

Silvia Gherardi

Born, 9, December, 1949,

nationality: Italian

Professor of Sociology of Work

Dipartimento di Sociologia e Ricerca Sociale

Università di Trento

Italia

Education

Università di Trento, degree in Sociology.

In 2005 she was named Doctor Honoris Causa by Roskilde University (DK), and in 2008 Honorary Member of EGOS (European Group for Organizational Studies).

Positions Held

2000 onwards: Professor of Sociology of Work, Trento University,

1992-2000, Associate professor of Sociology of Work and Organization, Trento University,

1978–1992, tenured Researcher, Trento University,

1976–1978, research fellow, Trento University.

University positions have included participation to the Administrative Board of the University (1987 – 1990 and 2000 – 2004) and delegate of the Rector for Organization and Trade Union Relations (1992-1996), and vice-dean of the Faculty of Sociology (2001- 2005). I have also chaired the degree programme ‘Politics and Institutions’ (1993 – 1995) and ‘Economy, Work and Organization’(1996 – 1998), president of the Master Degree in ‘Labour, work and information systems’, and of the International Doctoral program on ‘Organizations and Information Systems’ (2001-2004). At the moment, coordinator of the Master in ‘Gender Policies in the labour market’. *Currently* I coordinate the research unit RUCOLA (Research Unit on Communication, Organizational Learning, and Aesthetics, www.unitn.it/rucola)

Others: I have been chair of the European Group for Organizational Studies (1997-2000) and took part in the scientific committee of the Associazione Italiana di Sociologia-ELO (1993-1996). At present I am part of the Doctoral School of Sociology in Trento, participate in the International Advisory Board of the Doctoral School of Organizational Learning in Copenhagen, and I am member of the scientific committee of the Trento School of Management.

Research Interests

I am interested in the development of an effective applied social science. My work has focused on issues associated with workplace learning and knowing, gender policies, labour conditions, safety and social responsibility of enterprises. In recent years I have worked with theories of practice, aiming to develop a sociological approach within practice-based studies.

Participation to editorial boards

I take part in the editorial board of the following journals:

Culture and Organization,
Gender, Work and Organizations
Journal of Management Studies
Organization
Organization Science,
Organization Studies,
Leadership,
Qualitative Sociology Review,
Studi Organizzativi.

Visiting professorships:

I have been visiting professorship at the Copenhagen Business School, at Ecole Normale Supérieure de Paris en Cachan, at the University of Linköping, at Roskilde

University, at Tampere University, at Ecole Polytechnique in Paris. I was appointed as International Visiting Fellow at the Advanced Institute of Management Research (AIM www.aimresearch.org) for collaborating to the project 'Practising learning in context: dynamic capability development between and across sectors'.

Main publications:

A list of the publication is in: www.unitn.it/polaris.

Briefly I have published 12 main books:

on decision-making: *Sociologia delle decisioni organizzative*, Il Mulino, 1985; *Le micro-decisioni nelle organizzazioni*, Il Mulino, 1990;

on gender: *Gender, Symbolism and Organizational Cultures*, Sage, 1995; in collaboration with A. Bruni, B. Poggio, *Gender and Entrepreneurship: an Ethnographical Approach*, Routledge, 2004; in collaboration with B. Poggio, *Gendertelling in organizations: narratives from male-dominated environments*, Liber, 2007; *Storie di imprenditrici e di imprese artigiane*. Angeli, 2008.

on public management: in collaboration with A. Lippi, *Tradurre le riforme in pratica*, Cortina, 2000;

on organizational learning: in collaboration with D. Nicolini, *Apprendimento e conoscenza nelle organizzazioni*, Carocci, 2004; *Organizational Knowledge: The Texture of Workplace Learning*, Blackwell, 2006; in collaboration with A. Bruni, *Studiare le pratiche lavorative*, Il Mulino, 2007.

on technological change: in collaboration with A. Strati A., *La telemedicina: tra tecnologia e organizzazione*. Carocci, 2004; *Apprendimento tecnologico e tecnologie di apprendimento*. Il Mulino, 2008. .

Mainly on the same themes I published 69 articles in refereed journals, and 36 chapters in books.

List of publications (last five years):

1. Bruni, A., Gherardi, S., Poggio, B. , *Gender and Entrepreneurship: an Ethnographical Approach*, Routledge, London 2005.

2. Gherardi, S., Nicolini, D. Actor-networks: Ecology and Entrepreneurs, in Czarniawska, B., Hernes T., *Actor-network Theory and Organising*, Liber, Copenhagen 2005.
3. Gherardi, S., *Organizational Knowledge. The Texture of Workplace Learning*. Blackwell, Oxford 2006.
4. Gherardi, S. , A Journey beyond Institutional Knowledge: Dante's reading of the Odyssey, in P. Gagliardi, B. Czarniawska, *Management Education and Humanities*, Elgar, Cheltenham: 2006 pp.174-194.
5. Gherardi, S., Poggio B., Feminist Challenges to Mainstream Leadership through Collective Reflection and Narrative, in D. Boud, P. Cressey and P. Docherty, *Productive Reflection at Work*, Routledge, London 2006.
6. Gherardi, S., Silli A. (2007), Agile Information Systems as a Double Dream, in K. Desouza, *Agile Information Systems: Conceptualization, Construction, and Management*, Elsevier, Oxford.
7. Gherardi, S., Poggio, B. (2007), *Gendertelling in Organizations: Narratives from Male Dominated Environments*, Liber, Copenhagen.
8. Gherardi, S., Poggio, B. (2007), *Gendertelling in Organizations: Narratives from Male Dominated Environments*, Liber, Copenhagen.
9. Gherardi, S., Poggio, B. (2007), *Gendertelling in Organizations: Narratives from Male Dominated Environments*, Liber, Copenhagen.
10. Bruni, A., Gherardi, S., Parolin, L. (2007). Knowing in a system of fragmented knowledge. *Mind, Culture and Activity*. Vol. 14, (1-2), 83-102.
11. Gherardi, S., (a cura di), (2008) *Storie di imprenditrici e di imprese artigiane*. Milano: Franco Angeli.
12. Gherardi, S. (2008), 'Situated knowledge and situated action: what do practice-based studies promise?', in Barry, D. and Hansen, H. (ed.), *Sage Handbook of the New & Emerging in Management & Organization*, 516-527.
13. Gherardi S., (2008), "Aujourd'hui les plaques sont molles ! Savoir situé et ambiguïté dans une communauté de pratiques". *Revue d'anthropologie des connaissances*, 2, 1, p. 3-35.
14. Gherardi S., (2008), Apprendimento tecnologico e tecnologia di apprendimento". Il Mulino, Bologna.

15. Gherardi, S. (2009), 'Community of Practice or Practices of a Community? In S. Armstrong, C. Fukami, *The Sage Handbook of Management Learning, Education, and Development*, Sage: London.
16. Gherardi S. (2009), 'Introduction: The Critical Power of the Practice Lens', *Management Learning*, 40(2): 115-128.
17. Brown, A., Gabriel, Y., Gherardi, S. (2009), 'Storytelling and Change: an Unfolding Story', *Organization*, 16(3): 323-334.
18. Gherardi S. (2009), 'Knowing and Learning in Practice-based Studies: an Introduction', *The Learning Organization*, special issue, vol 16, n. 5: 352-359.
19. Gherardi, S. (2009), 'Practice? It's a Matter of Taste!' *Management Learning*, vol. 40 (5): 1-16.