

ALESSANDRA MIGLIORE

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Research Fellow at **IESE Business School**

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Academic Appointments

Jan 2023 – present

Researcher in Management, **Politecnico di Milano School of Management**

Sept 2026 – present

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

Education

Dec 2022

PhD in Management & Architecture (Interdisciplinary doctoral program), Politecnico di Milano, awarded with distinction (December 2022)

Dissertation: “In Search of an Alternative Workspace: Disclosing Academics’ Spatial Practices and Productivity within and beyond the Campus”.

Supervisors: Massimo G. Colombo; Cristina Rossi-Lamastra (Department of Management); Andrea Ciaramella; Chiara Tagliaro (Department of Architecture)

Dissertation Committee: Stefan Haeffliger (Bayes Business School); Alexandra den Heijer (TU Delft); Andrea Caragliu (Politecnico di Milano); Hiral Patel (Cardiff University).

Apr 2019

MSc in Management in the Built Environment – Economics, Politecnico di Milano

Publications

PEER-REVIEWED JOURNAL ARTICLES

- 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>

BOOK CHAPTERS

- Migliore A., Ceinar I.M., Tagliaro C. (2021) “Beyond Coworking: From Flexible to Hybrid Spaces”. In: Orel M., Dvouletý O., Ratten V. (eds) *The Flexible Workplace. Human Resource Management*. Springer, Cham. https://doi.org/10.1007/978-3-030-62167-4_1

Revise & Resubmit

- Hesselbein C., **Migliore A.** “Doing sustainability in the metaverse? Metaphors and paradoxes of (im)materiality in sustainability reporting by Italian fashion companies”. *3rd-round R&R, Organization*

- **Migliore A.**, Colombo M., Madiati E., Rossi-Lamastra C. “Places that matter for inclusion: open and third places and new venture creation in resource-poor ecosystems”. *Conditionally accepted, Entrepreneurship Theory and Practice*.

Work in progress

ADVANCED WORKING PAPERS

- **Migliore A.**, Colombo M.G., Rossi-Lamastra C., Mancuso R. “Working from home and knowledge workers’ productivity: Nonwork interactions and the role of the physical and social structures of home spaces”. Target: *Management Science* (Previously received an R&R at *Organization Science*).
- Guerini M., **Migliore A.**, “The Price of Place: Local Housing Costs and Startup Workforce Growth ” (2nd wave data collection, extended abstract available). Target: *Organization Science*
- **Migliore A.**, Van Marrewijk A. “Spatial Continuity-Making in Flexible Work: “Probably Soon, I Will Move Again”” (manuscript finalization stage). Target: *Human Relations*
- Dobravska 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*

RESEARCH IN PROGRESS

- **Migliore A.**, Zhu G., “Organizing Suspended: The Dark Side of Hybrid Work in Organizations” (manuscript finalization stage). Target: *Organization Science*
- 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 startups’ human resources” (manuscript development). Target: *TBD*
- Madiati E., **Migliore A.**, Rossi-Lamastra C. “Work and life neighborhood places and women entrepreneurship” (2nd wave data collection, extended abstract available). Target: *Entrepreneurship Theory and Practice*

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

Research leadership and special issue initiatives

- “**Digitalized Space(s)? Researching and Theorizing Organizational Spaces and Places in a Digitalized World.**” Special Issue proposal in preparation for *Human Relations*. With Martin Kornberger (WU Vienna); Tania Ulrike Räcker (Univ. of Zurich); Eric Knight (Macquarie Univ., Sydney); Kathleen Stephenson (VU Amsterdam).
- “**The Spatial Turn in Entrepreneurship Research.**” Special Issue proposal in preparation for *Entrepreneurship Theory and Practice*. With Richard Hunt and David Townsend (Virginia Tech).

Research grants and funded projects

Submitted proposals

- **Contributor** in a Marie Skłodowska-Curie Actions Doctoral Networks proposal. Responsible for co-developing one of the PhD projects within the proposal, entitled “AI at Work: Ethics, Power and Socio-Material Transformations of the Workplace”, with Anne-Laure Fayard (Nova School of Business and Economics).
- **Principal Investigator**, “Beyond Home and Office: The Role of Neighborhood Third Places for the Social and Physical Health of Remote Workers.” Remote & Distributed Research Initiative, London School of Economics. Research Team: Keir Philip (Imperial College London); Sebastian Freilinger (TUM), Nicolò Botteghi (POLIMI).
- **Co-Principal Investigator**, “Inequality and the Gender Gap in Academic Work Environments, AI-Driven Knowledge Production, and Recognition Systems (GAPS).” Submitted to the Cariplo Foundation, *Inequalities Research: Generating Knowledge to Reduce Inequalities*. Co-PI: Gabriele Pellegrino (Università Cattolica del Sacro Cuore).

Funded research projects

- Co-Investigator, “*The Relation Between Workspaces and Gender in Academia: An Interdisciplinary Approach*.” Italian Ministry of University and Research / National Recovery and Resilience Plan | 2023–2026. Funding: €130,378
Website: <https://www.dig.polimi.it/it/progetti-di-ricerca/the-relation-between-workspaces-and-gender-in-academia-an-interdisciplinary-approach>
- Funded Researcher, “*MUSA – Multilayered Urban Sustainability Action*,” Spoke 6: Innovation for Sustainable and Inclusive Society. Italian Ministry of University and Research / European Union NextGenerationEU | 2023–2026
Website: <https://musascarl.it/>
- Funded Researcher, “*MICS – Made in Italy Circolare e Sostenibile*,” Spoke 7.07. Italian Ministry of University and Research / European Union NextGenerationEU | 2023–2025
Website: <https://www.mics.tech/>
- Co-Investigator, “*CAREER – Care of Women Work*.” Italian Ministry of University and Research, (Grant FISIR2020 “FISR - Fondo Integrativo Speciale per la Ricerca”) | 2021–2023. Funding: €52,982.93
Website: <https://projectcareer.it/>
- Working Group Member, COST Action 18214, “The Geography of New Working Spaces and the Impact on the Periphery.” European Cooperation in Science and Technology | 2019–2023
Website: <https://www.cost.eu/actions/CA18214/#tabs+Name:Description>

Awards and research fellowships

- **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.
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>.
- **IDEA League Fellowship 2022** for joint research projects, 3,000 € for a short PhD visiting period at TU Delft University in 2022.

International research appointments and visits

- **IESE Business School**, Center for Business and Society, Barcelona, Visiting Research Fellow, Sep 2026–Feb 2027. Host: Antonino Vaccaro.
- **Technical University of Munich (TUM)**, Visiting Researcher, Jun 2026. Host: Sebastian Freilinger (European Talent Academy Fellowship).
- **Imperial College London**, Department of Management and Entrepreneurship, Visiting Researcher, Mar 2026. Host: Ozum Demir Caliskan (European Talent Academy Fellowship).
- **TU Delft**, Department of Management in the Built Environment, Visiting Researcher, Sep–Nov 2025. Host: Alfons van Marrewijk (IDEA League Fellowship).
- **Universidad Carlos III de Madrid**, Department of Business Administration, Visiting Researcher, May 2025. Host: Magdalena Dobrjaska.
- **TU Delft**, Visiting PhD Researcher, Apr–Oct 2022. Host: Alfons van Marrewijk

Teaching & supervision

Teaching areas: Organization Theory | Human Resource Management | Future of Work | Entrepreneurship | Business Modeling | Sustainability and Inclusion

Executive education

- Lecturer, Executive Program on Human Resources (Politecnico Graduate School of Management). Designed and delivered modules on Future of Work and Hybrid Work, HR Management, Organizational Culture, and Task Design.
- 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 (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. Designed and delivered the modules on “Workplace transformation and organizational change”.

MBA

- Between 2024 and 2026, I supervised several MBA final projects at Politecnico Graduate School of Management.

MSc level

- Teaching assistant for 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, organizational design, entrepreneurship, and ESG-oriented business models; coordinated classroom activities and supervised applied research projects.

BSc level

- *Main instructor* ‘**Business Economics and Organization**’ held at the Bachelor’s degree in Computer Engineering, Politecnico di Milano.
Full responsibility for course design, teaching, examinations, and student assessment. Topics included organizational design, HR management, and entrepreneurship.
Student evaluation: **3.5/4** (university benchmark: 3.2/4).

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.

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).

Service to the academic community

INTERNATIONAL ASSOCIATIONS

- Vice President, International Relations, “[Research Group on Collaborative Spaces](#)” (RGCS) | 2026–2029. President: Prof. Stefan Haeffliger (SSE). Elected Board member supporting international scholarly collaboration and network development.

ORGANIZATION OF CONFERENCES/SYMPOSIA/PDW

- Co-organizer “*Space, Place, Geography and Organisations: Exploring Connections*” (7 September 2026 at **UCL School of Management in London**, with Santi Furnari (Bayes Business School) and Jen Rhymer (UCL School of Management)).

- Co-organizer **PDW at AOM 2026** (August 2026, Philadelphia): “**Researching and Theorizing Organizing, Spaces, and Places in a Digitalized World**”, with Tania Ulrike Räcker (University of Zurich), Katie Stephenson (Vrije Universiteit Amsterdam).
- **Main Organizer**, New European Bauhaus satellite event (May 2026), *Inclusive Workplaces for Knowledge Workers: Spaces, Organizational Practices and Relations*. ([Website](#))
- Co-organizer **PDW at AOM 2025** (July 2025, Copenhagen): “**Addressing the “spatial turn” in entrepreneurship research: new dimensions and emerging issues**”, with Richard Hunt (Virginia Tech); David Townsend (Virginia Tech).
- Co-organizer **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), Kathleen Stephenson (VU Amsterdam)
- 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*”
- **Main Organizer**, RGCS Symposium 2025, *In-betweenness: Spatial and Temporal Perspectives on Working and Organizing*, Politecnico di Milano. January 23rd - 24th, 2025 ([Program](#))
- Co-organizer **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).
- 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*”.
- **Main Organizer**, New European Bauhaus satellite event 2024, *Inclusion and Well-Being Through Design*, with Chiara Tagliaro (Politecnico di Milano) ([Website](#))
- Organizer with Chiara Tagliaro of the **3rd Bi-annual Conference** held at Politecnico di Milano, September 7-9, 2022. ([Program](#)). Website of the network: <https://www.twrnetwork.org/>
- Main Organizer, RGCS Symposium 2020, *Collaborative Practices, Workspaces and Communities in the Wake of the Covid-19 Crisis*. The symposium was held Online, December 14-16, 2020 ([Program](#))

REVIEWING

- **Ad Hoc Reviewer:** Organization Science; Journal of Management Studies; Strategic Entrepreneurship Journal; Organizational Behavior and Human Decision Process, Technovation.
- **Conference Reviewer:** Academy of Management Conference, DRUID Conference; TWR (Transdisciplinary Workplace Research) Conference; EURAM; R&D Management Conference; GRONEN Conference.

DEPARTMENTAL AND INSTITUTIONAL SERVICE

- **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.
- Future of Work Strategy, Department of Management, Economics and Industrial Engineering, Politecnico di Milano. Contributed to strategic guidelines for departmental workplaces and remote-work policy.
- International Seminar Organization. Co-organized international research seminars at Politecnico di Milano.

- Departmental and Stakeholder Engagement. Contributed to academic and practitioner-facing initiatives including [HumanTech Day](#); [Gender Perspective and Urban Innovation](#); [Convegno "Spazi di lavoro in evoluzione"](#); [Sostantivi Femminili. Donne, Progettiste, Cittadine](#).

Research impact

INDUSTRY COLLABORATIONS

For more details, visit: <https://www.alessandramigliore.com/consultancy>

- FerrovieNord S.p.A. (2024-2026). “Workspaces and Mobility.” Developed a new business model for temporary workspaces in railway stations.
- Assolombarda (Main business association in the Lombardy region). (2022–2025). Research and strategic guidelines for headquarters redesign supporting innovation and collaboration after the introduction of hybrid working model.
- AREU (Regional Emergency & Urgent Care Agency) 2023, Research on organizational models and spatial redesign for emergency management.
- DHL (2021–2022). Long-term workplace strategy addressing digital transformation, employee experience, and organizational resilience after the introduction of remote work.

PUBLICATION IN PRACTICE-ORIENTED JOURNALS

- Migliore, A. (2025), “Here, There and Everywhere: Hybrid Multilocal Work and Academics’ Outcomes,” *Facilities*, 43(7–8), 461–488
- Tagliaro, C., Migliore, A., Mosca, E.I., & Capolongo, S. (2023), “Room for Diversity: A Review of Research and Industry Approaches to Inclusive Workplaces,” *Journal of Corporate Real Estate* (2025 Emerald Literati Outstanding Paper Award; featured in Forbes)
- 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
- Tagliaro, C., & 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.

MEDIA AND PRACTITIONER 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*. Moreover, 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](#).

Languages

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