

Alessandra Migliore

Researcher in Management and Organization Studies, **Politecnico di Milano**

Research Fellow, **IESE Business School**, Center for Business and Society

Email: alessandra.migliore@polimi.it | Phone: (+39) 334 945 4915

Website: www.alessandramigliore.com

ORCID: 0000-0002-7944-1671 | Scopus Author ID: 57221540875

Profile

Alessandra is a researcher in management and organization studies. Her research examines hybrid work arrangements and how organizational spaces and place-based mechanisms shape individual and team performance in knowledge-intensive and entrepreneurial organizations. She is particularly interested in the intended and unintended consequences of organizational practices for equality and inclusion, especially for female workers and entrepreneurs and in marginalized geographical contexts. Her work primarily relies on quantitative empirical methods and contributes to management and organization scholarship by using a spatial lens to theorize organizational phenomena in new ways. She is a visiting researcher at IESE Business School, Center for Business and Society (Barcelona) until the end of February 2027.

Employment

Jan 2023 - present	Researcher in Management and Organization Studies Politecnico di Milano, Department of Management, Economics and Industrial Engineering. Entrepreneurship, Finance, and Innovation Research Group
Sept 2026 (incoming)	Visiting Research Fellow IESE Business School, Center for Business and Society

Education

December 2022	PhD in Management & Architecture – Interdisciplinary program Politecnico di Milano Thesis: “In search of an alternative workspace: Disclosing academics’ spatial practices and productivity within and beyond the campus”, unanimously approved with distinction. Supervisors: Massimo G. Colombo; Cristina Rossi-Lamastra (Department of Management); Andrea Ciaramella; Chiara Tagliaro (Department of Architecture) Thesis committee: Stefan Haeffliger (Bayes Business School), Alexandra Den Heijer (Technische Universiteit Delft), Andrea Caragliu (Politecnico di Milano), Hiral Patel (Cardiff University).
April 2019	MSc in Management in the Built Environment – Specialization: Economics , Politecnico di Milano

Publications

- Migliore, A. Rossi-Lamastra C., Tagliaro. C. (2025), “Home vs office: Does workspace design influence where academics conduct their research?”, *Research Policy*, 54(7). <https://doi.org/10.1016/j.respol.2025.105269>
- Migliore A., Tagliaro C. (2025). “Back to the Future’: Making the Future Organizational Space from Experience to Imagination and Back.” *She Ji: The Journal of Design, Economics, and Innovation*, 11(4): 460–88. <https://doi.org/10.1016/j.sheji.2025.08.006>

R&R

- **Migliore A.**, Colombo M., Madi ai E., Rossi-Lamastra C. “Places that matter for inclusion: open and third places and new venture creation in resource-poor ecosystems”. *Revise & Resubmit 3rd round at Entrepreneurship Theory and Practice*.
- Hesselbein C., **Migliore A.** “Doing sustainability in the metaverse? Metaphors and paradoxes of (im)materiality in sustainability reporting by Italian fashion companies”. *Revise & Resubmit 3rd round at Organization*

Work in progress

- **Migliore A.**, Colombo M.G., Rossi-Lamastra C. “Working from home and knowledge workers’ productivity: Nonwork interactions and the role of the physical and social structures of home spaces”. Target: *Management Science* (rejected from *Organization Science* after the first round of review). [[Job Market Paper](#)]
- **Migliore A.**, Van Marrewijk A. “Spatial Continuity-Making in Flexible Work: “Probably Soon, I Will Move Again”” (manuscript finalization stage). Target: *Human Relations*
- Dobrajska M., **Migliore A.** “Women (in)visibility. The role of significant alters in a flexible workplace” (theory building and data analysis stage. Extended abstract available). Target: *Organization Science*
- Guerini M., **Migliore A.**, “Housing Unaffordability and Startup Workforce” (2nd wave data collection, extended abstract available). Target: *Management Science*
- **Migliore A.**, Zhu G., “Organizing Suspended: The Dark Side of Hybrid Work in Organizations” (manuscript finalization stage). Target: *Organization Science*
- Madi ai E., **Migliore A.**, Rossi-Lamastra C. “Where She Thrives: neighborhood effect on the survival of female-led ventures” (2nd wave data collection, extended abstract available). Target: *Entrepreneurship Theory and Practice*
- Badih K., **Migliore A.**, Vaccaro A. “Place, Inclusion, and Organizational Repair” (manuscript development). Target: *Academy of Management Review*

- **Migliore A., Vaccaro A.** “Physical, social and ethical components of places and job creation in startups” (manuscript development). Target: *TBD*

Work in progress Special Issue proposals

- **Special Issue Proposal.** Title “THE “SPATIAL TURN” IN ENTREPRENEURSHIP RESEARCH”, with Rick Hunt and David Townsend (Virginia Tech). Target Journal: *Entrepreneurship Theory and Practice* (proposal in preparation).
- **Special Issue Proposal.** Title “DIGITALIZED SPACE(S)? RESEARCHING AND THEORIZING ORGANIZATIONAL SPACES AND PLACES IN A DIGITALIZED WORLD”. With Martin Kornberger (WU Vienna); Tania Ulrike Räcker (Univ. of Zurich); Eric Knight (Macquarie Univ., Sydney); Kathleen Stephenson (VU Amsterdam). Target Journal: *Human Relations* (proposal in preparation)

Other publications in practice-oriented journals

- Tagliaro, C., Migliore, A., Mosca, E.I. and Capolongo, S. (2023), "Room for diversity: a review of research and industry approaches to inclusive workplaces", *Journal of Corporate Real Estate*, 26 (2): 131–152. <https://doi.org/10.1108/JCRE-04-2023-0017>
 - Prized as Outstanding Paper in the 2025 *Emerald Literati Awards*
 - Cited by *Forbes*, Oct. 9, 2024, “79% Of CEOs Expect RTO—Here’s How To Align Office Design With Strategy” By Corinne Post.
- Migliore A., Rossi-Lamastra C. & Tagliaro C. (2022). “Are workspaces gender neutral? A literature review and a research agenda”, *Building Research & Information*, 50(8), 924-948 <https://doi.org/10.1080/09613218.2022.2087172>
- Tagliaro C., and Migliore A., (2021). “Covid-working’: what to keep and what to leave? Evidence from an Italian company”. *Journal of Corporate Real Estate*. 24(2), 76-92. <https://doi.org/10.1108/JCRE-10-2020-0053>

Individual awards and scholarships

- **European Talent Academy 2026**, is a joint initiative of **Technical University Munich (TUM)** **Imperial College London (ICL)** and **Politecnico di Milano (POLIMI)**. It supports young research talents in developing their skills, building a network with the partners' colleagues, as well as educating participants about European research policy and funding opportunities. Topic: “**Smarter and healthier cities on a changing planet**”. Website: <https://www.international.tum.de/en/global/european-talent-academy/>
- **IDEA League Fellowship 2024-2025**, 15.000 € for a three-month visiting period for early career researchers at TU Delft University in 2025. Website: <https://idealeague.org/>
- **ABCD (Above and Beyond the Call of Duty) Award – Academy of Management (Organization and Management Theory - OMT Division)**. Website: <https://omt.aom.org/awards/abcdaward>.

- Elected VP of the 2023-2026 **RGCS Board** “[Research Group on Collaborative Spaces](#)” (Role: Vice President, International Relations). President: Prof. Stefan Haeffliger (SSE)
- **IDEA League Fellowship 2022** for joint research projects, 3,000 € for a short PhD visiting period at TU Delft University in 2022.

Visiting periods

Sept 2026- February 2027	Visiting Research Fellow at IESE Business School, Barcelona Center for Business and Society. Invited by Prof. Antonino Vaccaro.
June 2026	Visiting Research at TUM Munich (financed by the European Talent Academy program)
March 2026	Visiting Researcher at Imperial College London , Department of Management and Entrepreneurship. Invited by Prof. Ozum Demir Caliskan (financed by the European Talent Academy program)
Sep-Nov 2025	Visiting Researcher at Delft University of Technology (TU Delft) , Department of Management in the Built Environment. Invited by Prof. Alfons Van Marrewijk (financed by the IDEA League program)
May 2025	Visiting Researcher at the University Carlos III, Madrid , Department of Business Administration. Invited by Prof. Magdalena Dobralska
Apr-Oct 2022	Visiting PhD Student at Delft University of Technology (TU Delft) , Department of Management in the Built Environment.

Funded projects

- “The relation between workspaces and gender in academia: an interdisciplinary approach”. Research project funded by the Italian Ministry of University and Research within the framework of the National Recovery and Resilience Plan, 130.378,00 €, *Co-investigator* with Cristina Rossi-Lamastra (POLIMI, PI), Silvia Donato (Università Cattolica del Sacro Cuore). Duration 2023-2026. [Website](#)
- “MUSA – Multilayered Urban Sustainability Action”, SPOKE 6 “Innovation for sustainable and inclusive society.” Funded by the Italian Ministry of University and Research thanks to funds made available by the European Union under the NextGenerationEU within the framework of the National Recovery and Resilience Plan (PNRR, Mission 4, Component 2, Investment 1.5). *Funded researcher* with Cristina Rossi-Lamastra (POLIMI), Carolina Pacchi (POLIMI), Mara Tanelli (POLIMI), Viola Schiaffonati (POLIMI) Duration 2023-2026. Website: <https://musascarl.it/>
- “MICS – Made in Italy Circolare e Sostenibile” SPOKE 7.07 Customer-based Marketing Strategies for the Sustainable and Circular Made in Italy”. Funded by the Ministry of University and Research, thanks to funds made available by the European Union under the NextGenerationEU (PNRR) program.

Funded researcher with Chiara Franzoni (POLIMI) and Chris Hesselbein (POLIMI, researcher). Duration 2023-2025. Website: <https://www.mics.tech/>

- COST ACTION 18214 “The Geography of New Working Spaces and the Impact on the Periphery”, EU-funded research project under the Cost Action framework. Ilaria Mariotti (Action Chair) and Pavel Bednar (Vice-Chair). *Member of WG2 and WG4*. Duration 2019-2023. Website: <https://www.cost.eu/actions/CA18214/#tabs+Name:Description>
- “CAREER – Care of women work” Funded by the Ministry of University and Research (Grant FISR2020 “FISR - Fondo Integrativo Speciale per la Ricerca”). 52.982,93 €, *Team Member*. Cristina Rossi-Lamastra (POLIMI, PI), Claudia Manzi (Università Cattolica del Sacro Cuore, PI). Duration 2021-2023. Website: <https://projectcareer.it/>

Funded projects (submitted)

“Beyond home and office: The role of neighborhood third places for the social and physical health of remote workers” submitted for the grant “Remote & Distributed Research Initiative” financed by LONDON SCHOOL OF ECONOMICS. *Principal investigator role*. Research Team: Keir Philip (Imperial College Londo); Sebastian Freilinger (TUM), Nicolò Botteghi (POLIMI).

“Gender Inequality in Academic Trajectories and Skill Polarization in the AI Economy (GAPS)” submitted for the grant “INEQUALITIES RESEARCH: Generating knowledge to reduce inequalities” (Funder: Cariplo Foundation). *Co-principal investigator* with Gabriele Pellegrino (Università Cattolica del Sacro Cuore)

Industry-funded projects

Industry-funded projects translate my research into applied strategy for practitioners, including new business-models development.

- **2024—ongoing** — FerrovieNord S.p.A. (Italian Railways) — “Workspaces and Mobility”: developed a new business model for temporary workspaces in stations. *Researcher*.
- **2024—2025** — Assolombarda — “Palazzo Giò Ponti”: strategic guidelines for headquarters redesign supporting innovation and collaboration. *Researcher*.
- **2023** — AREU (Regional Emergency & Urgent Care Agency) — renovation and organizational models for emergency management spaces. *Researcher*.
- **2022—2023** — Assolombarda — hybrid work models and organizational space redesign. *Researcher*.
- **2021—2022** — DHL — long-term workplace strategy: digital transformation, employee experience, organizational resilience. *Researcher*.

Presentations at conferences and invited seminars

- **2026:** Seminar “Digitization and the inclusiveness of entrepreneurial finance” held at University of Bergamo; EGOS (Bergamo, Online), AOM (Philadelphia).

- **2025:** EGOS (Athens), Madrid Work and Organization Workshop (IE, Madrid), Internal Seminars at University Carlos III (Madrid), MICS annual event (Bologna); RGCS Symposium (Milan), Academy of Management - AOM (Copenhagen), Organizations & Urban Inequality PDW (IAS, University of Amsterdam), Startup Cities: Strategies, Stakeholders And Impact (Bocconi, Milan).
- **2024:** Academy of Management - AOM (Chicago); DRUID Conference (Copenhagen); EGOS (Milan); Università Cattolica del Sacro Cuore Seminar; Organization Science Winter Conference (Zurich); Organizing for Creativity PDW (Reggio Emilia), PRME World Tour Research Paper Development Workshop (University of Bologna); RGCS Symposium (Toulouse Business School); University of Bologna Seminar Series; Entrepreneurship Theory & Practice PDW at Technical University of Denmark (DTU).
- **2023:** RGCS Symposium (Grenoble); Organization Studies PDW (Palermo); DRUID Conference (Lisbon); Academy of Management - AOM (Boston); Associazione Italiana Ingegneria Gestionale Conference (Lecco); Associazione Italiana Scienze Regionali (Napoli).
- **2022:** DRUID Conference (Copenhagen); EGOS Conference (Vienna); Strategic Management Society Conference (London); Seminar Series TU Delft.
- **2021:** Academy of Management (Online).

Teaching and supervision

Teaching Mission: I design research-led courses connecting entrepreneurship and organizational decision-making — from opportunity development and business modeling to the sustainability, inclusion, and future-of-work challenges ventures face — tailored to undergraduate, graduate, MBA, and executive audiences.

MBA

- Between 2024 and 2026, I supervised MBA final projects developing and evaluating new business ideas. **Politecnico Graduate School of Management.**

Executive education

- Lecturer, Executive Program on Human Resources (**POLIMI GSOM – Politecnico Graduate School of Management**)
- Lecturer, Workplace Educational Trip (**Zurich University of Applied Sciences – ZHAW**). Designed and delivered the lecture on “Inclusion: Best Practices for the Workplace.”
- Lecturer, Facility Management Executive Course (**Consorzio CISE – Construction Innovation and Sustainable Engineering; Politecnico di Milano**). Designed and delivered the module on “New Spaces of Working.”
- Lecturer, Project Management Executive Course (**Scuola Master Fratelli Pesenti, Politecnico di Milano**). Designed and delivered the module on “Workplace management.”
- Lecturer, **Summer School on Workplace Management (SSWM)**, Politecnico di Milano. Contributed to modules on “Workplace transformation and organizational change”.

MSc level

- Teaching assistant of the course ‘**Building Types and Real Estate Functions**’ held at the Master’s Degree in Management of Built Environment, Politecnico di Milano (A.Y. 2023/2024; 2024/2025; 2025/2026, with Prof. Chiara Tagliaro, Andrea Ciaramella). I have designed and delivered lectures on business modeling and business organization (opportunity-to-venture translation), ESG-aligned business modelling. I coordinated classroom activities, and assisted students with applied research projects.

BSc level

- *Main instructor* ‘**Business Economics and Organization**’ held at the Bachelor’s degree in Computer Engineering, Politecnico di Milano (A.Y. 2024/2025). Responsible for course design, delivery, exams, and student evaluation. Included modules on entrepreneurship. Average evaluation received from the students: **3.5/4** (university benchmark: 3.2/4).
- *Teaching Assistant* ‘**Business Economics and Organization**’ held at the Bachelor’s degree in Computer Engineering, Politecnico di Milano (A.Y. 2022/2023 & 2023/2024, with Prof. Massimiliano Guerini; A.Y. 2020/2021, with Prof. Cristina Rossi-Lamastra). Designed and delivered lectures on organization theory, financial and sustainability reporting, and guided students in exam preparation.

PhD Students’ Supervision

- Elena Madiari (co-supervisor with Cristina Rossi-Lamastra). Dissertation on female entrepreneurship and urban spaces – graduation end of 2027.

Master’s Thesis Supervision

Between 2021 and 2026, I supervised several master’s theses for the degrees in Management Engineering, Management in the Built Environment, and Architecture based on applied research projects, also conducted in partnership with companies.

Professional activities and service

Organization of Conferences/Symposia/PDW

Workshop for building communities

- “***Space, Place, Geography and Organisations: Exploring Connections***” (7 September 2026 at **UCL School of Management in London**. Organizer with Santi Furnari (Bayes Business School) and Jen Rhymer (UCL School of Management). This event aims to bring together scholars engaging with space, place, and geography from different disciplines, traditions, and perspectives, including conversations that do not always have the opportunity to meet. Speakers: Bukky Oyediji (LBS); Christof Brandtner (EMLYON); Daniel Armanios (Saïd BS); Raj Choudary (LSE); Louise Nash (Essex); Manuel Sosa (INSEAD); Luisa Gagliardi (Bocconi); Hesu Yoon (Polytechnic I. Paris); Kerstin Sailer (UCL Bartlett).

Academy of Management Conference

- **PDW at AOM 2026** (August 2026, Philadelphia): “**Researching and Theorizing Organizing, Spaces, and Places in a Digitalized World**” Organizer with Tania Ulrike Räcker (University of Zurich), Katie Ann Stephenson (Vrije Universiteit Amsterdam); Panelists: Stefan Haefliger (Stockholm School of Economics); Jen Rhymer (University College London), Jennifer Gibbs (University of California

Santa Barbara). Facilitators: Claudia Manca (Technical University of Denmark); Sara M. Estevez Cores (UCL); Laura E. Dupin (UvA); Bukky Akinsanmi Oyedeji (London Business School); Michelle Pannone (Virginia Polytechnic Institute and State University); Hesu Yoon (Center for Research in Economics and Statistics).

- **PDW at AOM 2025** (July 2025, Copenhagen): “**Addressing the “spatial turn” in entrepreneurship research: new dimensions and emerging issues**” Organizer with Richard Hunt (Virginia Tech); David Townsend (Virginia Tech). Panelists: Sunasir Dutta (Carlson); Eliana Crosina (Babson); Friederike Welter (Siegen); Boukje Cnossen (Leuphana); Stefan Haeffliger (SSE).
- **PDW at AOM 2025** (July 2025, Copenhagen): “**Space and Place in Organization and Management Research: Topics, Methods and Conceptual Perspectives**” Organizer with Tania Raecker (U. of Zurich, Switzerland), Kathleen Stephenson (VU Amsterdam, NL), Jeannie Holstein, (Nottingham U. BS, UK), and Anniina Rantakari (U. of Oulu Business School, Finland). Panelists: David Seidl (U. of Zurich); Louise Nash (U. of Essex); Chris Steyaert (U. of St. Gallen); Massimo Maoret (IESE); Robin Holt (U. of Bristol)
- **PDW at AOM 2024** (August 2024, Chicago): “**Navigating spatial approaches to address grand challenges**”, Organizer with Tania Räcker (U. of Zurich, SWITZERLAND), and Kathleen Stephenson (Vrije U. Amsterdam, NL). Panelists: Scott Taylor (U. Birmingham), Kim Elsbach (U. California Davis), David Seidl (U. Zurich), Linda Putnam (U. California, Santa Barbara), Gemma Irving (U. Queensland), and Andreas Diedrich (U. Gothenburg)

EGOS Conference

- Facilitator at the **PDW at EGOS 2025** (July 2025, Athens): “*PDW 01 – Meta-Organizing for Desirable Futures: The Potential of New Ways of Working and Cooperating*”
- Organizer of the **pre-Egos event** (off-program, EGOS 2024, Milan): “*Space and the ethics of care: new ways of working and new ways of caring*”. Distinguished Speakers: Anne Laure Fayard (Professor of Social Innovation at NOVA School of Business and Economics), Anne Antoni (Professor at Grenoble Ecole de Management), Carolina Pacchi (Professor of Urban Planning at Politecnico di Milano), Ilaria Mariotti (Professor of Urban Economics at Politecnico di Milano).

Research Group on Collaborative Spaces (RGCS) Annual Conference

- **Symposium 2025** “In-betweenness”: spatial and temporal perspectives on working and organizing”. Main Organizer with Chiara Tagliaro. The symposium was held at Politecnico di Milano. January 23rd - 24th, 2025 ([Program](#))
- **Symposium 2020** “Collaborative practices, workspaces and communities in the wake of the Covid-19 crisis”. Main organizer with Chiara Tagliaro, Alessandro Gandini, and Silvia Ivaldi. The symposium was held Online, December 14-16, 2020 ([Program](#))

New European Bauhaus Festival

- **2026 Edition**: Main organizer of the satellite event “Inclusive workplaces for knowledge workers: Spaces, organizational practices and relations”, June 11, 2026. Speakers: Simona Sacchi (Università degli Studi Milano-Bicocca); Alessandro Gandini (Università Statale di Milano); Rossana Ranucci (HR Director, Università Cattolica del Sacro Cuore); Stefano Minini (Project Director MIND, LendLease); Carlo Capra (Territory and Environment Area, Assolombarda); Giulia Sicignano (Territorial Development Area, AMAT). ([Website](#))
- **2024 Edition**: Main organizer with Chiara Tagliaro of the satellite event “Inclusion and well-being through design” held at Politecnico di Milano, April 15th, 2024.

Distinguished speakers: Juriaan Van Meel (Centre of People and Buildings), Jeannine van der Linden (European Coworking Assembly), Federica Pedroni (CBRE), Sara Busnelli (ACPV ARCHITECTS Antonio Citterio Patricia Viel), Hassan Shaikh (Boehringer Ingelheim), Marco Gastoldi (Gensler UK), and Demetrio Scopelliti (Agenzia Mobilità, Ambiente e Territorio – AMAT). ([Website](#))

Transdisciplinary Workplace Research (TWR)

- Organizer with Chiara Tagliaro of the **3rd Bi-annual Conference** held at Politecnico di Milano, September 7-9, 2022. Role: Organizer, Program Management, Proceedings editing. ([Program](#)). Website of the network: <https://www.twrnetwork.org/>

Journal Refereeing: Organization Science; Journal of Management Studies; Strategic Entrepreneurship Journal, Technovation; Building Research and Information; Journal of Corporate Real Estate; Facilities; Journal of Sustainable Development

Conference Reviewer: Academy of Management Conference, DRUID Conference; TWR (Transdisciplinary Workplace Research) Conference; EURAM; R&D Management Conference; GRONEN Conference.

Service to the Department at Politecnico di Milano

- **CORPORATE EDUCATION DESIGNER (CED)** at Polimi Graduate School of Management, in charge of collaborations with companies for executive education. I designed courses for: *Confcommercio*, *Sanit Gobain*, *Sol Spa*, among others.
- Organization of international seminars.
- Involvement in the *Future of Work Strategy* of the department. Development of the strategic guidelines for the use of the department offices and the remote work policy.
- Co-organization of departmental events and engagement of local stakeholders, e.g., [HumanTech Day](#); [Gender Perspective and Urban Innovation](#); [Convegno "Spazi di lavoro in evoluzione"](#); [Sostantivi Femminili. Donne. Progettiste.Cittadine](#).

Outreach

My research has been reported in the local and international press: *Forbes*, *La Repubblica*, *Il Giorno*, *Il Giornale*. Online national press: *Adnkronos*, *Affaritaliani*, *Monitorimmobiliare*. I have been invited as a speaker at several events with practitioners: [Human Spaces 2024 @ Fondazione Feltrinelli](#); [Workplace Revolution](#); [Convegno "Spazi di lavoro in evoluzione"](#); *Inclusion and well-being through space design*; *La riforma del terzo settore e le sue ricadute culturali*.

Methods

Quantitative empirical analysis (panel data, survey data); econometric analysis; mixed methods; interviews; spatial data analysis.

Languages

Italian (native), English (fluent, C1), Spanish (good), French (basic).