

## ***Curriculum Vitae***

### **BIO DATA**

Name: Dalla Rosa Enrico Eugenio

### **STUDIES**

- High School Diploma, 1978, "C.M. Russel" High School, Great Falls, Montana, USA.
- High School Diploma, 1979, "E. Cairoli " Classical High School, Varese, Italy.
- Università Cattolica del Sacro Cuore, Milano, 1983: Degree in Political Science.

### **FOREIGN LANGUAGES**

English: fluent

French: operational

*E. Dalla Rosa*

## ACADEMIC AND PROFESSIONAL EXPERIENCE:

### Academic activities:

- Since 1985 University career as Assistant (1985-1995, Political Science) and Contract Professor (Sociology and Organization) at Università Cattolica del Sacro Cuore, Milano ([www.unicatt.it](http://www.unicatt.it))
- 2012-2018 Università di Genova | IANUA Issue: Contract Professor
- Since 2020 Università di Genova: Contract Professor
- Since 2019 Università Vita e Salute – San Raffaele: Contract Professor
- Since 2019 Politecnico Milano: Contract Professor
- 2020-2021 Università Statale di Napoli Federico II: Contract Professor

Since 2012 until 2019 I have been a member of the Staff of Ianua-ISSUGE (Istituto Studi Superiori Università di Genova, Genoa University Superior Studies Institute), an institution that gathers the best students of the University. I have been actively involved in organization and teaching activities of the Medicine, Chemistry and Biotech Departments.

As a Professor, my main field is Business Organization, with a particular attention to Leadership, Company culture and HR Management.

I have done many field studies on Organization and HR performance optimization, as well as on performance appraisal and compensation schemes.

Since 2006 I have promoted an exchange program between my University and Bentley University ([www.bentley.edu](http://www.bentley.edu)) in Boston. The program is still active.

In 2008 I was the promoter of the creation of Arethé, the first spin-off of Università Cattolica. Arethé was a business-oriented company owned by privates and by Università Cattolica that aimed at bringing on the market products developed by researchers of the Sociology Faculty.

Since 2008 I work with Air Dolomiti (Lufthansa Group) and DLR (the German Aerospace Center) in selecting pilots for the Company. I have put up a team of professionals who deal with aerospace psychology, doing extensive research on the Human Factors and CRM variable in air transports.

E. G. Della Rosa

## **Main academic interests:**

I held courses on the following topics

### **Organizational culture:**

Understanding how an organization “reasons” will help to understand how it will behave, and why. In order to understand how an organization behaves it is fundamental to understand the underlying culture, and its dynamics.

### **Leadership and change management:**

How leadership is born, and how it conditions the organization culture. How an organization can evolve its culture, and how it can deal with change (which is usually a very painful, and difficult activity).

This activity was focused both on multinational and family owned companies.

### **Lean thinking:**

How to improve an organization efficiency following the Toyota system. How to put the client of a process at the core of every activity of an organization.

### **Decision making:**

Human being follow reasoning patterns that are, in most occasions, rather easy to predict, and that, given certain circumstances, lead to avoidable mistakes. Understanding these dynamics might help to take better decisions for the well being of an organization.

### **Pilot selection:**

With my research team (a group of colleagues of Cattolica University and AXIA) we have extensively studied the use of testing tools in selecting pilots, as well as the creation of an Assessment center methodology to recruit and select civil pilots.

### **Other activities:**

I have promoted a lot of contacts among my students and the business world, especially through cooperating with many Companies to conduct field studies with the help of the students.

These activities have generated many employment possibilities for a lot of students at the end of their academic career.

*Elio Dollo Rosa*

### **Other professional activities:**

- 1984/1988: cooperation as journalist and photojournalist with companies and periodicals specializing in the Defense field ([www.rid.it](http://www.rid.it)).
- 1989/1991: consultant in HR development business at Mercuri Urval, a multinational company with offices in Milano ([www.mercuriurval.com](http://www.mercuriurval.com)).
- Since 1991: partner and CEO of AXIA, a company dealing with HR ([www.axiahrm.it](http://www.axiahrm.it)). In this position I had professional contacts with many multinational and family-owned business organizations.

Publications: Dal "privato" al "pubblico": Francesco Sforza da condottiere a duca di Milano  
Estratto da "Libri & Documenti". Anno XIII, n.3, 1987

Le Milizie del Seicento nello Stato di Milano, Milano 1991, Vita e Pensiero, pp. 231

*Elio Dolci Rossi*