

Michele Rigolizzo

Doctoral Candidate
Harvard Business School
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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. Individual Learning Behaviors (*under review: Organization Science*).

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*.

Selected Research in Progress

The Learning As Behaviors (LABS) Model of Expertise Development: Optimizing Self-Directed Workplace Learning

Reflecting on Learning: The Power of Rediscovery on the Motivation to Reflect (with Ting Zhang & Teresa Amabile)

The Challenge of Challenging Work: How the interaction of negative feedback and taking on challenges impacts learning and performance (with Francesca Gino, Brad Staats, & Chris Myers)

Overcoming the Impact of Incivility on Learning Behaviors (with Chris Porath)

Learning to be a Novice: The impact of becoming a novice on expert affect and performance (with Ting Zhang)

Invited Talks

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, Leadership, Organizational Learning, Individual & Team Learning, Organizational Psychology, Research Design

Teaching Experience

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

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.

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- 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.