U. Sassari)

Paper presented at the *EGOS Colloquium*, Helsinki, July 2012 – Brumana, M., Delmestri, G. (Divergent Glocalization in a Multinational Enterprise. Institutional-Bound Strategic Change in European and US Subsidiaries Facing the Late-2000 Recession), Sub-theme 11 (SWG) “Recent Developments in Institutional Theory: The Challenge Posed by MNEs”, convened by Ayse Saka-Helmhout, Royston Greenwood, and Susanne Blazejewski

Paper presented at the *EGOS Colloquium*, Gothenburg, July 2011 – Brumana, M., Delmestri, G. (Divergent Glocalization in a Multinational Enterprise. Strategies and Structures in European and US Subsidiaries Facing the Late-2000 Recession), Sub-theme 24 “Self-reinforcing Organizational Processes: Studying Stabilizing and Destabilizing Dynamics”, convened by Georg Schreyögg, Hüseyin Leblebici, and Jörg Sydow

Paper presented at the *EGOS Colloquium*, Lisbon, July 2010 – Brumana, M., Delmestri, G. (Societal Differences Redux A Comparison of Organizational Structures and HRM in French, German, and Italian Manufacturing Units), Sub-theme 08 “Institutions and Knowledge: Sources and Consequences”, convened by Renate Meyer, Mike Lounsbury, and Marc Schneiberg

WORKSHOP PRESENTATIONS, SEMINARS AND INVITED TALKS

Invited speech at the Department of Management, WU Vienna, Austria: “Organizational identity work in the midst of change: A multimodal analysis of Barilla house organs”, October 22nd 2019

Short paper presented at the 2nd AEM&TIM PhD Workshop, Naples, June 2019 – Ruzzene, A., Brumana, M., Rondi, E. (Organizational Identity Work between Continuity and Change: A Multimodal Analysis of Barilla House Organs)

Paper presented at the *Journal of Management Studies Special Issue workshop “Corporate Entrepreneurship and Family Business: Learning across disciplines”*, Bergamo, December 2018 – Campopiano, G., Calabrò, A., Brumana, M. (Corporate venturing and strategic renewal in family versus non-family firms: A behavioral perspective on the two facets of corporate entrepreneurship)

Case presented at the *STEP Global Summit*, Lugano (Switzerland), November 2017 – Brumana, M., Gamba, D., Minola, T., Ruzzene, A. (Knowledge Transfer Strategies at a Family-Owned Multinational: the case of SMI Group)

Poster presented at *IFERA Research Development Workshop*, Bolzano (Italy), March 2017 – Brumana, M., Sardeshmukh, S., Minola, T., Cassia, L. (Unexpected Succession, Entrepreneurial Attitudes and Performance in Family Firms)

Paper presented at the *2nd International Family Business Research Forum*, Naples/Capri (Italy), September 2016 – Brumana, M., Minola, T., Nordqvist, M., Waldkirch, M. (What goes around comes around? Unravelling capital exchange in corporate venturing)

Paper presented at the *Workshop “Together. Collaborative practice in groups and organizations”*, Bergamo (Italy), May 2016 – Brumana, M., Garrett, R.P., Minola, T., Digan, S.P. (A stewardship perspective to internal corporate venturing in family firms)

Paper presented at the *Workshop “Together. Collaborative practice in groups and organizations”*, Bergamo (Italy), May 2016 – Gamba, D., Brumana, M., Minola, T., Cassia, L. (The perils of information: Evidence from a family MNC)

Paper presented at the *Workshop “Together. Collaborative practice in groups and organizations”*, Bergamo (Italy), May 2016 – Pucci, T., Brumana, M., Minola, T., Zanni, L. (Local vs. distant search in technological clusters. Does family involvement matter in open innovation behaviour?)

Paper presented at the *12th Workshop on Family Firm Management Research*, Zwolle (Netherlands), May 2016 – Gamba, D., Brumana, M., Minola, T., Cassia, L. (Internationalization of family firms: How to explain different entry mode choices and knowledge transfer strategies?)

Invited speech at CeFEO Research Seminars, Spring 2016, Jönköping University (Sweden): “Local Vs. Distant Search in Technological Clusters. The Role of Family Involvement in Open Innovation Behaviour”, March 9th 2016

Paper presented at the *Workshop on Multinational Corporations and Organization Theory: Post millennium perspectives*, Jena (Germany), November 2015 – Delmestri, G., Brumana, M. (The Multinational Corporation as a Playing Field of Power: A Bourdieusian Approach)

Paper presented at the *PRIN workshop*, Brescia, October 2015 – Brumana, M., Minola, T., Cassia, L., Gamba, D., Pressiani, P., (A Transgenerational Entrepreneurship Perspective to the Study of Family Firms’ Entrepreneurial Initiatives)

Paper presented at the *3rd DREAMT CYFE Workshop*, Bergamo, May 2015 – Minola, T., Brumana, M., Campopiano, G., Cassia, L., Garrett, R. P. (Rock Around the Clock? Temporal Dynamics of Corporate Venturing in Family Firms)

Paper presented at the *3rd AESW – The Third Austrian Early Scholars Workshop in Management*, Linz, May 2015 – Brumana, M., Minola, T., Nordqvist, M. (Symbolic Capital and Venturing Initiatives: Evidence from Italian Family Firms)

Paper presented at the *11th Workshop on Family Firm Management Research*, Lyon, May 2015 – Brumana, M., Minola, T., Nordqvist, M. (Family Firms, Symbolic Capital and Venturing Processes: Evidence from Six Italian Case Studies)

Paper presented at the *11th Workshop on New Institutionalism in Organization Theory*, Vienna, March 2015 – Brumana, M., Delmestri, G. (Men of Honor! Institutionally Embedded Power (Meta)Games in Post-Acquisition Integration)

Paper presented at the *2nd IFERA Research Development Workshop*, Vienna, September 2014 – Minola, T., Campopiano, G., Brumana, M., Cassia, L., Garrett, R. P. (Corporate Entrepreneurship in Family Business: the When and How)

Paper presented at the *10th Workshop on Family Firm Management Research*, Bergamo, May 2014 – Brumana, M. (The internationalization of family firms: Exploring the emergence of a headquarter-subsidiary perception gap)

Paper presented at the *10th Workshop on Family Firm Management Research*, Bergamo, May 2014 – Campopiano, G., Brumana, M., Garrett, R. P. (Different and Coexisting Life Cycles in Entrepreneurial Family Firms)

Paper presented at the *Workshop di Organizzazione Aziendale*, Udine, March 2014 – Campopiano, G., Minola, T., Cassia, L., Brumana, M., (Corporate Entrepreneurship in Family Business: A Review on Firm Performance, Organizational Outcomes and the Role of Family Business Contingencies), track “Entrepreneurship, governance and organizational change”, track chairs: Stefano Consiglio e Diego Campagnolo

Paper presented at the *Workshop di Organizzazione Aziendale*, Udine, March 2014 – Brumana, M., Delmestri, G. (Spaghetti Western. Perception gap politicization and the dueling of an Italian headquarter with its German subsidiary), track “Organisation Theory”, track chairs: Luigi Moschera e Michela Marchiori

Invited speech at the Department of Organization and Global Management Studies, Johannes Kepler University, Austria: “Emergence and evolution of a headquarter-subsidiary perception gap: Longitudinal evidence from an Italian multinational corporation”, November 13th 2013

Paper presented at the *Lunch-time Seminars – Winter 2013*, Università degli Studi di Bergamo, Italy, October 2013 – Brumana, M. (Emergence and Evolution of a HQ-Subsidiary Perception Gap: Longitudinal Evidence from an Italian MNC)

Paper presented at the workshop *Dalla Produzione Automatizzata agli Ambienti Tecnologicamente Densi: Giornata di Studi su Tecnologia e Organizzazione*, University of Milano Bicocca, Italy, October 2013 – Brumana, M., Decastri, M., Scarozza, D., Za, S. (Innovazione Tecnologica, Organizzazione e Lavoro: Un’Analisi della Letteratura attraverso gli Strumenti di Social Network Analysis)

Paper presented at the *The First Pavia Paper Development Workshop in International Business*, University of Pavia, Italy, September 2013 – Brumana, M. (Perception Gap Emergence and Evolution During Cross-border Integrations: Longitudinal Evidence from an Italian MNC)

Paper presented at the *Young Scholars Paper Development Workshop*, WOA 2013, Roma, May 2013 – Brumana, M. (Headquarter-subsidiary Relationship, Board of Directors Political Dynamics and Institutional Contexts: Longitudinal Evidence from an Italian MNC)

Paper presented at *The 1st Austrian Young Scholars Workshop in Management*: “Organizations, people and institutions in a global context”, Johannes Kepler University (JKU), Linz, April 2013 – Brumana, M. (Headquarter-subsidary Relationship, Board of Directors Political Dynamics and Institutional Contexts: Longitudinal Evidence from an Italian MNC)

Paper presented at the *SMO Workshop Series 2012/13* Department of Strategic Management & Organization, Alberta School of Business, February 2013 – Brumana, M. (Headquarter-Subsidiary Relationship and National Constellations of Logics: Longitudinal Evidence from an Italian Family-Owned MNC)

Paper presented at the 8th *New Institutionalism Workshop*, Barcelona, March 2012 – Brumana, M. (Corporate Governance and Institutional Complexity: A Study of Family Owned MNCs in Italy and Canada)

Paper presented at the *Workshop di Organizzazione Aziendale*, Napoli, June 2011 – Brumana, M. (Societal Differences Redux. Comparing Organizational Structures in French, German, Italian and US Firms), Sub-theme 8 “Institutions, organizations, and socio-economical evolution”, convened by Giuseppe Delmestri, Luigi Moschera and Behlül Üsdiken

Paper presented at the *Research Day*, Università degli Studi di Bergamo, June 2011 – Brumana, M., Delmestri, G. (Societal differences redux. Comparing organizational structures In French, German, Italian and Us firms)

Paper presented at the *Special Issue Workshop* (Journal of Strategy and Management – “How Universal are the Nature and Process of Strategy?”), University of Groningen, November 2010 – Brumana, M., Delmestri, G. (Societal Differences Redux. A Comparison of Strategies, Organizational Structures and Personnel Practices in French, German, Italian and US Manufacturing Units)

TEACHING ACTIVITY

Department of Management Information and Production Engineering, University of Bergamo

- February – June 2020: course “Strategic Management” (12 hours) – course co-responsible
- September 2019 – September 2020: course “Management delle imprese multinazionali” (32 hours) – course responsible
- September – December 2019: course “Economia e Organizzazione Aziendale” (16 hours) – course co-responsible
- February – June 2019: course “Strategic Management” (16 hours) – course co-responsible
- February – June 2019: course “Economia e Organizzazione Aziendale” (16 hours) – course co-responsible
- September 2018 – September 2019: course “Management delle imprese multinazionali” (32 hours) – course responsible
- February – June 2018: course “Strategic Management” (16 hours) – course co-responsible
- February – June 2018: course “Economia e Organizzazione Aziendale” (16 hours) – course co-responsible
- September 2017 – September 2018: course “Management delle imprese multinazionali” (32 hours) – course responsible
- September – December 2017: course “Economia e Organizzazione Aziendale” (16 hours) – course co-responsible
- September 2016 – September 2017: course “Management delle imprese multinazionali” (32 hours) – course responsible

- February – June 2017: course “Strategia e sistemi di pianificazione” (12 hours) – course co-responsible
- September – December 2016: course “Strategia e sistemi di pianificazione” (12 hours) – course co-responsible
- September 2015 – September 2016: course “Management delle imprese multinazionali” (32 hours) – course responsible
- February – June 2016: course “Strategia e sistemi di pianificazione” (16 hours) – course co-responsible
- September – December 2015: course “Strategia e sistemi di pianificazione” (16 hours) – course co-responsible
- February – June 2015: course “Strategia e sistemi di pianificazione” (16 hours) – course co-responsible
- February – June 2015: course “Management delle imprese multinazionali” (12 hours) – course co-responsible
- September – December 2014: course “Strategia e sistemi di pianificazione” (16 hours) – course co-responsible
- February – June 2014: course “Management delle imprese multinazionali” (12 hours) – course co-responsible
- 2014 – present: Supervision of research thesis by bachelor and master students.

*Department of Management Economics and Quantitative Methods, **University of Bergamo***

- September – December 2014: course “Organizzazione Aziendale” (16 hours) – course co-responsible
- September – December 2013: course “Organizzazione Aziendale” (16 hours) – course co-responsible
- September – December 2011: courses “Organizzazione Aziendale” and “Gestione e organizzazione aziendale” (72 hours) – course co-responsible

*SdM (School of Management), **University of Bergamo***

- 2018: Scientific responsible of the *executive education program in Persico Industrial*: 8 hours of in-house laboratory training on the topic of change management
- 2016 – present: teaching activity for the executive education program “Go International, Be Innovative” Basic and Advanced (Organized on behalf of Bergamo Chamber of Commerce): 1-year executive education program, with classes on entrepreneurship, family business and opportunity recognition

*CYFE (Center for Young and Family Enterprise), **University of Bergamo***

- February – March 2014: seminars on “Entrepreneurial training on issues of globalization and internationalization”

*Institute for Change Management and Management Development, **WU Vienna (Austria)***

- October – December 2019: seminar course “Change Management” (20 hours) – course responsible

*Institute for Organization and Global Management, **Johannes Kepler University (Austria)***

- March – August 2012: seminar course “Structures, Strategies and Power in MNCs” (20 hours) – course responsible

PROFESSIONAL EMPLOYMENT HISTORY

Calvi Holding Srl (Italy)

Risk Management, intercompany contracts, active invoicing, banks accounting, support to the Human Resource Management department, 2009 – 2010

Calvi Holding Srl (Italy)

Internship – Human Resource Management department, 2008 – 2009

Latte Bergamo SpA (Italy)

Internship – sales department, July 2005

Hotel Mercure Toulon (France)

Internship – front desk activities, July – August 2004

Latte Bergamo SpA (Italy)

Internship – sales department, July 2003

INPS – Istituto Nazionale di Previdenza Sociale (Italy)

Internship – administrative department, July 2002

SERVICE TO THE COMMUNITY

Deputy Major of my village (Roncola, Italy)

Responsible for budget, taxes, education, trade, 2019 – present