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Generosa do Nascimento

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Curriculum

PhD in Management, specialized in Human Resources and Organizational Behavior, by ISCTE-IUL. She is Associate Professor at the Department of Human Resources and Organizational Behavior at ISCTE Business School. She is Director of the LIA Iscte - Laboratory for Innovation in Academia. She is Director of the Executive Master in Healthcare Services Management. She is Director of the Executive Master in Strategic People Management and Leadership, of the Executive Master in Healthcare Services Management and of the Post-Graduation at ISCTE Executive Education. The main areas of research are healthcare management and strategic people management. She has been a member of boards of directors (or advisor) and has extensive consulting experience in Strategic People Management, Healthcare Services Management and Organizational Change in multiple organizations, private, public and social economy, across different business sectors.

Research Interests

Gestão de Serviços de Saúde

Gestão Estratégica de Pessoas

Academic Qualifications

University/Institution	Type	Degree	Period
ISCTE-Instituto Universitario de Lisboa	PhD	Gestão com Especialização em Recursos Humanos e Comportamento Organizacional	2016
ISCTE-IUL - Instituto Superior Ciências Trabalho e da Empresa	M.Sc.	Gestão de Empresas	2003
Universidade de Évora	Licenciate	Engenharia Zootécnica	1999

External Professional Activities

Period	Employer	Country	Description
2016 - 2017	AEDES	Belgium	Studies for the Elaboration of Plans for the Development of Human Resources in Healthcare
2005 - 2018	Centro Hospitalar Barreiro-Montijo	Portugal	Strategy and Management Human Resources Strategy

Teaching Activities

Teaching Year	Sem.	Course Name	Degree(s)	Coord.
2025/2026	2º	Human Resources Management	Post Graduation Program in Health Services Management;	Yes
2025/2026	2º	Assessment of Performance and Competencies in Education		Yes
2025/2026	2º	Performance Management	Post Graduation Program in People Management and Leadership; Post Graduation Program in Management Control and Strategy Execution;	Yes
2025/2026	2º	Strategic People Management Plan	Post Graduation Program in People Management and Leadership;	Yes
2025/2026	2º	Family Business Management		Yes
2025/2026	2º	People Management in the Digital Era		Yes
2025/2026	2º	Human Development and Training		Yes
2025/2026	1º	Human Resources Management		Yes
2025/2026	1º	Strategic People Management	Post Graduation Program in Business Administration - EMBA;	Yes
2025/2026	1º	Management of Health Units	Master Degree in Applied Management in Healthcare;	Yes

2025/2026	1º	Internship in Health Services Management	Master Degree in Health Services Management;	Yes
2025/2026	1º	Leadership and Management of People	Post Graduation Program in Business Management;	Yes
2025/2026	1º	Performance Management	Bachelor Degree in Human Resources Management;	Yes
2025/2026	1º	Management of Health Units	Master Degree in Health Services Management;	Yes
2024/2025	2º	Human Resources Management	Post Graduation Program in Health Services Management;	Yes
2024/2025	2º	Assessment of Performance and Competencies in Education		Yes
2024/2025	2º	Management of Health Units	Post Graduation Program in Management for Healthcare Professionals;	Yes
2024/2025	2º	Performance Management	Post Graduation Program in People Management and Leadership; Post Graduation Program in Management Control and Strategy Execution;	Yes
2024/2025	2º	Strategic People Management Plan	Post Graduation Program in People Management and Leadership;	Yes
2024/2025	2º	Family Business Management		Yes
2024/2025	2º	Human Development and Training		Yes
2024/2025	1º	Human Resources Management		Yes
2024/2025	1º	Strategic People Management	Post Graduation Program in Business Administration - EMBA;	Yes
2024/2025	1º	Management of Health Units	Master Degree in Applied Management in Healthcare;	Yes
2024/2025	1º	Internship in Health Services Management	Master Degree in Health Services Management;	Yes
2024/2025	1º	Leadership and Management of People	Post Graduation Program in Business Management;	Yes
2024/2025	1º	Performance Management	Bachelor Degree in Human Resources Management;	Yes
2024/2025	1º	Management of Health Units	Master Degree in Health Services Management;	Yes
2023/2024	2º	Human Resources Management	Post Graduation Program in Health Services Management;	Yes
2023/2024	2º	Assessment of Performance and Competencies in Education		Yes

2023/2024	2º	Management of Health Units	Post Graduation Program in Management for Healthcare Professionals;	Yes
2023/2024	2º	Performance Management	Post Graduation Program in People Management and Leadership; Post Graduation Program in Management Control and Strategy Execution;	Yes
2023/2024	2º	Strategic People Management Plan	Post Graduation Program in People Management and Leadership;	Yes
2023/2024	2º	Family Business Management		Yes
2023/2024	2º	People Management in the Digital Era		Yes
2023/2024	2º	Human Development and Training		Yes
2023/2024	1º	Human Resources Management		Yes
2023/2024	1º	Human Resource Management		Yes
2023/2024	1º	Strategic People Management	Post Graduation Program in Business Administration - EMBA;	Yes
2023/2024	1º	Master Dissertation in Health Services Management		Yes
2023/2024	1º	Internship in Health Services Management		Yes
2023/2024	1º	Performance Management	Bachelor Degree in Human Resources Management;	Yes
2023/2024	1º	Management of Health Units	Master Degree in Health Services Management;	Yes
2022/2023	2º	Human Resources Management	Post Graduation Program in Health Services Management;	Yes
2022/2023	2º	Assessment of Performance and Competencies in Education	Institutional Degree in ISCTE Business School;	Yes
2022/2023	2º	Management of Health Units	Post Graduation Program in Management for Healthcare Professionals;	Yes
2022/2023	2º	Performance Management	Post Graduation Program in People Management and Leadership;	Yes
2022/2023	2º	Strategic People Management Plan	Post Graduation Program in People Management and Leadership;	Yes
2022/2023	2º	Family Business Management		Yes
2022/2023	2º	People Management in the Digital Era		Yes

2022/2023	2º	Human Development and Training	Bachelor Degree in Human Resources Management;	Yes
2022/2023	2º	Performance Assessment and Incentives	Post Graduation Program in Management Control and Performance;	Yes
2022/2023	1º	Human Resource Management		Yes
2022/2023	1º	Human Resource Management		Yes
2022/2023	1º	Strategic People Management	Post Graduation Program in Business Administration - EMBA;	Yes
2022/2023	1º	Internship in Health Services Management	Master Degree in Health Services Management;	Yes
2022/2023	1º	People		No
2022/2023	1º	Performance Management	Bachelor Degree in Human Resources Management;	Yes
2022/2023	1º	Management of Health Units	Master Degree in Health Services Management;	Yes
2021/2022	2º	Human Resources Management	Post Graduation Program in Health Services Management;	Yes
2021/2022	2º	Assessment of Performance and Competencies in Education	Institutional Degree in ISCTE Business School;	Yes
2021/2022	2º	Management of Health Units	Post Graduation Program in Management for Healthcare Professionals;	Yes
2021/2022	2º	Performance Management	Post Graduation Program in People Management and Leadership;	Yes
2021/2022	2º	Strategic People Management Plan	Post Graduation Program in People Management and Leadership;	Yes
2021/2022	2º	Family Business Management		Yes
2021/2022	2º	People		No
2021/2022	2º	Human Development and Training	Bachelor Degree in Human Resources Management;	Yes
2021/2022	2º	Performance Assessment and Incentives	Post Graduation Program in Management Control and Performance;	Yes
2021/2022	1º	Human Resource Management		No
2021/2022	1º	Human Resource Management		No
2021/2022	1º	Strategic People Management	Post Graduation Program in Business Administration - EMBA;	Yes
2021/2022	1º	Internship in Health Services Management	Master Degree in Health Services Management;	Yes

2021/2022	1º	People		No
2021/2022	1º	People		No
2021/2022	1º	Performance Management	Bachelor Degree in Human Resources Management;	Yes
2021/2022	1º	Management of Health Units	Master Degree in Health Services Management;	Yes
2020/2021	2º	Human Resources Management	Post Graduation Program in Health Services Management;	Yes
2020/2021	2º	Assessment of Performance and Competencies in Education	Institutional Degree in ISCTE Business School;	Yes
2020/2021	2º	Performance Management	Post Graduation Program in People Management and Leadership;	Yes
2020/2021	2º	Strategic People Management Plan	Post Graduation Program in People Management and Leadership;	Yes
2020/2021	2º	People		No
2020/2021	2º	People		No
2020/2021	2º	Human Development and Training	Bachelor Degree in Human Resources Management;	Yes
2020/2021	2º	Performance Assessment and Incentives	Post Graduation Program in Management Control and Performance;	Yes
2020/2021	1º	Human Resource Management		Yes
2020/2021	1º	Human Resource Management		Yes
2020/2021	1º	People Management and Organizational Behavior		Yes
2020/2021	1º	Strategic People Management	Post Graduation Program in Business Administration - EMBA;	Yes
2020/2021	1º	Research Seminar in Health Services Management		No
2020/2021	1º	Management of Health Units	Post Graduation Program in Management for Healthcare Professionals;	Yes
2020/2021	1º	Internship in Health Services Management	Master Degree in Health Services Management;	Yes
2020/2021	1º	Leadership and People Management	Post Graduation Program in Business Management;	Yes
2020/2021	1º	People		No
2020/2021	1º	People		No

2020/2021	1º	Performance Management	Bachelor Degree in Human Resources Management;	Yes
2020/2021	1º	Management of Health Units	Master Degree in Health Services Management;	Yes
2019/2020	2º	Human Resources Management	Post Graduation Program in Health Services Management;	Yes
2019/2020	2º	Hrm Strategic and Operational Plan		Yes
2019/2020	2º	People		No
2019/2020	2º	People		No
2019/2020	2º	Human Development and Training	Bachelor Degree in Human Resources Management;	Yes
2019/2020	2º	Performance Assessment and Incentives	Post Graduation Program in Management Control and Performance;	Yes
2019/2020	2º	Instruments and Techniques of Management - Level B		No
2019/2020	1º	Human Resource Management		Yes
2019/2020	1º	Human Resource Management		Yes
2019/2020	1º	People Management and Organizational Behavior		Yes
2019/2020	1º	Strategic People Management	Post Graduation Program in Business Administration - EMBA;	Yes
2019/2020	1º	Management of Health Units	Post Graduation Program in Management for Healthcare Professionals;	Yes
2019/2020	1º	Internship in Human Resource Management and Organizational Consultancy	Master Degree in Human Resource Management and Organizational Consultancy;	Yes
2019/2020	1º	Performance Management		Yes
2019/2020	1º	Comunicação Carismática E Grupal		Yes
2019/2020	1º	Action Learning		Yes
2019/2020	1º	Performance Management	Bachelor Degree in Human Resources Management;	Yes
2019/2020	1º	Management of Health Units	Master Degree in Health Services Management;	Yes
2019/2020	1º	Instruments and Techniques of Management - Level B		No

2018/2019	2º	Human Resource Management		Yes
2018/2019	2º	Human Resources Management	Post Graduation Program in Health Services Management;	Yes
2018/2019	2º	Assessment of Performance and Competencies in Education		Yes
2018/2019	2º	Communication Techniques		Yes
2018/2019	2º	Hrm Strategic and Operational Plan		Yes
2018/2019	2º	Management of Health Units - Fgv		Yes
2018/2019	2º	Human Development and Training	Bachelor Degree in Human Resources Management;	Yes
2018/2019	2º	Human Resources Management	Bachelor Degree in Marketing Management;	Yes
2018/2019	2º	Human Resources Management	Bachelor Degree in Marketing Management;	Yes
2018/2019	2º	Human Resources Management	Bachelor Degree in Marketing Management;	Yes
2018/2019	2º	Human Resources Management	Bachelor Degree in Marketing Management;	Yes
2018/2019	2º	Human Resources Management	Bachelor Degree in Marketing Management;	Yes
2018/2019	2º	Human Resources Management	Bachelor Degree in Marketing Management;	Yes
2018/2019	2º	Management of Health Units		Yes
2018/2019	2º	Performance Assessment and Incentives	Post Graduation Program in Management Control and Performance;	Yes
2018/2019	1º	Human Resource Management		Yes
2018/2019	1º	People Management and Organizational Behavior		Yes
2018/2019	1º	Strategic People Management	Post Graduation Program in Business Administration - EMBA;	Yes
2018/2019	1º	Communication Techniques		Yes
2018/2019	1º	Internship in Human Resource Management and Organizational Consultancy	Master Degree in Human Resource Management and Organizational Consultancy;	Yes
2018/2019	1º	Performance Management		Yes
2018/2019	1º	Performance Management	Bachelor Degree in Human Resources Management;	Yes

2017/2018	2º	Human Resources Management	Post Graduation Program in Health Services Management;	Yes
2017/2018	2º	Assessment of Performance and Competencies in Education		Yes
2017/2018	2º	Hrm Strategic and Operational Plan		Yes
2017/2018	2º	Human Development and Training	Bachelor Degree in Human Resources Management;	Yes
2017/2018	2º	Human Resources Management	Bachelor Degree in Marketing Management;	Yes
2017/2018	2º	Human Resources Management	Bachelor Degree in Marketing Management;	Yes
2017/2018	2º	Human Resources Management	Bachelor Degree in Marketing Management;	Yes
2017/2018	2º	Human Resources Management	Bachelor Degree in Marketing Management;	Yes
2017/2018	2º	Human Resources Management	Bachelor Degree in Marketing Management;	Yes
2017/2018	2º	Human Resources Management	Bachelor Degree in Marketing Management;	Yes
2017/2018	2º	Performance Assessment and Incentives	Post Graduation Program in Management Control and Performance;	Yes
2017/2018	1º	Human Resource Managements	Master Degree in Human Resources Development Policies;	Yes
2017/2018	1º	Human Resource Management		Yes
2017/2018	1º	People Management and Organizational Behavior		Yes
2017/2018	1º	Strategic People Management	Post Graduation Program in Business Administration - EMBA;	Yes
2017/2018	1º	Organizational Communication		Yes
2017/2018	1º	Performance Management		Yes
2017/2018	1º	Recursos Humanos Modin		Yes
2017/2018	1º	Performance Management	Bachelor Degree in Human Resources Management;	Yes
2017/2018	1º	Management of Health Units		Yes
2017/2018	1º	Instruments and Techniques of Management - Level B		No
2016/2017	2º	Strategic People Management	Post Graduation Program in Business Administration - EMBA;	Yes

2016/2017	2º	Strategic People Management	Post Graduation Program in Business Administration - EMBA;	Yes
2016/2017	2º	Human Resources Management	Post Graduation Program in Health Services Management;	Yes
2016/2017	2º	Assessment of Performance and Competencies in Education		Yes
2016/2017	2º	Hrm Strategic and Operational Plan		Yes
2016/2017	2º	Human Development and Training	Bachelor Degree in Human Resources Management;	Yes
2016/2017	2º	Performance Assessment and Incentives	Post Graduation Program in Management Control and Performance;	Yes
2016/2017	2º	Performance Assessment and Incentives	Post Graduation Program in Management Control and Performance;	Yes
2016/2017	1º	Human Resource Managements	Master Degree in Human Resources Development Policies;	Yes
2016/2017	1º	Human Resource Management		Yes
2016/2017	1º	People Management and Organizational Behavior		Yes
2016/2017	1º	People Management and Organizational Behavior		Yes
2016/2017	1º	Performance Management		Yes
2016/2017	1º	Performance Management	Bachelor Degree in Human Resources Management;	Yes
2016/2017	1º	Instruments and Techniques of Management - Level B		No
2015/2016	2º	Strategic People Management	Post Graduation Program in Business Administration - EMBA;	Yes
2015/2016	2º	Human Resources Management	Post Graduation Program in Health Services Management;	Yes
2015/2016	2º	Assessment of Performance and Competencies in Education		Yes
2015/2016	2º	Human Development and Training	Bachelor Degree in Human Resources Management;	Yes
2015/2016	2º	Human Resources Management	Bachelor Degree in Marketing Management; Bachelor Degree in Management;	No
2015/2016	2º	Human Resources Management	Bachelor Degree in Marketing Management; Bachelor Degree in Management;	No

2015/2016	2º	Personal Development Strategies		Yes
2015/2016	2º	Performance Assessment and Incentives	Post Graduation Program in Management Control and Performance;	Yes
2015/2016	1º	Human Resource Managements	Master Degree in Human Resources Development Policies;	Yes
2015/2016	1º	Human Resource Management		Yes
2015/2016	1º	People Management and Organizational Behavior		Yes
2015/2016	1º	Performance Management	Bachelor Degree in Human Resources Management;	Yes
2015/2016	1º	Instruments and Techniques of Management - Level B		No
2014/2015	2º	Strategic People Management	Post Graduation Program in Business Administration - EMBA;	Yes
2014/2015	2º	Assessment of Performance and Competencies in Education		Yes
2014/2015	2º	Human Development and Training	Bachelor Degree in Human Resources Management;	Yes
2014/2015	2º	Human Resources Management	Bachelor Degree in Marketing Management; Bachelor Degree in Management;	No
2014/2015	2º	Human Resources Management	Bachelor Degree in Marketing Management; Bachelor Degree in Management;	No
2014/2015	2º	Personal Development Strategies		Yes
2014/2015	2º	Performance Assessment and Incentives		Yes
2014/2015	1º	Human Resource Managements	Master Degree in Human Resources Development Policies;	Yes
2014/2015	1º	Human Resource Management		No
2014/2015	1º	People Management and Organizational Behavior		Yes
2014/2015	1º	Performance Management	Bachelor Degree in Human Resources Management;	Yes
2014/2015	1º	Management Training and Development Potential		Yes
2014/2015	1º	Instruments and Techniques of Management - Level B		No

2013/2014	2º	Strategic People Management	Post Graduation Program in Business Administration - EMBA;	Yes
2013/2014	2º	Assessment of Performance and Competencies in Education		No
2013/2014	2º	Human Development and Training	Bachelor Degree in Human Resources Management;	Yes
2013/2014	2º	Human Resources Management	Bachelor Degree in Marketing Management; Bachelor Degree in Management;	No
2013/2014	2º	Human Resources Management	Bachelor Degree in Marketing Management; Bachelor Degree in Management;	No
2013/2014	2º	Personal Development Strategies		Yes
2013/2014	2º	Performance Assessment and Incentives	Post Graduation Program in Management Control and Performance;	No
2013/2014	2º	Operational and Strategic Control		No
2013/2014	1º	Human Resource Managements	Master Degree in Human Resources Development Policies;	Yes
2013/2014	1º	Human Resource Management		No
2013/2014	1º	People Management and Organizational Behavior		No
2013/2014	1º	Performance Management	Bachelor Degree in Human Resources Management;	Yes
2013/2014	1º	Instruments and Techniques of Management - Level B		No
2012/2013	2º	Assessment of Performance and Competencies in Education		No
2012/2013	2º	Human Development and Training	Bachelor Degree in Human Resources Management;	No
2012/2013	2º	Human Resources Management	Bachelor Degree in Finance and Accounting; Bachelor Degree in Marketing Management; Bachelor Degree in Management;	No
2012/2013	2º	Personal Development Strategies		No
2012/2013	2º	Operational and Strategic Control		Yes
2012/2013	1º	Human Resource Managements	Master Degree in Human Resources Development Policies;	Yes
2012/2013	1º	Human Resource Management		Yes

2012/2013	1º	People Management and Organizational Behavior		Yes
2012/2013	1º	Performance Management	Bachelor Degree in Human Resources Management;	No
2011/2012	2º	Assessment of Performance and Competencies in Education		Yes
2011/2012	2º	Human Development and Training	Bachelor Degree in Human Resources Management;	No
2011/2012	2º	Human Resources Management	Bachelor Degree in Management;	No
2011/2012	1º	Public Management Models and Administrative Modernization		No
2011/2012	1º	Human Resource Managements	Master Degree in Human Resources Development Policies;	Yes
2011/2012	1º	Human Resources Management	Bachelor Degree in Marketing Management;	No
2011/2012	1º	Performance Management	Bachelor Degree in Human Resources Management;	No
2011/2012	1º	Personal Development Strategies		No
2010/2011	2º	Project Seminar in Management		No
2010/2011	2º	Human Development and Training	Bachelor Degree in Human Resources Management;	No
2010/2011	2º	Human Resources Management	Bachelor Degree in Management;	No
2010/2011	2º	Personal Development Strategies		No
2010/2011	1º	Public Management Models and Administrative Modernization		No
2010/2011	1º	Human Resource Managements	Master Degree in Human Resources Development Policies;	Yes
2010/2011	1º	Human Resources Management	Bachelor Degree in Marketing Management;	No
2010/2011	1º	Personal Development Strategies		No
2009/2010	2º	Project Seminar in Management		No
2009/2010	2º	Advanced Project Management and Development Methods		No
2009/2010	1º	Human Resource Managements		Yes
2009/2010	1º	Human Resources Management		No

2008/2009	2º	Case Study in Human Resources		No
2008/2009	2º	Human Development and Training		No
2008/2009	1º	Research Methods in Human Resources Management		No
2008/2009	1º	Project Management		No
2008/2009	1º	Human Resources Management		No
2008/2009	1º	Personal Development Strategies		No
2007/2008	2º	Human Development and Training		No
2007/2008	2º	Research Methods in Human Resources Management		Yes
2007/2008	2º	Project Management		Yes
2007/2008	2º	Human Resources Management		Yes
2007/2008	1º	Research Methods in Human Resources Management		Yes
2007/2008	1º	Project Management		Yes
2007/2008	1º	Human Resources Management		Yes
2006/2007	1º	Research Methods in Human Resources Management		No

Supervisions

• Ph.D. Thesis

- Ongoing

	Student Name	Title/Topic	Language	Status	Institution
1	Bernardo Daniel Nascimento Teixeira	Oimização do sistema de codificação clinica com métodos de inteligência artificial e análise de impacto	Portuguese	Developing	Iscte
2	Ricardo Jorge Correia de Matos	Previsão do Impacto da integração do setor social e do setor da saúde em Portugal: Uma proposta com base no modelo Escocês.	Portuguese	Developing	Iscte

3	Luis Pedro de Andrade Correia Botelho	"Políticas Públicas das gestão das pessoas na Administração Pública Portuguesa"	Portuguese	Developing	Iscte

• M.Sc. Dissertations

- Ongoing

	Student Name	Title/Topic	Language	Status	Institution
1	Sofia José Gouveia Silveira	Case Study: The Impact of Servant Leadership on Turnover Intentions, Mediated by Affective Organizational Commitment	Portuguese	Delivered	Iscte
2	Luís Pedro Reis Gonçalves Andrade	Prioritizing in heathcare access	Portuguese	Delivered	Iscte
3	Ana Patrícia Coelho Azevedo	The mediating effect of Job Embeddeness on the relationship between Servant Leadership and Turnover Intention: A Comparison between Gen X and Gen Z	Portuguese	Delivered	Iscte
4	Tomás Alexandre Luís Guitana	Comparison between the responses of an Artificial Intelligence Chatbot and traditional doctor-patient interactions in oncology care in Portugal	Portuguese	Delivered	Iscte
5	Margarida Neto de Vilhena Bernardino	Responsibility Center of a Gynecological Oncology Unit	Portuguese	Delivered	Iscte
6	Inês Pinto Costa	Internationalization of Portuguese SMEs: Insights into Success Factors from Case Studies in the Shoe Industry	English	Delivered	Iscte
7	Maria Leonor Matias Bernardes	Factors influencing the retention of young medical talent in primary health care in Portugal's National Health Service	--	Developing	Iscte
8	Bruno Miguel Lince Mariano Medinas	Compensação e Benefícios na Administração Pública	--	Developing	Iscte
9	Rita Alexandra Lopes Mendes Costa	A Transformação Digital no Setor Agri-Food: Implicações para a Eficiência, Sustentabilidade e Competitividade	--	Developing	Iscte
10	Joana Patrícia Barreiras Pinho	O papel preditivo do engagement no turnover de enfermeiros: proposta de um modelo conceptual de HR analytics	--	Developing	Iscte
11	Carla Susana Gaspar Purgatório	Dematerialization of the Procurement Process in a Local Health Unit.	--	Developing	Iscte

12	Marcos Martins De Albuquerque	Impacto nas práticas pedagógicas com Infraestruturas e ferramentas digitais	--	Developing	Iscte
13	Maria Teresa de Figueiredo Ferreira Alves Carvalho	The Contribution of the Tableau de Bord to Enhancing Performance and Performance Management in a Public Sector Organisation: The Case of Entity ABC	--	Developing	Iscte
14	Pedro Miguel Gonçalves	Well-being and Motivation at Work:Impact on the Experience and Quality of Healthcare Provision -An Intervention Project at the Champalimaud Foundation	--	Developing	Iscte
15	Catarina Alexandra Pinto Martins	Managing Cultural Integration in Mergers and Acquisitions within the Private Healthcare Sector: The Case of CUF	--	Developing	Iscte
16	Teresa Luísa Teixeira Magalhães	Sistema Integrado de Performance e Desempenho	--	Developing	Iscte
17	Sofia Margarida Damião Carvalho Mendes Nunes	PROJETO DE INVESTIGAÇÃO - EMPRESA	--	Developing	Iscte
18	Clara Lami Roque Mana Fortunato	Lean Thinking na Imagiologia: Análise dos tempos de espera para a realização de exames de ecografia	--	Developing	Iscte
19	Vera Lúcia Machado Pereira Alves	Digital Transformation of People Management, a Framework for Human Resources Allocation	--	Developing	Iscte
20	Paulo Ricardo Fernandes Pereira	CONSTRUÇÃO DE UM MODELO DE GESTÃO DE ENFERMAGEM PROMOTOR DA SUSTENTABILIDADE DOS PADRÕES DE ACREDITAÇÃO ACSA	--	Developing	Iscte
21	Camila Bernardo Pereira	Análise da Satisfação do Paciente no IPO Lisboa: O Caso do IPO Lisboa	--	Developing	Iscte
22	Célia Maria Coelho Pereira dos Santos	Inclusive Leadership and Psychological Safety in Young Talent Acceleration: A Case Study at AbbVie Portugal	--	Developing	Iscte
23	João Miguel Francisco Guterres	“Gestão e acesso à saúde sexual e reprodutiva: avaliação do contributo da DGS para o Objetivo de Desenvolvimento Sustentável 3.7”	--	Developing	Iscte
24	Leonardo Agostinho Luís Lapas	Open Strategy in the strategic planning of the National Health Service - a case study	--	Developing	Iscte

25	Susana Maria de Almeida Lourenço	The influence of adversity and leadership style on building commitment in teams: analysis of a military and a corporate organization	--	Developing	Iscte
26	Sónia Ferreira de Oliveira	Talent Challenge "over 40": Combating Ageism with a view to competitiveness in the labour market	--	Developing	Iscte
27	Maria Alexandra da Silva Valente de Almeida Resende	mpact of Using Immersive Virtual Reality as an Adjunct to Regional Anesthesia in Person-Centered Care, in a University Hospital	--	Developing	Iscte
28	Cátia Filipa Almeida Pinto	Emergencies in Data: Digital Epidemiology and Social Determinants as Predictors of Adequate Use of the Emergency Service at Beatriz Ângelo Hospital	--	Developing	Iscte
29	Marta Maria Parreira Jonet Ferreira Roquette	Service flow management in an emergency service	--	Developing	Iscte
30	Alda Gisela Freitas Monteiro	Establishment of an Integrated Responsibility Center in the area of maternal and child health at the Loures Odivelas Local Health Unit	--	Developing	Iscte
31	Susana Isabel Giga Laranjinho	Mapeamento das competências dos enfermeiros gestores dos serviços de internamento de um grupo hospitalar privado	--	Developing	Iscte
32	Ana Margarida Veríssimo Alves	Development of a Performance Management System at Sociedade de Empreitadas e Trabalhos Hidráulicos, S.A.	--	Developing	Iscte
33	Maria Jose Mira	Transformação digital em AI num Centro de responsabilidade integrado; Digital transformation in AI in an integrated responsibility center	--	Developing	Iscte
34	Ana Luísa Da Silva Broa	Quick Diagnosis Unit in a Internal Medicine Service	--	Developing	Iscte
35	Catarina Neves dos Santos	Intervention Project – Development of the Clinical Research Center of ULS Loures-Odivelas	--	Developing	Iscte
36	Nuno Filipe Bernardino Vieira	Implementation of an Integrated Responsibility Center in the Hospital at Home Unit of the Portimão Hospital	--	Developing	Iscte
37	Ana Isabel Batista Peralta	Inovação e Mudança	--	Developing	Iscte

38	Andreia Sofia Mantas da Silva	Pax Julia Family Health Unit - model C of Municipal Management	--	Developing	Iscte
39	Jacira Virginia Costa Gomes	Performance Management Model in a Private Company in the Republic of Guinea-Bissau: Case Study	--	Developing	Iscte
40	Pedro André Correia Azevedo	Management Control in a Home Hospitalization Unit - Development of a Performance Assessment Model for Doctors	--	Developing	Iscte
41	Rita Isabel Torres Martins	Talent Retention of Generation Z Nurses on a Public Hospital of NHS	--	Developing	Iscte
42	Fábio Daniel Mano de Oliveira	Lean Healthcare: implementation of a Lean system in a private primary healthcare unit	--	Developing	Iscte
43	Carlos Manuel de Oliveira Amaral	Creation of a Multidisciplinary Center for Diagnosis, Treatment and Follow-Up of Patients with Vascular Anomalies	--	Developing	Iscte
44	Jorge Rodrigues Fernandes	Conceptualização de um Centro de Responsabilidade Integrado para a Clínica de Insuficiência Cardíaca da Unidade Local de Saúde de Lisboa Ocidental	--	Developing	Iscte
45	Cristina Isabel Mendeiro da Silva Amaral	Conceptualization and implementation of a new intensive care unit at the Centro Hospitalar Universitário de Lisboa Central	--	Developing	Iscte
46	Ricardo Filipe Ribeiro Zina	Contributos Da Metodologia Lean à Formalização de Processos De Crédito Habitação	--	Developing	Iscte
47	Cátia Isabel Correia Jardim	Ecotherapy and Animal-Assisted Interventions: A Sustainable Framework for Advancing Wellness Tourism in Madeira	--	Developing	Iscte
48	Ana Maria Pinheiro da Silva Viana de Sá	Via Verde Neoplasia	--	Developing	Iscte
49	Teresa Miguel Cardona Veloso	Contributo da Gestão da Qualidade	--	Developing	Iscte
50	Silvia Gabriel Cintra	Quando a Excelência Operacional Não É Avaliada: Lacunas dos Sistemas de Gestão de Desempenho em Ambientes Operacionais Intensivos – Evidência e Aplicação à Hotelaria	--	Developing	Iscte

51	Amets Sagarribay Irañeta	Experiência do colaborador nas equipas multidisciplinares de tumores hipofisários	--	Developing	Iscte
52	Vanessa Elisabete Caboz Henriques Ribeiro Varino	Patient Journey in Colorectal Cancer	--	Developing	Iscte
53	Sara Filipa Lopes Simões	Rotatividade e Retenção em Equipas Multidisciplinares de Reabilitação: Fatores Organizacionais, Profissionais e Individuais	--	Developing	Iscte
54	João Guerreiro Patacas	Succession in Family Businesses: A Proposed Succession Plan for a Small Family Business	--	Developing	Iscte
55	Cláudia Maria Coelho de Faria	O papel da investigação científica na retenção de talento médico no Serviço Nacional de Saúde	--	Developing	Iscte
56	Zaida Cristina Da Conceição Leal Alves	Implementation of an intensive support consultation for smoking cessation at ULSLA.	--	Developing	Iscte

- Concluded

	Student Name	Title/Topic	Language	Institution	Concluding Year
1	João Carlos Pereira Valente	Study on Integrated Responsibility Centers in Public Health	Portuguese	Iscte	2025
2	Rui Miguel Carvalho Serrano	Assessment of the Influence of Leadership in Preventing Bullying and Mobbing in Organizations	Portuguese	Iscte	2025
3	Ricardo Miguel Porta-Nova Cristóvão	Leadership, commitment and psychosocial risks associated with the clinical practice of TSDTs in a Local Health Unit.	Portuguese	Iscte	2025
4	Ana Margarida Cunha e Sousa Ribeiro da Silva	Primary Health Care as a Tool for Promoting Sustainability	Portuguese	Iscte	2025
5	Sara Isabel Gaspar Marmelo Ferreira de Almeida	Digital Transformation in the Municipal Unit for Recruitment and Training	Portuguese	Iscte	2025
6	Francisco José Ribeiro Rocha	Performance Management Control System in an Industrial Equipment Sales and Assistance Company	Portuguese	Iscte	2025
7	Sérgio Miguel Matoso Laranjo	The conceptualization of an integrated practice unit for the treatment of patients with atrial fibrillation.	English	Iscte	2024
8	Ireneia Santos Lino Marques	The (in)effectiveness of an integrated responsibility center	Portuguese	Iscte	2024

9	Miguel Angelo de Sousa Isabella Flora	Applicability of a Value-Based Remuneration System for Orthopedists in the Private Sector in Portugal – An exploratory study	Portuguese	Iscte	2024
10	Teresa Luísa Albuquerque Matos Quintão	Analysis of organizational reliability, relacional coordination and burnout risk factors in two private healthcare organizations.	Portuguese	Iscte	2024
11	Mariana Bacalhau Reizinho	Evaluation of an Identity-Based Leadership Program	Portuguese	Iscte	2024
12	Joaquim Daniel Lopes Ferro	Retaining medical professionals in the NHS and the role of intermediate leadership	Portuguese	Iscte	2024
13	Ana Isabel Maldonado de Sousa Fernandes	Integrated Responsibility Center of Pediatric Dentistry for Children with Special Needs	Portuguese	Iscte	2024
14	Ana Teresa Santos Caboz	Organizational commitment, engagement and turnover intention in Generation Y and Z ? Case study	Portuguese	Iscte	2024
15	Matilde Proença Oliveira Figueiredo	Challenges and opportunities in family businesses to retain and motivate Generation Y and Z	English	Iscte	2024
16	Ana Rita Cerqueira da Costa	Organizational Well-Being in the Delivery Room Context ? A Case	Portuguese	Iscte	2024
17	Ricardo Jorge Cabrita Gaspar	How to improve Healthcare outcomes through interoperability - a further step into Health digitalization	English	Iscte	2023
18	Marina de Jesus Coelho Lopes	Viability of acquiring a hypobaric chamber for the Armed Forces Aeromedical Center	Portuguese	Iscte	2023
19	Rúben Benjamim Bento Correia	Health goes to the community - Mobile Health Unit	Portuguese	Iscte	2023
20	Carolina Isabel Seromenho dos Santos	The Digital Transformation in Family Businesses - Luxury Footwear - Pedagogical Case	Portuguese	Iscte	2023
21	João Carlos da Silva Santos	Artificial Intelligence for the radiologist at Grupo Affidea Portugal	Portuguese	Iscte	2023
22	Patrícia Alexandra Chaves Martins Vieira	Leadership and exit Intentions in a Hospital	Portuguese	Iscte	2023
23	Bruno Ricardo Amaral Henriques	High Reliability Organizations - The case of the Portuguese submarines	Portuguese	Iscte	2023
24	Christopher Joseph Maia Oliveira	Healthcare Crisis Leadership - Case Study in Radiology Departments (Public and Private Sectors)	Portuguese	Iscte	2023

25	Maria Inês Monteiro Godinho de Matos Loureiro	The role of mentoring in the relation between commitment and perceived organizational support in Portuguese Air Force medical doctors, and its effect on turnover	Portuguese	Iscte	2022
26	Bernardo Miguel Cunha Neves Marques Seixas	Analysis and perspectives on the demand increasing demand for private hospitals services in Portugal	Portuguese	Iscte	2022
27	Maria Inês Henriques de Oliveira Tavares	Lean Healthcare: Implementation of a Lean System in a community charmacy ? Case Study	English	Iscte	2022
28	António Manuel Pereira de Figueiredo	Financial Sustainability of the Portuguese Health System - The role of the Private Sector	Portuguese	Iscte	2022
29	João Daniel dos Santos Marques	Comparative Analysis of Chronic Disease in the Portuguese Functional Units USF & UCSP	Portuguese	Iscte	2022
30	Paula Natacha Baptista Bordalo	From reception and integration of the nurse's bond to the Dr Alfredo da Costa Maternity Hospital	Portuguese	Iscte	2022
31	Hugo Duarte Fonseca Cohen Rocheteau	Adaptation in a Community Care Unit: COVID-19 pandemic	Portuguese	Iscte	2022
32	Sandra da Conceição Morais Uvaldo Pena	Strategic management in the prevention of Burnout among teachers	Portuguese	Iscte	2022
33	Maria Isabel Barros Ramos	Health Professionals in Time of Pandemic: The Role of Occupational Health Services	Portuguese	Iscte	2022
34	Raquel Filipa Rodrigues de Almeida Caramelo	Impacto of Covid-19 on the Employee?s Experience: A case study in the Infectiology Service of Curry Cabral Hospital	Portuguese	Iscte	2022
35	Cristina Isabel Pereira de Castro Marques	Organizational learning in the context of SARS-CoV-2 Pandemic - Case Study in a Lisbon Hospital .	Portuguese	Iscte	2022
36	Ana Sofia Leal Batista	(Un)Successful of Telehealth : factors that influence the implementation and normalization process in health organizations	Portuguese	Iscte	2022
37	Inês Sofia Canivete Sardinha	The Relevance of People Management Best Practices on the Preservation of Employees' Mental Health:COVID-19 Influence	English	Iscte	2021
38	Diogo Gonçalo da Silva Barros	Organizational Transformations with SARS OVC2 in a Primary Health Care Center	Portuguese	Iscte	2021
39	Ana Sofia Faustino Marques de Sousa	Strategy for selling dreams - The portuguese luxury world	English	Iscte	2021

40	Ana Lúcia Jesus Andrade Pais	Employer Value Proposition: Attracting young talent to Information Technologies	Portuguese	Iscte	2020
41	Claudia Lopes Pires	Telepathology as a Business Strategy: Case Study in Health Organization	Portuguese	Iscte	2020
42	Ana Filipa Beites Salgado	The Impacts of the Employer Branding Experience on Affective Commitment: A multiple case-study	English	Iscte	2020
43	Artur José Lucas da Silva	THE ROLE OF NETWORKING IN THE DECISION-MAKING PROCESS OF INTERNATIONAL ORGANIZATIONS: THE CASE OF NATO STRATEGIC DIRECTION-SOUTH HUB	Portuguese	Iscte	2020
44	Inês Filipa Horta Pancada Lopes da Silva	Patient Safety and Risk Management associated with transfusion of blood component	Portuguese	Iscte	2020
45	Miguel Ângelo Freire Veríssimo	Generation Z Career Orientations	Portuguese	Iscte	2019
46	Aurora Maria Gato Pinto	THE GENERAL SURGERY SERVICE ACCREDITATION PROCESS	Portuguese	Iscte	2019
47	Juliana Fontanezi Moraes Fabrica Binoti	Use of Business Intelligence (BI) Suporting Decisions and Strategy for Health Organizations	Portuguese	Iscte	2019
48	José Perrota de Carvalho	Patient satisfaction in home health care.	Portuguese	Iscte	2019
49	Tiago Binoti Simas	Quality of care in hospitals: Disney methodology	Portuguese	Iscte	2019
50	Ana Raquel de Matos Coelho	Trainee Programmes: A Comprehensive Analysis of Companies and Trainees? Perspective	English	Iscte	2019
51	Stefanea Campanha de Souza	Code of Conduct and Organizational Culture in a Military Health Institution in Brazil	Portuguese	Iscte	2019
52	Maria José Roque Coimbra Mano	Motivation Potencial Score on Human Reources Management Case Study - A Company in the Restaurant Sector	Portuguese	Iscte	2019
53	Pedro Miguel Marques da Costa	The Evaluation of Teaching Performance in Private and Cooperative Education, in Portugal and Brazil - Case study.	Portuguese	Iscte	2019
54	Mónica Alexandra Ribeiro Pereira	Featuring Long Term Care Teams in Lisbon and Vale do Tejo Health Region	Portuguese	Iscte	2018
55	Miguel Bruno Valongo Pimenta Barbosa	Performance Management and Appraisal System in an Engineering Services Consulting Company	Portuguese	Iscte	2018

56	Paula Alexandra da Silva Rijo	Avaliação de Modelos de Gestão em Farmácia	Portuguese	Iscte	2017
57	Rita Alice Domingues da Silva	A Formação na KLC - Projeto de Intervenção	Portuguese	Iscte	2017
58	Maria Manuela Franco da Silva	O Perfil de competências do Diretor Pedagógico numa Escola Profissional.	Portuguese	Iscte	2017
59	João Vítor Barata Patrício	O BSC em Unidades Hoteleiras dois Estudos de caso em Hotéis de 5 e 4 Estrelas	Portuguese	Iscte	2017
60	Ricardo Jorge Veiga Gomes	A Avaliação da Formação Profissional	Portuguese	Iscte	2017
61	Eliane Pereira Águia	Qualidade de Vida no Trabalho: Uma análise comparativa de docentes do Brasil e de Portugal	Portuguese	Iscte	2017
62	Joana Filipa dos Santos Marques	Avaliação de Desempenho em Consultoria de Recursos Humanos - Estudo de Caso	Portuguese	Iscte	2017
63	Tarcízio António de Castro Morais	Redesenho de instrumentos de avaliação de desempenho docente nas escolas salesianas portuguesas	Portuguese	Iscte	2017
64	Diogo Jorge Soler da Silva Fernandes dos Santos	Avaliação da Satisfação de Pacientes num Hospital Privado	Portuguese	Iscte	2017
65	Maria Felicidade Rodrigues Pinheiro	Projeto de Intervenção numa Instituição do Ensino Particular (BSC - novo modelo de monitorização de gestão)- Estudo de caso	Portuguese	Iscte	2016
66	Sónia Margarida Carlos de Oliveira Merino Ferraz	O novo papel do Director de Agrupamento	Portuguese	Iscte	2014
67	Sandra Cristina Alves Luís	O Papel das Novas Tecnologias na Atração de Candidatos de Elevado Potencial	Portuguese	Iscte	2014
68	Luis Miguel Sameiro de Sousa da Cruz Mocho	Redesign de uma escola particular	Portuguese	Iscte	2014
69	Alexandra Manuela Vitorino Cortinhas	Motivação e Satisfação no Trabalho em Contextos Sociais e Económicos Diferentes - Crise e Crescimento	Portuguese	Iscte	2014
70	João Miguel Lopes Casanova Felgueiras	Satisfação Laboral em Enfermagem e Qualidade dos Serviços em Saúde	Portuguese	Iscte	2014
71	Rute Alexandra Martins da Silva Aires	O QUAR - Quadro de Avaliação e Responsabilização	Portuguese	Iscte	2013
72	Teresa Maria Ricardo Figueira	Uma Escola e Um Modelo de Autoavaliação: Construção "à medida"	Portuguese	Iscte	2013

73	Tânia Andreia Tomás Pais Marques Augusto Mendonça	Os Factores Críticos na Cirurgia de Ambulatório	Portuguese	Iscte	2012
74	Débora Esteves Barroso	Gestão da qualidade total numa Instituição de saúde do 3º sector - um estudo de caso.	--	Iscte	2011

• M.Sc. Final Projects

- Ongoing

	Student Name	Title/Topic	Language	Status	Institution
1	Sónia Marisa Casanova da Silva Martins Marques	New Triage Model for the Ophthalmology Service at Hospital de Loures	Portuguese	Delivered	Iscte
2	Ana Paula Pinho	Advanced Leadership Program for Nurse Managers - Applied Project	Portuguese	Delivered	Iscte
3	Cristina Maria Gaspar Ramos	Anesthesiology in Healthcare Transformation - Autonomous Management Model for an Anesthesia Service	Portuguese	Delivered	Iscte
4	Raquel Maria Branco Hortelão	Development of a Clinical Chatbot with Artificial Intelligence for Post-Discharge Follow-Up in Medical Inpatient Care	Portuguese	Developing	Iscte
5	Acácio Joaquim Correia Ramos	Application of Artificial Intelligence to the Hospital Consultation Triage Process – Development of a Business Plan	Portuguese	Delivered	Iscte
6	Ana Cláudia Moreira Rebelo de Matos	Increase in efficiency in vision health through the integration of Orthoptists in Primary Health Centers	Portuguese	Delivered	Iscte
7	Inês Ferreira Morgado	"Managing Barriers to Migrants' Access to Healthcare in the Unidade local de saúde do Oeste: An Intervention Project Focused on Intercultural Mediation and Digital Innovation"	--	Developing	Iscte
8	Sérgio Paulo Pereira Pinto Monteiro	Artificial Intelligence in Higher Education: Integration in a Business School under international accreditation	--	Developing	Iscte

- Concluded

	Student Name	Title/Topic	Language	Institution	Concluding Year
1	Artur Manuel Rosa Martins	Post-Discharge Follow-Up System at Hospital de Cascais for Critical Patients	Portuguese	Iscte	2025

2	Cátia Sofia De Sousa Queirós Rodrigues	C.A.R.E. Line	Portuguese	Iscte	2025
3	Joana Maria de Oliveira Araújo	Leadership Program for Future People Managers: A Value Proposal Applied to APG	Portuguese	Iscte	2025
4	António Manuel Coelho Estroia Pereira da Silva	Employer Branding for Young People in a Professional Association	Portuguese	Iscte	2025
5	Mariana Pintéus Alexandre Aguiar Franco	The Succession Plan at Equiporave Ibérica, Lda	Portuguese	Iscte	2025
6	Luís Filipe Pereira dos Santos Pinheiro	Organizational Performance Appraisal in Internal Medicine: Application of the Balanced Scorecard in a Department of a University Hospital	Portuguese	Iscte	2025
7	Sónia Isabel do Vale Fernandes	Conceptualization of an Integrated Type 1 Diabetes Responsibility Center	Portuguese	Iscte	2025
8	Miguel Relvas Pena Vargas da Costa	Automation in Human Resource Management – The Applicability of Chatbots in the Portuguese Navy	Portuguese	Iscte	2025
9	Mariana Marques Conde	The Strategic Role of the Employee Value Proposition and Job Embeddedness in Attracting Medical Talent – CUF Case Study	Portuguese	Iscte	2025
10	Susana Fernanda da Silva Pereira Moreira	Employer Branding Policies at the Social Security Institute, IP - Performance and talent retention strategies	Portuguese	Iscte	2024
11	Mónica Raquel Gonçalves César	Falls in elderly hospitalized patients: causes, effects and severity	Portuguese	Iscte	2024
12	Ana Tereza Ferreira Martins Pereira dos Penedos	STRATEGY FOR THE EVOLUTION OF AN INTEGRATED RESPONSIBILITY CENTER - Case study	Portuguese	Iscte	2024
13	Andreia Filipa Clemente Correia Leite de Bettencourt	Centre for Integrated Responsibility for the Multidisciplinary Treatment of Sarcomas of the Portuguese Institute of Oncology in Lisbon – contributions to its conceptualisation and implementation	Portuguese	Iscte	2024
14	Filipa Rubina Ferreira de Freitas	The fight against waiting lines in healthcare. The case of the Autonomous Region of Madeira.	Portuguese	Iscte	2024
15	Silvia Cristina Torres Pica da Conceição	A PERFORMANCE AND REWARDS MANAGEMENT SYSTEM IN ANESTHESIOLOGY	Portuguese	Iscte	2024
16	Ana Rita Mendes Antunes dos Santos	Effective communication for unambiguous patient identification	Portuguese	Iscte	2024

17	Mafalda Sofia Teixeira Pato	The role of People Management in creating value for a prison hospital unit	Portuguese	Iscte	2024
18	Rute Isabel Silva Miranda	Strategies for Adapting the Onboarding Process to Generation Z: A Case Study at Tendam Portugal	Portuguese	Iscte	2024
19	Ricardo Fernando Marto Margarido Santos	Business Plan: PET fakes recycling industrial unit	Portuguese	Iscte	2024
20	João António de Assis Rosa Maló	ESG Principles in a Construction Company - StrategiesApplying for Sustainability Tenders	Portuguese	Iscte	2024
21	Nuno Manuel Fernandes	Servant Leadership in salles and logistic of Lidl - Sintra Regional	Portuguese	Iscte	2023
22	Inês Maria Alves Henriques de Correia Anacleto	Performance and Appraisal Management in an IPSS	Portuguese	Iscte	2023
23	Filipe Candeias Correia da Gama	Implementation of Lean Methodologies in a Pediatric Emergency Room	Portuguese	Iscte	2023
24	Inês Pimentel Antunes Bertão	Gestão de Conflitos em Empresas Familiares	Portuguese	Iscte	2023
25	José Miguel Fialho Conde	Implementation model of Orquestra Geração Project in Portugal	Portuguese	Iscte	2023
26	Hugo Miguel Castelo Henriques Antunes Carrilho	Recovery of Learning: Strategic management model in a public school	Portuguese	Iscte	2023
27	Paulo Alexandre Henriques Cardoso da Costa	SAMS?s Breast Unit: Contributions to its Implementation	Portuguese	Iscte	2023
28	Diogo Miguel Cardoso Barroco	Business Plan: Distillery Hotel	Portuguese	Iscte	2023
29	Ana Luísa dos Reis Ribeiro	Strategic management of people in the attraction and retention of technicians to diagnosis and therapy in cardiopneumology - Case study in a private health group	Portuguese	Iscte	2023
30	Susana Cristina Raimundo Valadas	Strategic People Management Plan in a Service Company - HENKO Project	Portuguese	Iscte	2023
31	João Paulo Nogueira Madaleno Galocha	New strategies in the recruitment and selection process in the Portuguese Navy: lean thinking philosophy	Portuguese	Iscte	2023
32	Cristina Maria Lopes Alexandre Marques	Contributions of Nursing Rehabilitation Care in Home Hospitalisation.	Portuguese	Iscte	2023
33	Eduardo Miguel Craveiro Matos	Business Plan - Clínica Bariplastic	Portuguese	Iscte	2023

34	Bruno Miguel Baião Fidalgo Ferreira	Management model and performance evaluation of clinical services	Portuguese	Iscte	2023
35	Maria José Duarte da Cruz Lourenço Guimarães	Training project for the treatment of leg ulcers: nurses and patients	Portuguese	Iscte	2023
36	Beatriz Martins Brito	Succession In Family Businesses - the case of Maguir	Portuguese	Iscte	2023
37	Frederico Veiga dos Reis Canedo	Corporate Governance in a family firm	Portuguese	Iscte	2023
38	João Eurico Pereira de Brito Alcaide Duarte	Model of online portal aggregator of clinics, offices and health professionals - HealthBigger	Portuguese	Iscte	2023
39	Sandra Cristina Costa Teixeira	Talent Management in Information Technologies sector through the application of the "Nine Box Grid" tool	Portuguese	Iscte	2023
40	Inês Tomaz Barbosa da Costa	Management Control and Performance Evaluation: SEMEAR Program of the BIPP Association	Portuguese	Iscte	2022
41	Hugo Filipe Gonçalves Martins	Conceptualization of an Integrated Responsibility Center for the medical area of the Hospital Prof Fernando da Fonseca Emergency Service	Portuguese	Iscte	2022
42	Ana Catarina Marote Correia	ECOdente - Sustainable dental office plan	Portuguese	Iscte	2022
43	Helena Isabel Amaral Figueiredo	Hospital Management in Adversity: Dynamics and Learning	Portuguese	Iscte	2022
44	Daniela Filipa Carreira dos Santos	Time-based costing based on activity in the Pulmonology Department to create value for the patient	Portuguese	Iscte	2021
45	Rita Sofia Alves Batista	Management of reconciliation between professional, family and personal Life - Proposed implementation of a reconciliation management model at APCER	Portuguese	Iscte	2021
46	Ana Hebe Nunes da Mota Biscaia da Silva	Creation of a integrated responsibility center for ENT service at IPO Lisboa	Portuguese	Iscte	2021
47	Cristina Romão Pereira Lopes	Green Operating Room: Environmental Sustainability	Portuguese	Iscte	2021
48	Ana Margarida dos Anjos Salsinha	Critical Success Factors of Communication Strategy: Project for Forall Phones	English	Iscte	2020
49	Margarida Lopes de Pina Ribeiro	Adherence to therapy enhanced by a pharmaceutical service: Dose Administration Aids	English	Iscte	2020

50	João Diogo Mendes Pires	The Appreciative Inquiry Methodology on the Balanced Scorecard: Case Study	Portuguese	Iscte	2020
51	Robson Roberto Rosa	Observed impacts on hospital cleaning services checklist implementation	Portuguese	Iscte	2020
52	Mariana Sofia Teixeira Félix	Talent Management & Retention of Young Talents in Portugal	English	Iscte	2020
53	Luís Miguel Rodrigues Rosendo	Integrative Clinic creating value in Portugal	Portuguese	Iscte	2020
54	Francisco Maria Lamego de Albuquerque Vilas Santos	Project work: restructuration and implementation of an onboarding program	English	Iscte	2020
55	Carina Micaela Sousa Serrão	Business Plan of a company of specializes consultants	Portuguese	Iscte	2020
56	Catarina Chagas Ricardo	The Transfer of Knowledge for the Improvement of Work in a Training Academy	Portuguese	Iscte	2019
57	Luís Filipe Martins Janeiro	Performance Management in Holy House of Mercy of Barcelos	Portuguese	Iscte	2019
58	Pedro Manuel Vaz Andrade	Can Innovation be a Sustainable Competitive Advantage For a Bank	English	Iscte	2019
59	Joana Isabel Nunes Vieira	Balanced Scorecard in the Internationalization of an IT Company	Portuguese	Iscte	2019
60	Sofia Alexandra Marques Florêncio	Leadership strategies in Collective Restoration	Portuguese	Iscte	2019
61	Ana Rita Ribeiro Carvalho	Creation of a school organization aimed at childhood	Portuguese	Iscte	2019
62	Rúben da Silva Jorge	Implementation of a Management Control System at TAP Cargo	Portuguese	Iscte	2019
63	Carla Luísa de Deus Quintino	Professional Development Strategies: Case Study	Portuguese	Iscte	2019
64	Ana Catarina Freitas Fernandes	Performance Management System Implementation in Funchal Profissional Fire Brigade	Portuguese	Iscte	2019
65	Pedro Miguel Martins Silva	Home Care Service developed by a community pharmacy	Portuguese	Iscte	2018
66	Maria Flor Vicente Antunes	Human Resource Management Practices and High Performance Teams	Portuguese	Iscte	2018
67	Maria Beatriz Faria Jardim	Business Plan - TWEEZER'S	Portuguese	Iscte	2018

68	Francisca Sobreira Amorim de Sousa	Design of a Performance Management System for a Nursing team of oncology of the day hospital	Portuguese	Iscte	2018
69	Lucie Nunes Barreira	Performance and efficiency in the human resources department in the banking sector - A case study	Portuguese	Iscte	2018
70	Carlos Jorge Soares da Silva Mata	Lean Healthcare at the Operating Room	Portuguese	Iscte	2018
71	Sara Raquel Vaz Ramos	THE CONCEPTION OF A LEADERSHIP DEVELOPMENT PROGRAM FOR MILLENNIALS	Portuguese	Iscte	2018
72	Margarida Maria Melo de Sousa Loureiro	SENIOR KNOWLEDGE RETENTION IN LISBON METRO - MIND THE GAP	Portuguese	Iscte	2018
73	Ana Margarida Antunes Siles Machado	Implementation of the Performance Management System on the Nursing Career in Centro Hospitalar Barreiro Montijo - Pedagogical case	Portuguese	Iscte	2018
74	António Luís Marques Pereirinha de Morais	Talent Management in the Industrial Sector "Nine Box Model"	Portuguese	Iscte	2018
75	Iria Cristina Martins Manangão Velez	The Balanced Scorecard in the Internal Contract of a Public Hospital - Garcia de Orta Hospital	Portuguese	Iscte	2018
76	Cristiana Raquel Antoninho Fresco	Non-Monetary Incentives in a Supermarket	Portuguese	Iscte	2018
77	Isabel Pinheiro Nunes	Management Control in Talent Retention	Portuguese	Iscte	2018
78	René Ricardo dos Ramos Gouveia	Building a Control Management System in a Education Startup	Portuguese	Iscte	2018
79	Kendrik Graça do Sacramento	Redesign the Performance and Management System - Civil Engineering Company	Portuguese	Iscte	2018
80	Joana Rita Ribeiro da Costa Pereira	Conceptualization of a management control system and performance management system to a wine company	Portuguese	Iscte	2018
81	Tiago Rafael Amaro Cardoso	Balanced Scorecard - Application to the Financial Area of a Shared Services Center	Portuguese	Iscte	2018
82	Diogo Amaral Barata D'Almeida Perdigoto	Conceção de um Modelo Integrado de Controlo de Gestão numa Empresa de Higiene e Segurança	Portuguese	Iscte	2017
83	Hugo Ricardo Brás Freire	Consultoria em Controlo de Gestão e Performance	Portuguese	Iscte	2017
84	Marta Inês Ribeiro Gonçalves	Care at Work - Fisioterapia em meio laboral	Portuguese	Iscte	2017

85	Sílvia Maria Ferreira Moreira da Silva	Eficiência Operacional no Serviço de Urgência do Hospital de Cascais - Caso Pedagógico	Portuguese	Iscte	2017
86	Miguel Eusébio Madeira	Balanced Scorecard numa Empresa do Setor da Ótica a Retalho	Portuguese	Iscte	2017
87	Cátia Sofia Lages Poças	Programa de Formação por Competências numa PME do Setor da Restauração	Portuguese	Iscte	2017
88	Ana Carla Pereira da Silva Tinoco	Novas Tendências na Gestão da Formação: Redesign da Formação num Centro Hospitalar	Portuguese	Iscte	2016
89	Ana Cristina Ayala Botto Mariz Fernandes	Avaliação de Desempenho no Ensino Particular - Estudo de Caso	Portuguese	Iscte	2016
90	Mafalda Alexandra Ribeiro Teixeira Mano Branco	Implementação de um Sistema de Controlo de Gestão: Balance Scorecard e Dashboard	Portuguese	Iscte	2016
91	Susana Alexandra Pereira Matias	Um Modelo de Gestão Integrada de Avaliação de Desempenho - Estudo de caso	Portuguese	Iscte	2016
92	Alexandra Cristina Mota Godinho	Plano de Sucessão na Delta Cafés	Portuguese	Iscte	2016
93	Ana Filipa Peixoto de Oliveira	Análise dos Processos de Recrutamento e Seleção da Função Comercial Polivalente numa Instituição Bancária	Portuguese	Iscte	2016
94	Dulce Filipa Moreira dos Santos	O Controlo de Gestão e a Avaliação de Desempenho num Contact Center	Portuguese	Iscte	2015
95	David Manuel Sobral Borges	The Reorganization of the Work Systems and the Performance Management	English	Iscte	2015
96	Isabel Maria Mendes de Oliveira	Novo Paradigma da Gestão de Carreiras na Coba	Portuguese	Iscte	2015
97	Vasco Alexandre Duarte Barbosa	A Gestão da Formação numa Junta de Freguesia: Um estudo de caso	Portuguese	Iscte	2015
98	Ana Cláudia Vieira	O Impacto das Práticas de Gestão da Qualidade no Processo de Criação do Conhecimento Oorganizacional: Estudo de caso num serviço de cuidados de saúde	Portuguese	Iscte	2014
99	Sara Raquel Gomes Durães	Os Sistemas de Informação na Gestão Estratégica de Pessoas	Portuguese	Iscte	2014
100	Rui José Santos Gabriel	Para uma Gestão de Talento - Música e Ciência Na fundação Calouste Gulbenkian	Portuguese	Iscte	2013

101	Bruno Miguel Mateus Ferreira	O Lado Oculto das Fusões - O caso da unidade de negócio printing and personal systems da Hewlett-Packard Portugal	Portuguese	Iscte	2013
102	Sónia Maria Martins Marçal	O Desenvolvimento Estratégico e Operacional de uma PME do Sector Alimentar. Portela Cafés	Portuguese	Iscte	2013
103	Ana Cristina de Sousa Lopes	Implementação de uma Unidade de Cuidados Paliativos	Portuguese	Iscte	2013
104	Nelson Miguel Ventura Brites Correia	A Implementação do Balanced Scorecard em Universidades Públicas. Estudo de caso aplicado à Faculdade Motricidade Humana	Portuguese	Iscte	2013
105	Noémia Garcia Gonçalves Brito	Um Sistema de Avaliação de Desempenho e Performance: Estudo de caso de uma empresa da indústria metalomecânica	Portuguese	Iscte	2013
106	João Pedro da Luz Dias Ferreira Duque	Implementação do Balance Scorecard na Indústria Farmacêutica	Portuguese	Iscte	2013
107	Tânia Isabel Saraiva Velez	O Balance Scorecard do Departamento de Recursos Humanos num Banco	Portuguese	Iscte	2013
108	Ana Isabel Fernandes Simões	Transição de Liderança numa PME: Plano de sucessão	Portuguese	Iscte	2013
109	Diogo Andrade Rodrigues Alves	Business plan for an Innovative Tutoring and Study Center	English	Iscte	2013
110	Alcina Maria Simões Almeida	A Satisfação e Motivação no Trabalho como Factor Critico de Sucesso do Desempenho	Portuguese	Iscte	2013
111	David Manuel Rodrigues Claudino	Caracterização do Absentismo num Banco Português	Portuguese	Iscte	2012
112	Raquel Gonçalves Saraiva da Costa	Modelo de Levantamento de Necessidades e de Avaliação da Formação	Portuguese	Iscte	2012
113	Ana Vitória Ramilo Pena Monteiro	Liderança, Cultura Organizacional e Motivação na Prosonic	Portuguese	Iscte	2012
114	Ana Margarida Queirós Alvadia	Da Análise e Descrição de Funções ao Modelo de Competências. Caso das pousadas de Portugal da região alentejo	Portuguese	Iscte	2012
115	Diogo Calaim Lourenço	Blue Dreams. Plano de Negócios	Portuguese	Iscte	2012
116	Virgílio Pereira Lopes	Um Modelo de Gestão de Performance e de Desempenho numa PME do Sector Alimentar	Portuguese	Iscte	2012
117	Carlota Catarino Manso	O Processo de Internacionalização da RELAXBOX	Portuguese	Iscte	2012

118	Nelson Bruno Antunes Mata	Eco-Senior Resort - Um resort a caminho da excelência	Portuguese	Iscte	2012
119	José Manuel Romão Neto	O Sistema de Avaliação de Desempenho da Marinha	Portuguese	Iscte	2012
120	Adelino Manuel Costa Cabral	Gestão e Desenvolvimento de Carreiras - O caso da Marinha Portuguesa	Portuguese	Iscte	2012
121	Sara Isabel Nóbrega Andrade	Identificação dos factores Críticos num Processo de Formação à Distância.	--	Iscte	2011
122	Ana Rita Monteiro Oliveira	Sistema de Gestão de Desempenho: Identificação dos factores críticos do Processo de Avaliação de Desempenho do pessoal docente.	--	Iscte	2011
123	Rui Fernando do Nascimento Alves	Factores de Retenção na Johnson & Johnson Medical Portugal - Um estudo exploratório	--	Iscte	2011
124	Adriana Brás Encarnação	Perfis Profissionais - A chave para a Gestão Estratégica de Recursos Humanos numa empresa pública.	--	Iscte	2011
125	Maria Alice Gomes Martins Afonso	O Processo de Formação numa Entidade Gestora de Distribuição de Água.	Portuguese	Iscte	2010
126	Rui Carlos da Silva Cotrim	Modelo de Gestão numa Associação de Solidariedade Social (I.P.S.S).	Portuguese	Iscte	2010
127	José Miguel Videira Jerónimo	A Concepção de um Sistema de Gestão de Desempenho numa Consultora de Comunicação.	Portuguese	Iscte	2010
128	Raquel Filipa Duarte Franco	Integração de Sistemas de Avaliação de Desempenho - Projecto de Intervenção numa Empresa Farmacêutica de Genéricos.	Portuguese	Iscte	2009
129	Cátia Sofia Lourenço Martins de Sousa	A Liderança e a Cultura Organizacional num Grupo de Saúde Privado.	Portuguese	Iscte	2009

Total Citations

Web of Science®	51
Scopus	49

Publications

- **Scientific Journals**

- Scientific journal paper

1	Teixeira, B. N., Leitão, A., Nascimento, G., Campos-Fernandes, A. & Cercas, F. (2024). Can ChatGPT support clinical coding using the ICD-10-CM/PCS?. Informatics. 11 (4) - Times Cited Web of Science®: 3 - Times Cited Scopus: 4 - Times Cited Google Scholar: 5
2	Nunes, F. G., Oliveira, V. D. C. de. & Nascimento, G. do. (2024). Healthcare professionals' well-being at work: A professional and organizational identity perspective. Journal of Health Organization and Management. 38 (6), 905-922 - Times Cited Web of Science®: 5 - Times Cited Scopus: 6 - Times Cited Google Scholar: 6
3	Nunes, F. G., Nascimento, G. do. & Martins, L. D. (2024). Do sectors (still) matter? Exploring similarities and differences between public, private, and non-profit organizations from an organizational identity perspective. Nonprofit Management and Leadership. 34 (4), 959-977 - Times Cited Web of Science®: 1 - Times Cited Scopus: 1 - Times Cited Google Scholar: 4
4	Martins, P., Nascimento, G. & Moreira, A. (2023). Leadership and turnover intentions in a public hospital: The mediating effect of organisational commitment and moderating effect by activity department. Administrative Sciences. 13 (1) - Times Cited Web of Science®: 20 - Times Cited Scopus: 18 - Times Cited Google Scholar: 59
5	Nunes, F. G., Nascimento, G. & Martins, L. (2021). Introducing the Contextual Ambidexterity Scale for Public Organizations (CASPO): Scale development and initial evidence. Administratie si Management Public. 37, 74-89 - Times Cited Web of Science®: 2 - Times Cited Scopus: 2 - Times Cited Google Scholar: 1
6	Nunes, F. G., Fernandes, A., Martins, L. & Nascimento, G. (2021). How transformational leadership influences museums' performance: a contextual ambidexterity view. Museum Management and Curatorship. 36 (5), 467-484 - Times Cited Web of Science®: 3 - Times Cited Scopus: 3 - Times Cited Google Scholar: 8
7	Da Costa, P. M. M., Do Nascimento, G. & Rocha, M. B. (2020). O impacto do uso de tecnologias no desempenho docente – estudo comparativo entre Brasil e Portugal. REnCiMa - Revista de Ensino de Ciências e Matemática. 11 (6), 607-623
8	Nascimento, G., Nunes, F. G. & Anderson J. (2020). From hospital to post-acute care organizations: the relationship between patient experience and health recovery. International Journal of Quality in Healthcare. 32 (9), 585-590 - Times Cited Web of Science®: 3 - Times Cited Scopus: 3

- Review article

1	

	Matos, R. C. De, Nascimento, G., Fernandes, A. & Matos, C. (2024). Implementation and impact of integrated health and social care services: An umbrella review. Journal of Public Health Policy. 45 (1), 14-29 - Times Cited Web of Science®: 14 - Times Cited Scopus: 12

• Books and Book Chapters

- Book editor

1	Sousa, M., Nunes, F. G., Nascimento, G. & Chinmay Chakraborty (2023). Future Health Scenarios. Informa UK Limited.
2	Nunes, F. G., Camilo, C., Nascimento, G. & Postolache, O. (2021). Saúde Societal: Percursos de Investigação do Iscte. Lisboa. Iscte.

- Book chapter

1	Duarte, A., Nascimento, G. & Nunes, F. G. (2023). People Management In Healthcare: The Challenges in the Era of Digital Disruption. In Future Health Scenarios: AI and Digital Technologies in Global Healthcare Systems. (pp. 21-36). Boca Raton: CRC Press. - Times Cited Google Scholar: 2
2	Nunes, F. G., Camilo, C., Nascimento, G. & Postolache, O. (2021). Introdução: percursos de investigação em saúde societal. In Francisco Nunes, Cristina Camilo, Generosa do Nascimento , Octvian Postolache (Ed.), Saúde Societal: Percursos de Investigação do Iscte. (pp. 5-12). Lisboa: Iscte.
3	Duarte, A., Nascimento, G. & Almeida, F. (2019). Gestão de Pessoas 4.0 - Entre a continuidade e a reinvenção. In Carolina Machado; J. Paulo Davim (Ed.), Organização e Políticas Empresariais. (pp. 15-53). Lisboa: Conjuntura Actual Editora . - Times Cited Google Scholar: 7
4	Nascimento, G. & Pereira, A. (2015). A Gestão e Avaliação de Desempenho. In Ferreira, A., Martinez, L., Nunes, F. e H. Duarte (Ed.), GRH para Gestores. (pp. 247-305). Lisboa: RH Editora.
5	Nascimento, G. (2015). Formação: uma estratégia de Desenvolvimento Organizacional e Individual. In Ferreira, A., Martinez, L., Nunes, F. e H. Duarte (Ed.), GRH para Gestores. (pp. 201-246). Lisboa: RH Editora.
6	Nascimento, G. (2005). A Comunicação Interna como suporte estruturante de processos de mudança. In Sistema Integrado de Avaliação do Desempenho da Administração Pública. (pp. 129-151). Lisboa: NPF-Pesquisa e Formação Publicações.

• Other Publications

- Non-peer-reviewed papers

1	Teixeira, B., Cercas, F., Fernandes, A. & Nascimento, G. (2022). Inteligência Artificial na Saúde. Revista Portuguesa de Gestão & Saúde. 32, 40-48
2	Nascimento, G. & Duarte, A. (2021). Healthcare People Management - Preparing today's professionals for tomorrow. HealthManagement.org – The Journal. 21 (3), 126-131 - Times Cited Google Scholar: 5

3	Nunes, F. G., Nascimento, G. & Espanha, R. (2020). Comunicação e organização em cuidados de saúde primários em contexto covid19: duas histórias. Cadernos de Saúde Societal – ISCTE-IUL. 1, 65-71

- Other publications

1	Nascimento, G. (2016). OS CUIDADOS CONTINUADOS DE SAÚDE EM PORTUGAL: PERSPECTIVA INTERNACIONAL, EXPERIÊNCIA DO PACIENTE NA TRANSIÇÃO E SOBRECARGA DOS CUIDADORES INFORMAIS. - Times Cited Google Scholar: 4

- Doctoral Thesis

1	Nascimento, G. (2015). Os cuidados continuados de saúde em Portugal: perspectiva internacional, experiência do paciente na transição e sobrecarga dos cuidadores informais. - Times Cited Google Scholar: 11

• Conferences/Workshops and Talks

- Talk

1	Costa, Nascimento, G. & Rocha (2020). O impacto do uso de tecnologias no desempenho docente – estudo comparativo entre Portugal e Brasil. Encontro Internacional "A Voz dos Professores de Ciências e Tecnologia" (VPCT 2020).
2	Nascimento, G. & Duarte, A. (2019). Desafios da gestão de pessoas na administração pública no contexto da revolução 4.0. XXIV Congreso Internacional del CLAD.

Research Projects

Project Title	Role in Project	Partners	Period
IN_Iscte – espaço para crescer	Researcher	CIES-Iscte	2024 - 2026
Espaço para crescer	Researcher	CIES-Iscte	2023 - 2024

Academic Management Positions

Director (2025 - 2028)
Unit/Area: Master Degree in Applied Management in Healthcare

Director (2025 - 2028)
Unit/Area: Master Degree in Applied Management in Healthcare

Coordenador do 3º Ano (2024 - 2026)
Unit/Area: Bachelor Degree in Human Resources Management

Membro (2024 - 2026)
Unit/Area: Comissão Científica

Director (2023 - 2025)
Unit/Area: Master Degree in Applied Management in Healthcare

Director (2023 - 2025)
Unit/Area: Master Degree in Health Services Management

Coordenador do 3º Ano (2022 - 2024)
Unit/Area: Bachelor Degree in Human Resources Management

Membro (Docente) (2022 - 2024)
Unit/Area: Plenário da Comissão Científica

Membro (Docente) (2022 - 2024)
Unit/Area: Comissão Científica

Coordenador do 3º Ano (2021 - 2022)
Unit/Area: Bachelor Degree in Human Resources Management

Director (2021 - 2027)
Unit/Area: Post Graduation Program in Management for Healthcare Professionals

Coordenador (2020 - 2021)
Unit/Area: Post Graduation Program in People Management and Leadership

Coordenador (2020 - 2021)
Unit/Area: Other programme in Advanced Progam Digital Communication

Coordenador (2020)
Unit/Area: Post Graduation Program in Management for Healthcare Professionals

Director (2019 - 2027)
Unit/Area: Post Graduation Program in Health Services Management

Coordenador (2019)
Unit/Area: [FGVGSS] FGV Gestão dos Serviços de Saúde

Coordenador (2018 - 2019)
Unit/Area: Post Graduation Program in Strategic Human Resources Management

Coordenador (2018 - 2019)
Unit/Area: Post Graduation Program in Health Services Management

Coordenador do 3º Ano (2018 - 2020)
Unit/Area: Bachelor Degree in Human Resources Management

Coordenador (2017 - 2018)
Unit/Area: Post Graduation Program in Health Services Management

Coordenador (2016 - 2017)
Unit/Area: Post Graduation Program in Strategic Human Resources Management

Coordenador do 3º Ano (2016 - 2018)
Unit/Area: Bachelor Degree in Human Resources Management

Awards

Best Teacher - Executive Master in Strategic People Management and Leadership - ISCTE Executive Education (2022)

Best Teacher - Post-Graduation in Management for Health Professionals - ISCTE Executive Education (2022)

Best Teacher - Executive Master in Management and Performance Control - ISCTE Executive Education (2021)

Best Teacher - Post-Graduation in Management for Health Professionals - ISCTE Executive Education (2020)

Best Teacher - Executive Master in Management and Performance Control - ISCTE Executive Education (2020)
Best Teacher - Executive Master in Strategic Human Resource Management - INDEG-ISCTE (2019)
Best Teacher - Executive Master in Strategic Human Resource Management - INDEG-ISCTE (2018)
Best Teacher - Executive Master in Business Management (Graduates in other areas) - INDEG-ISCTE (2017)
Best Teacher - Executive Master in Business Management (Graduates in other areas) - INDEG-ISCTE (2016)
Best Teacher - Executive Master in Management and Performance Control - INDEG-ISCTE (2016)
Best Teacher - Executive Master in Management and Performance Control - INDEG-ISCTE (2015)
Best Teacher - The 6 Days' Mini MBA Course - INDEG-ISCTE (2014)
Best Teacher - Executive Master in Finance and Business Control - INDEG-ISCTE (2014)
Best Teacher - Executive Master in Management and Performance Control - INDEG-ISCTE (2014)
Best Teacher - The 6 Days' Mini MBA Course - INDEG-ISCTE (2013)
Best Teacher - The 6 Days' Mini MBA Course - INDEG-ISCTE (2012)
Best Teacher - The 6 Days' Mini MBA Course - INDEG-ISCTE (2011)

Professional Associations

DCH - International Organization of Human Capital Directors (Since 2023)
SEDES - Association for Economic and Social Development (Since 2021)
Portuguese Association of Human Resources Managers and Technicians (Since 2018)
CIRIEC Portugal - Center for Social and Political Economy Studies (Since 2000)

Organization/Coordination of Events

Type of Organization/Coordination	Event Title	Organizer	Year
Member of non-scientific event's organizing committee	Best Practices HR 2022	IIRH - Instituto de Informação de Recursos Humanos	2022
Coordination of non-scientific event	Open Session "Learning and Development in Health: Challenges and Opportunities", 1st Societal Health Conference, June 27th	ISCTE	2022
Member of non-scientific event's organizing committee	Wellbeing Awards 2022	Workwell, AGIS e Aon	2022 - 2023

Member of non-scientific event's organizing committee	Awards - Incentive System for Innovation in Portuguese Public Management - Human Resources Valorization (Member of the Jury as an element of recognized prestige)	Gabinetes do Ministro de Estado e das Finanças e da Ministra da Modernização do Estado e da Administração Pública	2021
Member of non-scientific event's organizing committee	Best Practices HR 2019	Instituto de Informação de Recursos Humanos	2019
Member of non-scientific event's organizing committee	Awards - Incentive System for Innovation in Portuguese Public Management - Human Resources Valorization (Member of the Jury as an element of recognized prestige)	Ministério da Presidência e Administração Interna	2019
Coordination of non-scientific event	Palliative Care Management	INDEG-ISCTE	2018
Member of non-scientific event's organizing committee	Best Practices HR 2018	Instituto de Informação de Recursos Humanos	2018
Member of non-scientific event's organizing committee	Best Practices HR 2017	Instituto de Informação em Recursos Humanos	2017

Diffusion Activities

Activity Type	Event Title	Activity Description	Year
Talk/Conference in public diffusion event	DCH HR TRENDS Meeting "Trends in Talent Management", ISCTE Executive Education	Speaker at the DCH HR TRENDS Meeting "Trends in Talent Management" - Determinants of Talent Management, March 15, Lisbon	2023
Coordination of knowledge diffusion event	Master Class "The "gap" in Communication", with Frédéric Bengold, ISCTE Executive Education	Moderator of the Master Class, with Fredéric Bengold: The concept of GAP and the tools and approaches to understand and work through our differences, March 23, Lisbon	2023
Talk/Conference in public diffusion event	14th Pharmaceutical Congress	Speaker at the 14th Pharmaceutical Congress, Parallel Session: Talent Attraction and Retention, February 11, Lisbon	2023
Talk/Conference in public diffusion event	I Meeting of Professionals of the Aces Lisboa Norte, ISCTE-IUL	Speaker at the I Meeting of Professionals of Aces Lisboa Norte - Happy professionals, successful organizations - 27th March, Lisbon	2023
Talk/Conference in public diffusion event	IBS Career Forum - "NextGen: Shaping the future of work" - ISCTE-IUL	Speaker at Conference with the theme "Generational changes and challenges in organizations - Gen Z" - February 8 - Lisbon	2023

Talk/Conference in public diffusion event	9th International Hospitals Congress "Time to Act", APDH - Associação Portuguesa dos Administradores Hospitalares	Speaker at the 9th International Hospitals Congress "Time to Act", APDH - Portuguese Association of Hospital Administrators, "How to retain health professionals, November 24th, Lisbon	2022
Coordination of knowledge diffusion event	Webinar "Pharmaceutical Marketing", ISCTE Executive Education	Webinar "Pharmaceutical Marketing", ISCTE Executive Education, online March 28th (with the participation of Luís Lourenço, Ana Charneca and Vicente Rodrigues)	2022
Coordination of knowledge diffusion event	"Training to Innovate"	Speaker at Round Table "Training to Innovate" - The SCMB Training Academy, Santa Casa da Misericórdia de Barcelos, June 29th	2022
Talk/Conference in public diffusion event	IV Southern Regional Congress of the Ordem dos Enfermeiros	Speaker at the IV Southern Regional Congress of the Ordem dos Enfermeiros, Strategic Management People and Leadership, 6 December, Santarém	2022
Coordination of knowledge diffusion event	Master Class "Leadership and Pathways in Health Services", ISCTE Executive Education	Moderator of the Master Class "Leadership and Paths in Health Services", ISCTE Executive Education, June 7th (with the participation of Maria Eduarda Reis (President of the Medical Board of Grupo Lusíadas), Miguel Sousa Neves (Director of the Clínica Oftalmológica Dr. Miguel Sousa Neves), Paulo Simões (Consultant of General Surgery at CHLO - Hospital Santa Cruz) and Ana Cristina Sousa Lopes (Director of the Hospital Unit at St. Louis Hospital).	2022
Talk/Conference in public diffusion event	Inclusive Recruitment Forum - Round Table - Mental Health: Integration Policies and Practices, ISCTE	Inclusive Recruitment Forum, Round Table Moderator - Mental Health: Integration Policies and Practices, online, November 27th, ISCTE (with the participation of Maria João Gouveia (Director of Human Resources at BNP Paribas); Agatha Aréas (Vice-President of the Learning Experience Unit at Rock in Rio); Letícia Ferreira (People and Operations Manager at YLD); Margarida Esteves Calado (Director of People Management at NTT Data))	2021
Talk/Conference in public diffusion event	Conference "The future of careers in the post-covid era" - IBS Career Forum	speaker at Conference "The future of careers in the post-covid era" - IBS Career Forum	2021
Talk/Conference in public diffusion event	Conference "Change Management - Leadership and Organizational Culture" - Caixa Geral de Depósitos	Spearker at Conference "Change Management - Leadership and Organizational Culture" - Caixa Geral de Depósitos. July 7th (Executive Committee and Directors)	2021

Talk/Conference in public diffusion event	Conference "People Management - Challenges and Trends", Hospital Dr. Fernando Fonseca	Spearker at Conference "People Management - Challenges and Trends", Hospital Dr. Fernando Fonseca, December 2nd	2021
Talk/Conference in public diffusion event	DCH Portugal Meeting: New models in People Management after the pandemic - The challenges and trends in People Management Post-Covid19	The Challenges and Trends in People Management Post-Covid19 (Speaker). DCH Portugal Meeting: New models in People Management after the pandemic (online)	2021
Coordination of knowledge diffusion event	Webinar "In the Front of the Battle" to COVID19, in Primary Healthcare Services	Moderator of the Webinar "IIn the Front of the Battle" to COVID19, in Primary Healthcare Services, ISCTE Executive Education, April 30 (with Inês Sayanda, Joana Lindeza and Manuel Rodrigues Pereira)	2020
Coordination of knowledge diffusion event	Webinar Corporate Management of Happiness: Myth or Pot of Gold?	Coordination and moderation of the Webinar Corporate Management of Happiness: Myth or Pot of Gold?, ISCTE Executive Education, October 21st (~700 views) (with Cristina Nogueira da Fonseca, Pedro Janela, Paulo Simões and Rui Nascimento Alves)	2020
Talk/Conference in public diffusion event	Human Resources Management at Rock Biz Challenge, ISCTE	Conference on the theme "Human Resources Management" at Rock Biz Challenge, ISCTE Business School, May 29 (~ 140 students from 11th and 12th grade) (Pitch Bootcamp in partnership with Spark Agency)	2020
Publication in general diffusion news outlet	The New Leaders that have emerged in a pandemic context	Article: The New Leaders that have emerged in a pandemic context. Leader Magazine. November 25th	2020
Coordination of knowledge diffusion event	Webinar "Innovation and Organization of Work"	Moderator of the Webinar "Innovation and Organization of Work, IPPS-ISCTE, June 5 (~ 1100 views) (with Fátima Fonseca – Secretária de Estado da Inovação e da Modernização Administrativa and João Contreiras – DRH - Câmara Municipal de Lisboa)	2020
Coordination of knowledge diffusion event	Webinar "Leadership in Health Care Facilities - Challenges and Experiences"	Coordination and moderation of the Webinar "Leadership in Health Care Units - Challenges and Experiences", ISCTE Executive Education, November 19th (with Carla Adriana Santos, Dália Nogueira, Eunice Carrapiço, Maria João Antunes, Miguel Veríssimo, Sara Silva Alexandre	2020

Coordination of knowledge diffusion event	Webinar "In the Front of the Battle" to COVID19, in Hospitals, with Health Professionals	Moderator of the Webinar "In the Front of the Battle" to COVID19, in Hospitals, with Health Professionals, ISCTE Executive Education, April 23 (~ 1000 views) (with Rita Marçal, Ângela Sá and Rodrigo Catarino)	2020
Coordination of knowledge diffusion event	Real-Life Master Class: Nurses Careers Management	Coordinator and moderator of the Real-Life Master Class: Nurses Careers Management, ISCTE Executive Education, January 9 (~ 60 participants) (with Miguel Veríssimo, Duarte Mendonça, Maria José Costa Dias, Rodrigo Ramos and Teresa Simões)	2020
Publication in general diffusion news outlet	Leadership Strategies in COVID19 Tim	Article: Leadership Strategies in COVID19 Time, Revista Executiva.pt, Maio	2020
Talk/Conference in public diffusion event	11TH NATIONAL CONGRESS OF PUBLIC ADMINISTRATION, INA	From Research to Knowledge Transfer - The intersection between theory and practice - Round Table V, 25 september	2020
Talk/Conference in public diffusion event	Real-Life Master Class: Leadership - Generation X vs Millennials	Coordinating member and speaker at Real-Life Master Class: Leadership - Generation X vs Millennials, INDEG-ISCTE, July 3 (~ 60 participants) (Generosa do Nascimento, Rita do Nascimento, José Crespo de Carvalho and João Crespo de Carvalho)	2019
Talk/Conference in public diffusion event	Real-Life Content: Leadership in Women	Coordinating member and speaker Real-Life Content: Leadership in Women, INDEG-ISCTE, April 29	2019
Publication in general diffusion news outlet	My student is already an HR Director	My student is already an HR Director - Luís Monteiro, RH Magazine, January-February	2019
Member of organizing committee of knowledge diffusion event	Real-Life Master Class: People and Business	Coordinating member and moderator of the Real-Life Master Class: People and Business, INDEG-ISCTE, 17th September (~ 60 participants) (with Mário Ceitil, Elsa Carvalho, Carla Caracol, Pedro Ramos and Ricardo Costa)	2019
Talk/Conference in public diffusion event	How to prepare succession in family businesses	Conference - 5th Production Meeting, Sobervet, Vale de Santarém, February 8	2019
Talk/Conference in public diffusion event	Real-Life Content: Leadership in Women	Real-Life Content: Leadership in Women, INDEG-ISCTE, April 29	2019
Publication in general diffusion news outlet	The Importance of Succession Preparation in Family Businesses	Article in RH Magazine, March-April, p.22-24.	2019

Talk/Conference in public diffusion event	How to prepare for succession in Family Businesses	Speaker at the 5th. Dairy Production Meeting with the theme: How to prepare the succession in Family Businesses. February 8th (~200 participants)	2019
Publication in general diffusion news outlet	Reflective Essay: Training, Development and Business	Article in RH Magazine, Special Notebook Article, May - June, p. 42-43.	2018
Talk/Conference in public diffusion event	Being a student is not enough	Student Day Event - organized by AEISCTE and NAMI and NEFC Centers, March 20	2018
Talk/Conference in public diffusion event	Leadership and Culture - High Performance	Conference for Managers in Manaus - Brazil	2018
Talk/Conference in public diffusion event	Conflict resolution	Conference - 4th. Production Meeting, Sobervet, Santa Iria de Azóia, 9 March	2018
Publication in general diffusion news outlet	Differentiation strategy	Article: Special Training - Human Resources Portugal, July - August, p. 62-64	2017
Publication in general diffusion news outlet	HR Forum 2017	Participation: "Strategic HR Business Partner (HRBP)"	2017
Publication in general diffusion news outlet	Innovation in Knowledge	Article in RH Magazine, July - August. p. 30-33	2017
Publication in general diffusion news outlet	Strategic HR Business Partner (HRBP) ou Chief Human Resources Officer (CHRO)	Article in RH Magazine, May - June, p. 36-39	2017
Talk/Conference in public diffusion event	The Worker of the Future	Speaker at Open Day Conference at Tivoli Hotel, with the theme: The Worker of the Future, Lisbon, 17 January (~ 150 participants)	2016

Scientific Editing/Reviewing Activities

Type of Activity	Journal Title	ISSN/Quartile	Period	Language
Member of scientific journal editing staff	RH Magazine		Since 2018	Portuguese