

## Europass Curriculum Vitae

### Personal information

First name(s) / Surname(s)

**Giuseppe Favretto**

Address

Telephone(s)

Fax(es)

E-mail(s)

Nationality

Date of birth

Gender



### Occupational field

**College / University teaching professional**

### Work experience

Dates

2005 →

Occupation or position held

**Full Professor**

Main activities and responsibilities

Professor of "**Company Organisation/Management/Organizzazione Aziendale**". I developed my training and researching activities in the Faculties of "Medicine", "Economics", "Humanities and Philosophy" and "Mathematical, Physical and Natural Sciences".

Name and address of employer

University of Verona  
8, Via dell'Artigliere, 37129 Verona (Italy)

Type of business or sector

Education

Dates

2000 - 2005

Occupation or position held

Full Professor

Main activities and responsibilities

Professor of "Work and Organizational Psychology". I developed my activities in the Faculties of "Medicine", "Economics" and "Educational Sciences".

Name and address of employer

University of Verona  
8, Via dell'Artigliere, 37129 Verona (Italy)

Type of business or sector

Education

Dates

2002 →

Occupation or position held

Lecturer

Main activities and responsibilities

Teaching for the degree in "Employment Consultancy" - Faculty of "Law".

Name and address of employer

University of Padua  
2, Via 8 Febbraio 1848, 35122 Padua (Italy)

Type of business or sector

Education

Dates

1985 - 2000

Occupation or position held

Associate Professor

Main activities and responsibilities

Associate Professor of " Work and Organizational Psychology ". I developed my activities in the Faculties of "Medicine", "Economics" and "Educational Sciences".

Name and address of employer

University of Verona  
8, Via dell'Artigliere, 37129 Verona (Italy)

Type of business or sector Education

### Education and training

Dates 1970 - 1975

Title of qualification awarded Degree

Principal subjects / occupational skills covered Specialized Degree in "Experimental Psychology".

Name and type of organisation providing education and training University of Padua (University)  
2, Via 8 Febbraio 1848, 35122 Padua (Italy)

### Personal skills and competences

Mother tongue(s) Italian

Other language(s)

Self-assessment

European level (\*)

English

Understanding				Speaking				Writing	
Listening		Reading		Spoken interaction		Spoken production			
B1	Independent user	A2	Basic User	B1	Independent user	A2	Basic User	A2	Basic User

(\*) Common European Framework of Reference (CEF) level

Social skills and competences

As member of the staff of the Rector of the University of Verona since 2008 I've been playing the role of promoter of training activities; from November 2012 I am Deputy Rector/ProRettore (substitutes the Rector in all functions in the event said person is absent or temporarily unavailable, and in the event the Rector leaves office before term while awaiting for the new person to be appointed).

In the staff of Verona University Rector again in 2007 and 2008 I played the challenge to manage the relationships with institutions and companies of the venetian area. During this period our task was the realization of research and training joint projects. I was also President of a Master's Degree that involved the University of Padova and the Artisans Associations of Verona, Vicenza and Padova (Master's Degree in Management of Associations representing Artisan and Small Companies).

Organisational skills and competences

As **Director of the Department** at the University of Verona (2001-2007) President of the "University Budget Committee", University of Verona (2001-2007), I learned a lot in terms of organisational skills and competences.

In September 2004 I published a book entitled "Organizzazione del lavoro per lo sviluppo delle risorse umane" (Company Organization for the development of the human resources), in which I have summarized my basic theories in this field. The theme of human resources has been first studied in relation to the areas of assessment and training. About evaluation, attention was paid to the problem of skills and personality traits that support the success in sales. I also completed a research about defining an assessment model applied in an hospital in Italy, building a top-down path to identify those metrics that could be part of a program of financial management and incentive bonus. The management of human resources was also the subject of popular articles. I dedicated great efforts on the subject of training. In the first instance as a preventive and remedial work of organizational distress, entrepreneurial training for youth and then, especially in relation to an analysis of effectiveness and with regard to physical and ergonomic setting, both in regards to use of new technologies. The intent was to emphasize that the adaptation of human resources in training can be improved by controlling, designing and identifying clearly the context in which the action takes place training. New technologies can be used in training for more effective in the relationship between users and corporate trainer in the classroom, both the virtual relationship through the use of networks. In particular, the writer has experienced and developed, since 2002, an e-learning platform which offers students the content of his courses of "Organisation of Labour and Human Resource Development". Because of the prominence of the theme (that of distance learning) it has obtained, specifically, a liberality as a donation from Glaxo-Smith-Kline Corporate to study the difference in effectiveness between traditional lessons and online lessons. An improved version of the research has been presented to one of the most significant American scientific magazine.

I had experience in organizational dynamics and processes, especially in big organizations as hospitals. My basic science research interests include work organization, human resources development and customer satisfaction, especially in the field of the health-care (in 2002 I published a book whose title in English sounds like: The client in Health Boards). I'm also consultant for companies such as hospitals and health boards.

I'm also the **Founder and the Director** of

- The **Youth Entrepreneurial Centre** (*Centro Imprenditoria Giovanile*; <http://cig.univr.it/>). The Centre for Youth Entrepreneurs deals with studying the phenomenon of the enterprise, themes on the culture of the entrepreneurship among young people, graduates and holders of professional school diplomas and the passage of enterprises from one generation to the next;
- The **Assessment Centre** (*Centro Docimologico*; <http://cd.univr.it/>) an interdisciplinary structure of services and research, which deals with such subjects as the assessment of aptitudes, attitudes, opinions, vocational guidance, abilities and knowledge. The fundamental activity of the Centre focuses on the construction of assessment tools by applying precise scientific procedures which are able to assure the greatest validity and reliability of the tools themselves, the methods and, consequently, the results.
- The **Research Centre on Mobbing and Organizational Wellbeing** (*Centro Ricerca Mobbing e Benessere Organizzativo – CRMBO*; <http://cd.univr.it/mobbing/page.php?1>). This Centre conducts research and intervention on prevention of organizational dysfunction and quality of working life.

Technical skills and competences

Research on how tests and questionnaires are designed and developed.

In the last years I developed some technical skills and competences about systems for dynamic assessment of companies performances.

Computer skills and competences

Computer skills OS: Windows, Mac. Others software that I know well are SAS and SPSS.

Driving licence(s)

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**Additional information**

Scientific publications - Currently he has over 340 publications:  
<http://www.dea.univr.it/?ent=persona&id=460&lang=en#tab-pubblicazioni>

#### Selected Publications in English

##### Books, chapters in Books and and paper in Proceeding

1. Cubico, S., Favretto, G., Leitão, J., and Cantner (Eds.) (2018). *Entrepreneurship along the Industry Life Cycle: The changing role of Entrepreneurial Activities and Knowledge Competencies*. Switzerland (Cham): Springer
2. Gummesson, E., Doyle, G., Storlazzi, A., Annarumma, C., Favretto, G., Tommasetti, A., Vesce, M. (2018). *Health Myths and Service-Dominant Logic*. In Adinolfi, P., Borgonovi, E. (Eds), *The Myths of Health Care. Towards New Models of Leadership and Management in the Healthcare Sector* (pp. 231-251). Springer International Publishing
3. Cubico, S., Favretto, G., Ardolino, P., Noventa, S., Bellini, D., Gianesini, G., Leitão, J. (2017). *Family Business and Entrepreneurship: Competencies and Organizational Behavior*. In Devezas, T., Leitão, J., Sarygulov, A. (Eds), *Industry 4.0. Entrepreneurship and Structural Change in the New Digital Landscape* (pp. 337-347). Switzerland: Springer
4. Noventa, S., Cubico, S., Ardolino, P., Favretto, G., Leitão, J. (2016). *Assessing the Relation between Entrepreneurial Environment and Institutions and Aptitude towards Entrepreneurship: an Experience in Veneto's Vocational Schools*. In Leitão, J., Alvez, H. (Eds), *Entrepreneurial and innovative Practices in Public Institutions* (pp. 293-318). Switzerland: Springer
5. Cubico, S., Favretto, G., Ardolino, P., Noventa, S., Bellini, D., Gianesini, G., Leitão, J. (2016). *Competency Awareness and Quality of Relationships: Intergenerational Coexistence in Family Businesses*. *Papers of RENT XXX - Research in Entrepreneurship and Small Business* (Antwerp, Belgium) [ISSN 2219-5572]
6. Cubico, S., Formicuzzi, M., Ardolino, P., Noventa, S., Ferrari, A., Sartori, R., Favretto, G. (2013). *Entrepreneurial Human Capital: A Model for Analyzing and Validating the Key Competences for Entrepreneurship*. *Conference Papers of RENT XXVII - Research in Entrepreneurship and Small Business – ISM-University of Management and Economic (Vilnius, Lithuania)* [ISSN 2219-5572]
7. Cubico, S., Formicuzzi, M., Ardolino, P., Noventa, S., Favretto, G. (2013). *Entrepreneurship and Growth in an Italian region: entrepreneurial aptitudes and competencies*. *Proceedings of the 11th Interdisciplinary*

*European Conference on Entrepreneurship Research (IECER) – Università Cattolica del Sacro Cuore Brescia*

8. Cubico, S., Favretto, G., Ardolino, P., Formicuzzi, M. (2012). Leadership in Entrepreneurial Profile. *Proceeding on line of the 12th Annual Conference of European Academy of Management – EURAM 2012 – Rotterdam School of Management / Erasmus University of Rotterdam – NL*
9. Cubico, S., Ardolino, P., Formicuzzi, M., Ripamonti, S., Favretto, G. (2012). Key Competences for Entrepreneurship: a Model for Analyzing and Validating Entrepreneurial Human Capital. *Proceeding on line of the 10th Interdisciplinary European Conference on Entrepreneurship Research (IECER) – University of Regensburg – Germania*
10. Cubico, S., Favretto, G. (2011). Succession in Family Business and Competency Dynamics. In Albertini, S., Bergami, M., D'Atri, A., De Marco, M., De Vita, P., Ferrara, M., Rossignoli, C., Salvemini, S. (Eds.) *Proceeding of the 12° Workshop dei docenti e dei ricercatori di Organizzazione Aziendale – Università Parthenope di Napoli (ISBN: 978-88-89677-21-6)*
11. Cubico, S., Togni, M., Favretto, G., Bellotto, M. (2010). Work Values and Family Business Management. *Proceeding on line of the 6th Workshop on Family Firms Management Research – EIASM European Institute for Advanced Studies in Management – Barcelona (Spain)*
12. Cubico, S., Favretto, G. (2008). Adoption of Electronic Commerce by Small Businesses. *Encyclopedia of Information Science and Technology (Second Edition, 2008) Vol. 1/8 (pp. 46-52)*. Hershey New York USA: Idea Group Publishing
13. Bortolani, E., Favretto, G., (2008). Organizational Aspects of cyberloafing *Encyclopedia of Information Science and Technology (Second Edition, 2008) (pp. 2923-2928)*. Hershey New York USA: Idea Group Publishing

#### **Papers in Journal**

14. Sartori, R., Ceschi, A., Cubico, S., Favretto, G. (2014). Quality and quantity in the construction and validation of a psychological test for the assessment and selection of aspiring volunteer rescuers: the action-research in an Italian health association. *Quality & Quantity*, 48(6), 3037-3051
15. Sartori, R., Favretto, G., Ceschi, A. (2013). The relationships between innovation and human and psychological capital in organizations: A review. *The Innovation Journal*, 18(3), Article 2 (online)
16. Cubico, S., Bellotto, M., Ardolino, P., Formicuzzi, M., Favretto, G. (2013). Choosing to create a new business: entrepreneurial aptitudes, motivations and behaviours. *Journal of International Finance Studies*, 13(2), 39-44
17. Cubico, S., Bortolani, E., Favretto, G., Sartori, R. (2010). Describing the entrepreneurial profile: the entrepreneurial aptitude test (TAI). *International Journal of Entrepreneurship and Small Business*, 11(4), 424-435
18. Togni, M., Cubico, S., Favretto, G. (2010). Owners and Managers in an Economic Crisis: How to Exploit the Differences. *Procedia-Social and Behavioral Journal*, 5, 1312-1316

