

Contact details

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Academic experience

Dal 05.11.2021 **Associate Professor of Organization Studies at the Department of Economics and Statistics of the University of Udine (Italy).**

05.11.2018-04.11.2021 Assistant Professor of Organization Studies at the Department of Economics and Statistics of the University of Udine (Italy).

18.10.2017-04.11.2018 Research Fellow at the Department of Economics and Statistics of the University of Udine (Italy).

01.10.2012-30.09.2017 Assistant Professor of Organization Studies at the Department of Economics and Statistics of the University of Udine (Italy).

2015 - 2016 *Visiting fellow at "Graduate School of Innovation Management", Tokyo Institute of Technology (Japan).*

2012 - 2015 *Visiting fellow at "Innovation Management Group", Kyoto University (Japan).*

November 2012 *Visiting fellow at Copenhagen Business School (Denmark).*

2009 - 2012 Post-doc researcher at the Department of Innovation and Organizational Economics – Copenhagen Business School (Denmark).

Education

2006-2009 **Doctorate in Business Administration.**
University of Udine.
Thesis: "The organisation of knowledge intensive activities. The case of translational research in Medicine".
Scholarship recipient.

2007 – 2008 *Visiting doctoral candidate at "Research Centre on Biotech Business", Copenhagen Business School (Denmark) from September 2007 a February 2008.*

2004-2005 **Post graduate degree (Master Universitario) in Innovation Management.**
Sant'Anna School of Advanced Studies, Pisa (Italy).
Fondazione IBM Italia scholarship recipient.

1999-2004 **Master of Science in Business Economics (Economia Aziendale).**
University of Udine, Udine (Italy).
Grade: 110/110 with honours.

Research interests

Entrepreneurship. Growth of Small and Medium Enterprises.

Scientific output

ORCID: <https://orcid.org/0000-0002-3551-5296>

Journal Articles

- Visintin, F., Pittino, D., Lauto, G. & Harirchi, G. (2025). Women Leaders and Entrepreneurial Orientation in High-Technology Industries. A Problem of Role Congruity between Glass Ceiling and Paper floor?. *Entrepreneurship Research Journal*. <https://10.1515/erj-2024-0266>
- Collino, S. & Lauto, G. (2022). The design of interactive training for digital transformation. A practice oriented case study. *Puntoorg International Journal*, 7(2), 124-144. <https://doi.org/10.19245/25.05.pij.7.2.3>
- Lauto, G., Salvador, E. & Visintin, F. (2022). For what they are, not for what they bring: The signaling value of gender for financial resource acquisition in academic spin-offs. *Research Policy*, 51(7), 104554. <https://doi.org/10.1016/j.respol.2022.104554>
- Lauto, G., Pittino, D. & Visintin, F. (2020). Satisfaction of Entrepreneurs: A Comparison between Founders and Family Business Successors. *Journal of Small Business Management*, 58:3, 474-510. <https://doi.org/10.1080/00472778.2019.1660937>
- Pittino, D., Visintin, F. & Lauto, G. (2018). Fly Away From the Nest? A Configurational Analysis of Family Embeddedness and Individual Attributes in the Entrepreneurial Entry Decision by Next-Generation Members. *Family Business Review*. doi:10.1177/0894486518773867
- Alkærsg, L., Beukel, K., Lauto, G. (2017). The Effect of Path-Dependence and Uncertainty on the Value of Mature Technologies. *International Journal of Innovation Management*. doi:10.1142/S1363919618500056
- Pittino, D., Visintin, F. & Lauto, G. (2017). A configurational analysis of the antecedents of entrepreneurial orientation. *European Management Journal*, 35(2), 224-237. doi:10.1016/j.emj.2016.07.003
- Lauto, G., & Valentin, F. (2016). The knowledge production model of the New Sciences: The case of Translational Medicine. *Technological Forecasting & Social Change*, 111, 12-21. doi:10.1016/j.techfore.2016.05.018
- Lauto, G., & Valentin, F. (2016). How preference markets assist new product idea screening. *Industrial Management and Data Systems*, 116(3), 603-619. doi:10.1108/IMDS-07-2015-0320
- Lauto, G., & Sengoku, S. (2015). Perceived incentives to transdisciplinarity in a Japanese university research center. *Futures*, 65, 136-149. doi:10.1016/j.futures.2014.10.010
- Lauto, G., & Valentin, F. (2013). How Large Scale Research Facilities Connect to Global Research. *Review of Policy Research*, 30(4), 381-408. doi:10.1111/ropr.12027
- Lauto, G., Valentin, F., Hatzack, F., & Carlsen, M. (2013). Managing front-end innovation through idea markets at Novozymes. *Research-Technology Management*, 56(4), 17-26. doi:10.5437/08956308X5604126
- Lauto, G., Baù, M., & Compagno, C. (2013). Individual and institutional drivers of technology transfer in Open Innovation. *Industry and Higher Education*, 27(1), 27-39. doi:10.5367/ihe.2013.0136

Book Chapters

- Collino, S., & Lauto, G. (2022). *Reducing Cognitive Biases Through Digitally Enabled Training. A Conceptual Framework*. In Solari, L., Martinez, M., Braccini, A.M., Lazazzara, A. (Eds.), "Do Machines Dream of Electric Workers?", Lecture Notes in Information Systems and Organisation, Vol 49. Springer, Cham. https://doi.org/10.1007/978-3-030-83321-3_13
- Pittino, D., Visintin, F., & Lauto, G. (2020). *The fsQCA method in family business research*. In De Massis A. and Kammerlander N., "Handbook of Qualitative Research Methods for Family Business", Edward Elgar, p.304-320.
- Lauto, G., Pittino, D., & Visintin, F. (2016). *Introduction. Innovation beyond national systems fragility: Institutional bricolage for SMEs growth*. In F. Visintin and D. Pittino (Eds.), "Fast growing new firms in a slow growth economy: Institutional conditions for innovation", Edward Elgar, p.1-16. ISBN: 9781785367113

- Visintin, F., Pittino, D., Lauto, G., & Mazzurana, P. (2014). *An urgent call for organizational growth and the possible contribution of organization scholars*. In Visintin et al. (Eds.), "Organising for growth: theories and practices", Create Space. ISBN: 9781502474896.
- Lauto, G., Mazzurana, P., Pittino, D., & Visintin, F. (2014). *Family legacy and entrepreneurial orientation: a configurational approach*. In Visintin et al. (Eds.), "Organising for growth: theories and practices", Create Space. ISBN: 9781502474896.
- Lauto, G., Baù, M., & Compagno, C. (2013). *The role of researchers' motivations in the genesis of academic spin-off companies*. In A. Fayolle, P. Kyrö, T. Mets and U. Venesaar (Eds.), "Conceptual Richness and Methodological Diversity in Entrepreneurship Research: Entrepreneurship Research in Europe", Edward Elgar, pp.32-46. ISBN: 9781782547303.
- Lauto, G., Baù, M., & Compagno, C. (2015). *Individual and institutional drivers of technology transfer in Open Innovation*. In J. Mitra and J. Edmondson (Eds.), "Entrepreneurship and Knowledge Exchange", Routledge. ISBN: 9780415750387. Ristampa dell'articolo del 2013 in *Industry and Higher Education*.

Conferences

- I regularly co-author research work presented at international conferences, including EGOS, DRUID, EURAM and AOM.

Scientific production in Italian

- I co-authored two books, two book chapters and two articles in Italian.

Referee

I served as a referee for the journals: **Review of Policy Research** (2013), **Industry and Innovation** (2014, 2015, 2017), **Scientometrics** (2015, 2017), **International Journal of Innovation Studies** (2016), **Technology Analysis & Strategic Management** (2016, 2017, 2019, 2020, 2021, 2022), **Industrial Management and Data Systems** (2017), **Technological Forecasting and Social Change** (2018), **Research Policy** (2020, 2021, 2023, 2024, 2025), **Journal of Family Business Strategy** (2018; 2022), **R&D Management** (2023), **International Small Business Journal** (2024), **Journal of Business Research** (2024, 2025), **International Journal of Entrepreneurial Behavior & Research** (2024), **European Management Journal** (2024, 2025), **European Journal of Management and Business Economics** (2025).

Research projects

Since February 2023, I have been a **member of the University of Udine unit** of the project "Blending the physical and the virtual workplace: How different hybrid work models disrupt the labor market and call for emergent configurations of organizational and human resource management practices", within the PRIN 2022 programme (**National Interest Project**). Unit lead: Prof. Francesca Visintin.

From 2023 to 2024, I was a **member of the University of Udine unit** of the Reginna 4.0 project, funded by the EIT (**European Institute of Innovation & Technology**) programme, carrying out innovative teaching and research activities. Unit lead: Prof. Maria Chiarvesio.

Between 2015 and 2023, I received a series of **financial contributions** provided by the **company** "Lean Experience Factory scarl", aimed at carrying out research activities on the topic "Lean management and organizational change".

From 2017 to 2020, I was a **member of the advisory board** of the project "Social Impact in the Alps Adriatic Region", within the **INTERREG V-A Italy-Austria Programme 2014-2020**.

From 2014 to 2016, I was a **member of the University of Udine unit** of the project "Scientific research and competitiveness. Variety of forms of enterprise, support systems and performance dimensions", within the PRIN 2010 programme (**National Interest Project**). Unit and national lead: Prof. Francesca Visintin.

From 2011 to 2012, I was a **member of the research unit** within the project "Ø-MIC, Øresund Materials Innovation Community (phase 2)", within the **Interreg IV A Programme**. Unit lead: Prof. Finn Valentin.

I was a **member of the University of Udine unit** of the project “The determinants of entrepreneurship in traditional and high-technology sectors”, within the PRIN 2008 programme (**National Interest Project**). Unit lead: Prof. Cristiana Compagno.

Doctoral thesis supervision

I was the **supervisor** of Samuel Collino’s doctoral thesis in Managerial and Actuarial Sciences, entitled “Innovative training design for Industry 4.0: Building the skills for the digital transition”. The degree was awarded in 2022.

I was **co-supervisor**, together with Prof. Francesca Visintin, of Nicole Belfanti’s doctoral thesis in Managerial and Actuarial Sciences, entitled “Learning to be lean: An exploration of the drivers toward successful lean management adoption”. The degree was awarded in 2018.

Teaching

In Bachelor and Master programmes

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| From A.Y. 2025/26 | Lecturer for the course of Financial Negotiation Laboratory . Bachelor’s Degree in Banking and Finance. |
| From A.Y. 2021/22 | Lecturer for the course of Organization of Financial Intermediaries . Master’s Degree in Banking and Finance. |
| From A.Y. 2018/19 | Lecturer for the course of Laboratory of Cross-Cultural Negotiation . Master’s Degree in International Marketing Management & Organization. |
| A.Y. 2021/22 – 2024/25 | Lecturer for the course of Financial Negotiation Laboratory . Master’s Degree in Banking and Finance. |
| A.Y. 2019/20 – 2020/21 | Lecturer for the course of Business Organization . Bachelor’s Degree in Banking and Finance. |
| A.Y. 2012/13-2018/19 | Lecturer for the course of Organization of SMEs . Bachelor’s Degree in Business Administration. |
| A.Y.-A.Y. 13/14-17/18 | Lecturer for the course of Change Management . Master’s Degree in Business Administration. |
| A.Y. 2012/13 | Lecturer for the course of Business Strategy . Master’s Degree in Business Administration. |
| A.Y. 2008/09 | Fixed-term Lecturer for the course of Human Resource Management 2 . Bachelor’s Degree in Business Administration. |
| A.Ys. 2005-2011 | Lecturer in various seminars on innovation management topics within the Business Strategy course , Master’s Degree in Business Administration. |

In Doctorate courses

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| From A.Y. 2021/22 | Lecturer for the module Classics in Organisation in the doctoral programme in Accounting and Management, University of Udine and Verona. |
| A.Y. 13/14;15/16-17/18 | Lecturer for the module of Organization Design at the University of Udine, doctoral programme in Managerial and Actuarial Sciences. |

At foreign universities

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| 2019; 2021 | Lecturer for three modules on the topic Management of Innovation at ESSCA School of Management , campuses in Aix-en-Provence (2019) and Paris (France) (2021), within the Erasmus+ Teaching Staff Exchange programme. |
| 2016 | Lecturer for the module Markets for Technology at Copenhagen Business School (Denmark) in the Master of Science in “Management of Innovation and Business Development”. |

- 2013-2015 Lecturer for the module Patent Search at **Copenhagen Business School** (Denmark) in the Master of Science in “Management of Innovation and Business Development”.
- 2015 Lecturer for a lecture on the organisation of interdisciplinary research groups at the Graduate School of Innovation Management, **Tokyo Institute of Technology** (Japan).
- A.Y. 2011/12 Lecturer for a module on innovation management in the course “Agribusiness and Innovation” at **Copenhagen Business School** (Denmark).

In postgraduate university programmes and training courses

- A.Y. 2016/17-2024/25 Lecturer for the modules of Change Management and of Negotiation at the University of Udine, **Master in Human Resource Management and Work Organisation**.
- A.Y. 2019/20-2024/25 Lecturer for the module of Organisation at the University of Udine, **Master in Philosophy of the Digital**.
- A.Y. 19/20-21/22;24/25 Lecturer for the module of Organisation at the University of Udine, **Master in Managing and Governing Public Administrations**.
- A.Y. 2020/21;2023/24 Lecturer for the module of Negotiation at **LUISS Business School** (Belluno campus, Italy), Master in Marketing Management.
- A.Y. 2020/21 Lecturer for the module of Business Organisation at the University of Udine, Course in **Law and Management of Cooperative Enterprises**.
- A.Y. 2020/21 Lecturer for a module on business planning at the University of Udine, Course in **Entrepreneurship and Business Plan**.
- A.Y. 2019/20 Lecturer on the topic “Personnel management” at the University of Udine, **Master in Inclusion and Diversity**.
- A.Y. 2019/20 Lecturer on the topic “Business Organization – Processes” at the University of Udine, Master in **Governing and Managing Social and Health Services**.
- 2014, 2015, 2016 Lecturer for the module of Organization Design at Fondazione CUOA (Altavilla Vicentina, Italy) in the “**International Master of Business Administration**” programme.
- A.Y. 2014/15; 2015/16 Lecturer for the module of Organisation of Tourism Enterprises at the University of Udine, Master in **Environmental and Cultural Heritage Tourism**.

Internationalisation and Academic Service
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Since January 2025, I have been a **member** of task 2.3 “Across border learning experience – mobility across borders and sectors” of the **European University** project “**Across** – European University for Cross-Border Knowledge Sharing”.

Since September 2022, I have been the **delegate of the Head of the Department for internationalisation**.

Together with Dr Giulio Velliscig, I co-organised the **Blended Intensive Programmes (BIPs)** “Data Analytics for Financial Decisions” (2024) and “Data Analytics for Sustainable Finance” (2025, 2026). The BIPs involved students of the Bachelor’s Degree in Banking and Finance and from the Universities of Münster, TH Köln and Maribor (2024, 2025), and Charles University (Prague) (2025, 2026) and the University of Zagreb (2025).

I coordinated student participation from the Master’s Degree programme in International Marketing Management & Organization in the **BIPs** organised by **Carinthia University of Applied Sciences** (Villach, Austria) on “sustainable entrepreneurship” (2022, 2023, 2024), and by the **University of Girona**, on “Digital marketing and the future of business–customer relationships” (2026).

I am the coordinator for the Department of Economics and Statistics of the **Erasmus+ agreements** with the Universities of Hasselt (Belgium), Tartu (Estonia), Perpignan (France), Oulu Business School (Finland), Münster, Bochum, Eichstätt-Ingolstadt, Bremen, TU Dortmund, HHL Leipzig Graduate School of Management, HM Hochschule München University of Applied Sciences, Julius Maximilians Universität Würzburg (Germany), ISM Vilnius (Lithuania), Nord University (Norway), Gdańsk University of Technology (Poland), Universitat Autònoma de Barcelona and Lleida (Spain).

I participated, as the Department's representative, in the visit promoted by the Department of Economics and Statistics and the Polytechnic Department of Engineering and Architecture to **Jönköping International Business School** (Sweden) aimed at activating collaboration agreements (May 2024).

Since January 2013, I have been a **member of the Study Board** for the Bachelor's and Master's Degree programmes in Business Administration (later Business Administration, International Marketing Management & Organization, Management & Business Analytics), with responsibility for student matters relating to **international mobility**. Since 2019, I have been a member of the Study Board for the Bachelor's and Master's Degree programmes in Banking and Finance, with responsibility for student matters relating to international mobility.

From 2019 to 2020, I was a member of the working group of the **Italian Association of Organization Studies Academics** (Associazione Italiana di Organizzazione Aziendale), coordinated by Prof. Teresina Torre, on the assignment of ratings to Italian journals.

I participated, as the Department's representative, in a visit to **five Brazilian universities** aimed at activating collaboration agreements (February 2014).

I promoted **the visiting of Prof. Toke Reichstein** (Copenhagen Business School) in the period 18-21.03.2013, as part of the University's internationalisation activities.

I obtained funding from the Young Entrepreneurs Group of Unindustria Pordenone to host Prof. Heidi Aslesen (BI Oslo, Norway) as a **visiting professor** in the period 05-08.05.2013.

Outreach

I promoted, together with Mr. Giovanni Di Grazia (**Electrolux Professional**), the initiative "Professional Compass", aimed at students of the Master's Degree programme in International Marketing Management & Organization. The initiative, held from 2023, consists of a series of in-class sessions delivered by Electrolux Professional managers and a day of individual interviews at the company between managers and selected students.

I spoke as a **panellist** at the **public outreach webinar** "From research to action. Implementing hybrid work in organisations". 10.02.2026.

I spoke as a **panellist** at the **public outreach initiative** "Remote working and global labour market". Udine, 20.05.2025.

I spoke as a **panellist** at the conference "The impact of artificial intelligence on banking work", as part of the **public outreach initiative** "PN Trading Places". Pordenone, 03.10.2024.

I served as **moderator** of the round table "Fintech: risks and opportunities for bank employees", as part of the **public outreach initiative** "Aspettando PN Trading Places". Pordenone, 20.05.2023.

I was an **invited speaker** at the "1st COINS International Symposium Innovation and Social Implementation for Smart Health", **University of Tokyo** (Japan), 27.02.2015, with a talk entitled: "Are young scientists incentivized to pursue interdisciplinary research? An empirical study of a WPI Center."

I **organised the public outreach initiatives** "Opportunities in research and technology transfer" (Pordenone, 15.04.2013), "New Perspectives on Globalization" (Pordenone, 07.05.2013), and "Designing Organizations" (Unindustria Pordenone, 10.03.2014).

I was a **guest a radio programme** of Radio RAI Friuli Venezia Giulia (regional service of the national public broadcaster, 18.04.2013) on the topic of relations between universities and business.

Other professional experience

2011 Participation in a **consultancy project** aimed at analysing the **patent portfolio** of a leading Danish company and its competitors.

2005 Internship at the business unit “**Direct and Interactive Marketing**” of **IBM Italia**.

Language skills

Native language **Italian**
Foreign languages **English** (writing, reading, speaking: advanced level)

Computer skills

Advanced knowledge of office automation applications, statistical analysis software (STATA), and fuzzy-set Qualitative Comparative Analysis (fsQCA).

Udine, 12.03.2026

Giancarlo Lauto