

Politecnico di Milano

PhD in Management Engineering

Research Title: The Exponential Organization: Emerging Organizational Models in the Era of Digital Disruption

Scholarships and Financial support	
Monthly net income of PhD scholarship (max 36 months)	€ 1.400,00 (In case of a change of the welfare rates during the three-year period, the amount could be slightly modified)
Number of scholarships	1
Beginning of PhD	1/11/2019
Deadline for application	21/05/2019
Context of the research activity	
Motivations and objectives of the research in this field	Digital disruption is forcing companies to rethink their organizational models. Some firms are showing a superior ability of exploiting digital technologies to gain a competitive advantage over existing market players in many industries. Traditional companies, with their hierarchical, centralized, closed, top-down organizational structures, are unable to change and evolve at the speed required by digital disruption. In order to survive, traditional companies have to question their organizational models, learn from digital disruptors and shift their organizational models and mindset.
Methods and techniques that will be developed and used to carry out the research	The research is accomplished through a collaboration between the Department of Management, Economics and Industrial Engineering of Politecnico di Milano and ALTEA Federation, an ecosystem of firms providing digital transformation services. The research will be carried out through a mixture of multiple case studies, surveys and action research projects.

Educational objectives	The candidate will learn the logics of digital innovation by being exposed to real cases, which will be analysed with the help of experienced researchers. A set of methodological courses will provide the candidate with the appropriate knowledge to rigorously tackle the various research issues.
Job opportunities	Several research institutions and universities — in Italy and abroad — are recruiting people with expertise in the field of digital innovation and/or organizational design. Moreover, almost all companies (especially consulting firms) are increasingly looking for expertise on leading complex digital transformation projects affecting their organizational and business models.
Composition of the research group	The candidate will work within the “Digital Innovation Observatories” (www.osservatori.net), the largest (roughly 90 researchers) and the leading (more than 100 technical reports produced each year) research group on digital innovation in Italy. More specifically, her/his research project will be managed with the support of 2 Full Professors, 3 Associated Professors and 1 Assistant Professor
Names of the research directors	<i>Mariano Corso</i>
Contacts	mariano.corso@polimi.it +39 393 3350929
Additional support	
<u>Housing:</u> financial aid per PhD student per year (gross amount)	<i>No financial aid associated to housing</i>
Additional information: educational activity, teaching assistantship, computer availability, desk availability, any other information	
<ul style="list-style-type: none"> • The candidate will attend a set of methodological courses to design a rigorous methodology to run her/his research. • The candidate will have the chance of working within the Digital Innovation Observatories to easily discover interesting empirical settings in which conducting her/his research. • The candidate will attend international conferences to present the advancements of her/his research and receive feedback by a set of experts in the research field. • The candidate will be engaged in the teaching of a course on Leadership and Innovation, which is highly synergistic with the research topics. • The candidate will benefit of a bonus to buy a personal computer, if she/he has not already it. • The candidate will have a dedicated desk in the Department of Management, Economics and Industrial Engineering of Politecnico di Milano (Via Lambruschini 4b, Milan). <p>Funding for educational activities: 1st year: 1200 euros per student, 2nd year: 1200 euros per student, 3rd year: 1200 euros per student. Teaching assistantship: There are various forms of financial aid for activities of support to the teaching practice. The PhD student is encouraged to take part in these activities, within the limits allowed by the regulations.</p>	