

Warning: [2026-02-06 15:35] this document is a print-out of the Ciência-iul web portal and was automatically generated at the labeled date. The document has a mere informational purpose and represents the information contained on Ciência_Iscte at that date.

Ana Catarina Rosa Carnaz

Professora Auxiliar Convidada

Department of Human Resources and Organizational Behavior (IBS)

Contacts

E-mail	Ana_Catarina_Carnaz@iscte-iul.pt
Office	D4.06

Teaching Activities

Teaching Year	Sem.	Course Name	Degree(s)	Coord
2025/2026	2º	Organizational Intervention Techniques	Master Degree in Human Resource Management and Organizational Consultancy;	No
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	Bachelor Degree in Finance and Accounting; Bachelor Degree in Marketing Management; Bachelor Degree in 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	Authenticity in Leadership Roles: Balancing Relatability with Professional Appearance in Leadership	--	Developing	Iscte

Total Citations

Web of Science®	8
Scopus	9

Publications

• Scientific Journals

- Scientific journal paper

1	<p>Palermo, O. A., Carnaz, A. C. & Duarte, H. (2019). Favouritism: exploring the 'uncontrolled' spaces of the leadership experience. <i>Leadership</i>. 15 (3), 381-397</p> <p>- Times Cited Web of Science®: 8</p> <p>- Times Cited Scopus: 9</p>
---	--

• Conferences/Workshops and Talks

- Talk

1	<p>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.</p>
---	---