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# Ana Catarina Rosa Carnaz

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Department of Human Resources and Organizational Behavior (IBS)

## Contacts



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|---|---|
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## Teaching Activities

| Teaching Year | Sem. | Course Name | Degree(s) | Coord. |
|---|---|---|---|---|
| 2026/2027 | 2º | Change and Organizational Consulting | Post Graduation Program in People Management and Leadership; | No |
| 2026/2027 | 2º | Human Resources Management | Bachelor Degree in Management; | No |
| 2026/2027 | 1º | Internship in Human Resource Management and Organizational Consultancy | Master Degree in Human Resource Management and Organizational Consultancy; | No |
| 2026/2027 | 1º | Leading Digital Transformation & Innovation | Master Degree in Computer Science and Business Management; | No |
| 2025/2026 | 2º | Organizational Intervention Techniques | Master Degree in Human Resource Management and Organizational Consultancy; | No |

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|---|---|---|---|---|
| 2025/2026 | 2º | Change and Organizational Consulting | Post Graduation Program in People Management and Leadership; | No |
| 2025/2026 | 1º | Leadership and Organizational Behavior | Bachelor Degree in Management; | No |
| 2024/2025 | 2º | Organizational Intervention Techniques | Master Degree in Human Resource Management and Organizational Consultancy; | No |
| 2024/2025 | 2º | Change and Organizational Consulting | Post Graduation Program in People Management and Leadership; | No |
| 2024/2025 | 2º | Human Resources Management | | No |
| 2020/2021 | 2º | Consulting and Diagnosis Techniques | Master Degree in Human Resource Management and Organizational Consultancy; | No |
| 2019/2020 | 2º | Research Project in Human Resources and Organizational Behavior | | No |
| 2019/2020 | 2º | Consulting and Diagnosis Techniques | Master Degree in Human Resource Management and Organizational Consultancy; | No |

## Supervisions

### • M.Sc. Dissertations

**- Ongoing**

| | Student Name | Title/Topic | Language | Status | Institution |
|---|---|---|---|---|---|
| 1 | Sebastião Gonçalves Soares D'Albergaria | Dressed for the Occasion? An Attributional Approach to Leader Attire, Perceived Genuineness and Trust | English | Delivered | Iscte |

## Total Citations

| | |
|---|---|
| **Web of Science®** | 9 |
| **Scopus** | 10 |

## Publications

### • Scientific Journals

**- Scientific journal paper**

| | |
|---|---|
| 1 | Palermo, O. A., Carnaz, A. C. & Duarte, H. (2019). Favouritism: exploring the ‘uncontrolled’ spaces of the leadership experience. Leadership, 15(3), 381?397. https://doi.org/10.1177/1742715017749190<br>- Times Cited Web of Science®: 9<br>- Times Cited Scopus: 10 |

## • Conferences/Workshops and Talks

**- Talk**

| | |
|---|---|
| 1 | Carnaz, A., Duarte, H. & Ofela Palermo (2015). "I can only trust a friend”:Exploring managers’ enactment of favouritism in the workplace. Annual 15th EURAM Conference,. |