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## Ana Catarina Rosa Carnaz

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### 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	Authencity 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	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 - Times Cited Web of Science®: 8 - Times Cited Scopus: 9
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- 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.
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