

Michele Rigolizzo

Assistant Professor
Montclair State University
Montclair, NJ

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Education

Doctorate of Business Administration (DBA), Harvard Business School - expected 2017
Concentrations: Organizational Behavior and Individual Learning

Dissertation title: Individual Learning Behaviors in Organizational Settings
Committee: Teresa Amabile (chair), Amy Edmondson, Ethan Bernstein

M.Ed., Harvard University Graduate School of Education, 2010
Concentrations: Human Development and Psychology

B.A., The College of New Jersey, 1997
Concentrations in Journalism; Philosophy, and Italian

Research Interests

My work investigates individual learning behaviors in organizational settings. Specifically, I am interested in how employees develop expertise through the course of their daily work. I have developed a theoretical model of five behaviors critical to the process of expertise development. Focusing on learning as behavior has afforded a long-term view of learning as well as a quantitative method for measuring learning engagement, both of which contribute to advancing research in this area. In the lab, I employ a novel behavioral measure to determine to what extent and under what conditions working adults engage in learning behaviors as they seek to develop new expertise. I use the model and measure to explore and test the multifaceted nature of learning as it occurs at work.

Papers and Publications

Rigolizzo, M. (2018) The Learning As Behaviors (LABS) Framework for Higher-Order Learning. *The Learning Organization* Vol. 25(4) 224-236

Rigolizzo, M., & Amabile, T. (2015). Entrepreneurial Creativity: The Role of Learning Processes and Work Environment Supports. *The Oxford Handbook of Creativity, Innovation, and Entrepreneurship*, 61 -78.

Perkins D., Rigolizzo M. & Biller M. (2013). Learning Better from Work: Three Stances that Make a Difference. *Learning Innovations Laboratory, Harvard Graduate School of Education*.

Working Papers

The gap between action and intention in learning: The impact of learning orientation on individual learning behaviors (with Kate Roloff)

Learning Orientation, Need for Cognition, and Curiosity: An exploration of scales for predicting adult learning behavior.

Selected Research in Progress

Learning Mindsets and Learning Behaviors: A behavioral exploration of the Implicit Theory of Intelligence

Concrete Learning Behaviors: Does awareness of learning behaviors increase employees' likelihood to engage in them?

Reflection on Learning in Working Adults: A field study of the reflection behaviors of knowledge workers

Empowerment and Adaptive Performance (with J.F. Harvey, Kate Roloff, and Kevin Johnson)

Invited Talks

Academy of Management: Paper Presentation. August 2018 – Chicago IL.

Invited Speaker: Learning Innovations Laboratory Summit Event. June 2016 – Cambridge, MA.

Keynote Address: United Nations Learning Managers Forum. June 2013 - Turin, Italy.

Plenary Speaker: Faculty of Higher Education Institution. August 2013 – Curitiba, Brazil.

STADA Singapore Webinar: Expect the Unexpected, Prepare for the Unknown. September 2013.

Teaching Interests

Organizational Behavior, Human Resources, Leadership, Organizational Learning, Individual & Team Learning, Organizational Psychology, Research Design

Teaching Experience

Assistant Professor, Montclair State University Feliciano School of Business, 2017-present

Facilitator, Harvard Graduate School of Education Learning Innovations Laboratory, 2009-present

Instructor, Executive Development, Horizon Blue Cross Blue Shield, 2010-2011

Curriculum Development, Executive Development, Horizon Blue Cross Blue Shield, 2010-2011

Instructor, New Manager Training, Horizon Blue Cross Blue Shield, 2010-2011

Instructor, Managerial Development of Scientists, Bristol-Myers Squibb, 2007-2009

Curriculum Development, Managerial Development of Scientists, Bristol-Myers Squibb, 2007-2009

Work Experience

MONTCLAIR STATE UNIVERSITY ♦ MONTCLAIR NJ

2017-current

Assistant Professor – Feliciano School of Business, Management Department

Conduct scholarly research aimed at deeper understanding of the motivational factors for continuous long-term learning in the adult population.

Teach Management and Human Resources classes to undergraduate students.

Develop and teach HR Data Analytics course to Masters students.

Head the Masters-level HR Certificate Program.

HARVARD UNIVERSITY ♦ CAMBRIDGE, MA

2013-current

Fellow – Harvard Graduate School of Education, Learning Innovations Laboratory (LILA)

Contribute expertise to the conceptual development of the topics and themes explored by the LILA community.

- Facilitate small and large group discussions with Chief Learning Officers from over 25 global organizations, e.g. the CIA, STADA Singapore, CISCO, Novartis, and Steelcase.
- Conduct primary research on organizational learning interventions through quantitative and qualitative field experiments.

Research Assistant III - Harvard Graduate School of Education, LILA

2012-2013

Led the conceptual development of the topics and themes explored by the LILA community.

- Worked with LILA team to create year-long set of themes and guiding questions of inquiry that connect to member interests.
- Acted as primary liaison with faculty and guest speakers, facilitating development of content and integrating specific research objectives with overall theme development.
- Engaged with organizations to conduct primary research on informal learning at work.

HORIZON BLUE CROSS BLUE SHIELD NJ ♦ NEWARK, NJ 2010-2011

Senior Learning Advisor

Transformed Learning & Development program for full manager and director population.

- Integrated formal classroom training with rotating leadership roles to enhance critical thinking skills for director population.
- Diagnosed and designed manager development program aimed at developing adaptive expertise through solving real-world problems.
- Conducted classroom education for executive development and new manager training.

HARVARD UNIVERSITY ♦ CAMBRIDGE, MA 2009-2010

Researcher - Learning Innovations Laboratory (LILA)

Conducted education research within LILA at Harvard University's Project Zero.

- Worked with research team to develop qualitative coding methodologies to gain insights into key moments of transformative learning during small group conversations.

BRISTOL-MYERS SQUIBB ♦ NEW BRUNSWICK, NJ 2003-2009

Manager - Learning & Development 2007-2009

Crafted a role-based learning framework for leadership and employee development.

- Shepherded organization through implementation of new learning framework by soliciting champions and engaging management to actively participate in development and rollout.
- Led the business development of Learning Management Systems.
- Conducted classroom education for transfer of scientific leaders to managerial roles.

Project Analyst – Strategy & Analysis 2005-2006

Associate Project Analyst – Strategy & Analysis 2003-2005

Project Developer (Maxim Group Consulting) 2000-2003

Integrated systems and practices to identify client needs and implement multiple global solutions to Supply Chain inefficiencies.

AT&T SOLUTIONS ♦ FLORHAM PARK, NJ 1999–2000

Database Administrator (Maxim Group Consulting)

Contributed to the conceptualization, design, and realization of the backend SQL server database for managing employee data.

RAPID INDUSTRIAL PLASTICS ♦ JERSEY CITY, NJ 1997–1999

Production Coordinator

Handled all network administration of Windows NT-based, client server network and developed a daily production schedule database.