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Generosa do Nascimento

Professora Associada

Department of Human Resources and Organizational Behavior (IBS)



Contacts

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|------------------|----------------------------------|
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| Office | D4.23 |
| Telephone | 217650467 (Ext: 220679) |
| Post Box | 135 |

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. She is President of the National Board of APG - Portuguese Association of People Management. 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 | Licenciante | Engenharia Zootécnica | 1999 |

External Professional Activities

| Period | Employer | Country | Description |
|-------------|---|----------|---|
| Since 2025 | APG - Portuguese Association of People Management | Portugal | |
| 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 | | Yes |
| 2025/2026 | 2º | Assessment of Performance and Competencies in Education | | Yes |
| 2025/2026 | 2º | Management of Health Units | | Yes |
| 2025/2026 | 2º | Performance Management | | Yes |
| 2025/2026 | 2º | Strategic People Management Plan | | 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 | | Yes |
| 2025/2026 | 1º | Management of Health Units | | Yes |

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| 2025/2026 | 1º | Internship in Health Services Management | | Yes |
| 2025/2026 | 1º | Leadership and Management of People | | Yes |
| 2025/2026 | 1º | Performance Management | | Yes |
| 2024/2025 | 2º | Human Resources Management | | Yes |
| 2024/2025 | 2º | Assessment of Performance and Competencies in Education | | Yes |
| 2024/2025 | 2º | Management of Health Units | | Yes |
| 2024/2025 | 2º | Performance Management | | Yes |
| 2024/2025 | 2º | Strategic People Management Plan | | 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 | | Yes |
| 2024/2025 | 1º | Management of Health Units | | Yes |
| 2024/2025 | 1º | Internship in Health Services Management | | Yes |
| 2024/2025 | 1º | Leadership and Management of People | | Yes |
| 2024/2025 | 1º | Performance Management | | Yes |
| 2023/2024 | 2º | Human Resources Management | | Yes |
| 2023/2024 | 2º | Assessment of Performance and Competencies in Education | | Yes |
| 2023/2024 | 2º | Management of Health Units | | Yes |
| 2023/2024 | 2º | Performance Management | | Yes |
| 2023/2024 | 2º | Strategic People Management Plan | | Yes |
| 2023/2024 | 2º | Family Business Management | | Yes |

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| 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 | | 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 | | Yes |
| 2022/2023 | 2º | Human Resources Management | | Yes |
| 2022/2023 | 2º | Assessment of Performance and Competencies in Education | | Yes |
| 2022/2023 | 2º | Management of Health Units | | Yes |
| 2022/2023 | 2º | Performance Management | | Yes |
| 2022/2023 | 2º | Strategic People Management Plan | | 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 | | Yes |
| 2022/2023 | 2º | Performance Assessment and Incentives | | Yes |
| 2022/2023 | 1º | Human Resource Management | | Yes |
| 2022/2023 | 1º | Human Resource Management | | Yes |
| 2022/2023 | 1º | Strategic People Management | | Yes |
| 2022/2023 | 1º | Internship in Health Services Management | | Yes |
| 2022/2023 | 1º | People | | No |

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| 2022/2023 | 1º | Performance Management | | Yes |
| 2021/2022 | 2º | Human Resources Management | | Yes |
| 2021/2022 | 2º | Assessment of Performance and Competencies in Education | | Yes |
| 2021/2022 | 2º | Management of Health Units | | Yes |
| 2021/2022 | 2º | Performance Management | | Yes |
| 2021/2022 | 2º | Strategic People Management Plan | | Yes |
| 2021/2022 | 2º | Family Business Management | | Yes |
| 2021/2022 | 2º | People | | No |
| 2021/2022 | 2º | Human Development and Training | | Yes |
| 2021/2022 | 2º | Performance Assessment and Incentives | | Yes |
| 2021/2022 | 1º | Human Resource Management | | No |
| 2021/2022 | 1º | Human Resource Management | | No |
| 2021/2022 | 1º | Strategic People Management | | Yes |
| 2021/2022 | 1º | Internship in Health Services Management | | Yes |
| 2021/2022 | 1º | People | | No |
| 2021/2022 | 1º | People | | No |
| 2021/2022 | 1º | Performance Management | | Yes |
| 2020/2021 | 2º | Human Resources Management | | Yes |
| 2020/2021 | 2º | Assessment of Performance and Competencies in Education | | Yes |
| 2020/2021 | 2º | Performance Management | | Yes |
| 2020/2021 | 2º | Strategic People Management Plan | | Yes |
| 2020/2021 | 2º | People | | No |
| 2020/2021 | 2º | People | | No |
| 2020/2021 | 2º | Human Development and Training | | Yes |

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| 2020/2021 | 2° | Performance Assessment and Incentives | | Yes |
| 2020/2021 | 1° | Human Resource Management | | Yes |
| 2020/2021 | 1° | Human Resource Management | | Yes |
| 2020/2021 | 1° | People Management and Organizational Behavior | | Yes |
| 2020/2021 | 1° | Strategic People Management | | Yes |
| 2020/2021 | 1° | Research Seminar in Health Services Management | | No |
| 2020/2021 | 1° | Management of Health Units | | Yes |
| 2020/2021 | 1° | Internship in Health Services Management | | Yes |
| 2020/2021 | 1° | Leadership and People Management | | Yes |
| 2020/2021 | 1° | People | | No |
| 2020/2021 | 1° | People | | No |
| 2020/2021 | 1° | Performance Management | | Yes |
| 2019/2020 | 2° | Human Resources Management | | Yes |
| 2019/2020 | 2° | Hrm Strategic and Operational Plan | | Yes |
| 2019/2020 | 2° | People | | No |
| 2019/2020 | 2° | People | | No |
| 2019/2020 | 2° | Human Development and Training | | Yes |
| 2019/2020 | 2° | Performance Assessment and Incentives | | Yes |
| 2019/2020 | 2° | Instruments and Techniques of Management - Level B | | No |
| 2019/2020 | 1° | Human Resource Management | | Yes |
| 2019/2020 | 1° | Human Resource Management | | Yes |
| 2019/2020 | 1° | People Management and Organizational Behavior | | Yes |

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| 2019/2020 | 1º | Strategic People Management | | Yes |
| 2019/2020 | 1º | Management of Health Units | | Yes |
| 2019/2020 | 1º | Internship 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 | | 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 | | 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 | | Yes |
| 2018/2019 | 2º | Performance Assessment and Incentives | | Yes |
| 2018/2019 | 1º | Human Resource Management | | Yes |
| 2018/2019 | 1º | People Management and Organizational Behavior | | Yes |
| 2018/2019 | 1º | Strategic People Management | | Yes |
| 2018/2019 | 1º | Communication Techniques | | Yes |
| 2018/2019 | 1º | Internship in Human Resource Management and Organizational Consultancy | | Yes |
| 2018/2019 | 1º | Performance Management | | Yes |

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|-----------|----|---|--|-----|
| 2018/2019 | 1º | Performance Management | | Yes |
| 2017/2018 | 2º | Human Resources 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 | | Yes |
| 2017/2018 | 2º | Performance Assessment and Incentives | | 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 | | 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 | | Yes |
| 2017/2018 | 1º | Instruments and Techniques of Management - Level B | | No |
| 2016/2017 | 2º | Strategic People Management | | Yes |
| 2016/2017 | 2º | Strategic People Management | | Yes |
| 2016/2017 | 2º | Human Resources 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 | | Yes |
| 2016/2017 | 2º | Performance Assessment and Incentives | | Yes |

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| 2016/2017 | 2º | Performance Assessment and Incentives | | 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 | | Yes |
| 2016/2017 | 1º | Instruments and Techniques of Management - Level B | | No |
| 2015/2016 | 2º | Strategic People Management | | Yes |
| 2015/2016 | 2º | Human Resources Management | | Yes |
| 2015/2016 | 2º | Assessment of Performance and Competencies in Education | | Yes |
| 2015/2016 | 2º | Human Development and Training | | Yes |
| 2015/2016 | 2º | Personal Development Strategies | | Yes |
| 2015/2016 | 2º | Performance Assessment and Incentives | | 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 | | Yes |
| 2015/2016 | 1º | Instruments and Techniques of Management - Level B | | No |
| 2014/2015 | 2º | Strategic People Management | | Yes |
| 2014/2015 | 2º | Assessment of Performance and Competencies in Education | | Yes |

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|-----------|----|---|--|-----|
| 2014/2015 | 2º | Human Development and Training | | Yes |
| 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 | | 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 | | Yes |
| 2013/2014 | 2º | Assessment of Performance and Competencies in Education | | No |
| 2013/2014 | 2º | Human Development and Training | | Yes |
| 2013/2014 | 2º | Personal Development Strategies | | Yes |
| 2013/2014 | 2º | Performance Assessment and Incentives | | 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 | | Yes |
| 2013/2014 | 1º | Instruments and Techniques of Management - Level B | | No |
| 2012/2013 | 2º | Assessment of Performance and Competencies in Education | | No |

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|-----------|----|---|--|-----|
| 2012/2013 | 2º | Human Development and Training | | 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 | | No |
| 2011/2012 | 2º | Assessment of Performance and Competencies in Education | | Yes |
| 2011/2012 | 2º | Human Development and Training | | 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 | Performance Management | | No |
| 2011/2012 | 1º | Personal Development Strategies | | No |
| 2010/2011 | 2º | Project Seminar in Management | | No |
| 2010/2011 | 2º | Human Development and Training | | 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 | 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 |
| 2008/2009 | 2º | Case Study in Human Resources | | No |

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|-----------|----|--|--|-----|
| 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 | 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 | 1º | Research Methods in Human Resources Management | | Yes |
| 2007/2008 | 1º | Project 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 | Otimização do sistema de codificação clínica 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 | Delivered | 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 |
|--|--------------|-------------|----------|--------|-------------|
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|----|--|---|------------|------------|-------|
| 1 | Margarida Neto de Vilhena Bernardino | Responsibility Center of a Gynecological Oncology Unit | Portuguese | Delivered | Iscte |
| 2 | Paulo Ricardo Fernandes Pereira | CONSTRUÇÃO DE UM MODELO DE GESTÃO DE ENFERMAGEM PROMOTOR DA SUSTENTABILIDADE DOS PADRÕES DE ACREDITAÇÃO ACSA | -- | Developing | Iscte |
| 3 | Leonardo Agostinho Luís Lapas | Open Strategy in the strategic planning of the National Health Service - a case study | -- | Developing | Iscte |
| 4 | Vera Lúcia Machado Pereira Alves | Digital Transformation of People Management, a Framework for Human Resources Allocation | -- | Developing | Iscte |
| 5 | 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 |
| 6 | Ricardo Filipe Ribeiro Zina | Contributions of the Lean Methodology to the Formalization of Mortgage Credit Processes | -- | Developing | Iscte |
| 7 | Clara Lami Roque Mana Fortunato | Lean Thinking na Imagiologia: Análise dos tempos de espera para a realização de exames de ecografia | -- | Developing | Iscte |
| 8 | Vanessa Elisabete Caboz Henriques Ribeiro Varino | Patient Journey in Colorectal Cancer | -- | Developing | Iscte |
| 9 | Joana Sousa Cameira de Magalhães Feu | Organizational Bonds Shape Retention in Emergency Care: An Interpretative Analysis of the Professional Journey of Staying | -- | Developing | Iscte |
| 10 | Maria Leonor Matias Bernardes | Factors influencing the retention of young medical talent in primary health care in Portugal's National Health Service | -- | Developing | Iscte |
| 11 | Bruno Miguel Lince Mariano Medinas | Compensação e Benefícios na Administração Pública | -- | Developing | Iscte |
| 12 | Rita Alexandra Lopes Mendes Costa | A Transformação Digital no Setor Agri-Food: Implicações para a Eficiência, Sustentabilidade e Competitividade | -- | Developing | Iscte |
| 13 | Joana Patrícia Barreiras Pinho | O papel preditivo do engagement no turnover de enfermeiros: proposta de um modelo conceptual de HR analytics | -- | Developing | Iscte |

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|----|---|---|----|------------|-------|
| 14 | Carla Susana Gaspar Purgatório | Dematerialization of the Procurement Process in a Local Health Unit. | -- | Developing | Iscte |
| 15 | Marcos Martins De Albuquerque | Impacto nas práticas pedagógicas com Infraestruturas e ferramentas digitais | -- | Developing | Iscte |
| 16 | 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 |
| 17 | Catarina Alexandra Pinto Martins | Managing Cultural Integration in Mergers and Acquisitions within the Private Healthcare Sector: The Case of CUF | -- | Developing | Iscte |
| 18 | Teresa Luísa Teixeira Magalhães | Sistema Integrado de Performance e Desempenho | -- | Developing | Iscte |
| 19 | Sofia Margarida Damião Carvalho Mendes Nunes | PROJETO DE INVESTIGAÇÃO - EMPRESA | -- | Developing | Iscte |
| 20 | Camila Bernardo Pereira | Análise da Satisfação do Paciente em Oncologia: O caso do IPO Lisboa | -- | Developing | Iscte |
| 21 | Célia Maria Coelho Pereira dos Santos | Inclusive Leadership and Psychological Safety in Young Talent Acceleration: A Case Study at AbbVie Portugal | -- | Developing | Iscte |
| 22 | 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 |
| 23 | 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 |
| 24 | Sónia Ferreira de Oliveira | Talent Challenge "over 40": Combating Ageism with a view to competitiveness in the labour market | -- | Developing | Iscte |
| 25 | Maria Alexandra da Silva Valente de Almeida Resende | Impact of Using Immersive Virtual Reality as an Adjunct to Regional Anesthesia in Person-Centered Care, in a University Hospital | -- | Developing | Iscte |
| 26 | Maria Jose Mira | Transformação digital em AI num Centro de responsabilidade integrado; Digital transformation in AI in an integrated responsibility center | -- | Developing | Iscte |

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|----|--|---|----|------------|-------|
| 27 | Ana Luísa Da Silva Broa | Quick Diagnosis Unit in a Internal Medicine Service | -- | Developing | Iscte |
| 28 | Catarina Neves dos Santos | Intervention Project – Development of the Clinical Research Center of ULS Loures-Odivelas | -- | Developing | Iscte |
| 29 | Nuno Filipe Bernardino Vieira | Implementation of an Integrated Responsibility Center in the Hospital at Home Unit of the Portimão Hospital | -- | Developing | Iscte |
| 30 | 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 |
| 31 | Marta Maria Parreira Jonet Ferreira Roquette | Service flow management in an emergency service | -- | Developing | Iscte |
| 32 | 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 |
| 33 | Susana Isabel Giga Laranjinho | Mapeamento das competências dos enfermeiros gestores dos serviços de internamento de um grupo hospitalar privado | -- | Developing | Iscte |
| 34 | Ana Margarida Veríssimo Alves | Development of a Performance Management System at Sociedade de Empreitadas e Trabalhos Hidráulicos, S.A. | -- | Developing | Iscte |
| 35 | Ana Isabel Batista Peralta | Inovação e Mudança | -- | Developing | Iscte |
| 36 | Andreia Sofia Mantas da Silva | Pax Julia Family Health Unit - model C of Municipal Management | -- | Developing | Iscte |
| 37 | Jacira Virginia Costa Gomes | Performance Management Model in a Private Company in the Republic of Guinea-Bissau: Case Study | -- | Developing | Iscte |
| 38 | Pedro André Correia Azevedo | Management Control in a Home Hospitalization Unit - Development of a Performance Assessment Model for Doctors | -- | Developing | Iscte |
| 39 | Rita Isabel Torres Martins | Talent Retention of Generation Z Nurses on a Public Hospital of NHS | -- | Developing | Iscte |
| 40 | Carlos Manuel de Oliveira Amaral | Creation of a Multidisciplinary Center for Diagnosis, Treatment and Follow-Up of Patients with Vascular Anomalies | -- | Developing | Iscte |

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|----|--|---|----|------------|-------|
| 41 | 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 |
| 42 | 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 |
| 43 | Fábio Daniel Mano de Oliveira | Lean Healthcare: implementation of a Lean system in a private primary healthcare unit | -- | Developing | Iscte |
| 44 | Sílvia Alexandra 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 |
| 45 | João Guerreiro Patacas | Succession in Family Businesses: A Proposed Succession Plan for a Small Family Business | -- | Developing | Iscte |
| 46 | Sara Filipa Lopes Simões | Rotatividade e Retenção em Equipas Multidisciplinares de Reabilitação: Fatores Organizacionais, Profissionais e Individuais | -- | Developing | Iscte |
| 47 | Cláudia Maria Coelho de Faria | O papel da investigação científica na retenção de talento médico no Serviço Nacional de Saúde | -- | Developing | Iscte |
| 48 | Zaida Cristina Da Conceição Leal Alves | Implementation of an intensive support consultation for smoking cessation at ULSLA. | -- | Developing | Iscte |
| 49 | Cátia Isabel Correia Jardim | Ecotherapy and Animal-Assisted Interventions: A Sustainable Framework for Advancing Wellness Tourism in Madeira | -- | Developing | Iscte |
| 50 | Ana Maria Pinheiro da Silva Viana de Sá | Via Verde Neoplasia | -- | Developing | Iscte |
| 51 | Teresa Miguel Cardona Veloso | Contributo da Gestão da Qualidade | -- | Developing | Iscte |
| 52 | Ametz Sagarrabay Irañeta | Experiência do colaborador nas equipas multidisciplinares de tumores hipofisários | -- | Developing | Iscte |

- Concluded

| | Student Name | Title/Topic | Language | Institution | Concluding Year |
|--|--------------|-------------|----------|-------------|-----------------|
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|----|--|--|------------|-------|------|
| 1 | Sofia José Gouveia Silveira | Case Study: The Impact of Servant Leadership on Turnover Intentions, Mediated by Affective Organizational Commitment | Portuguese | Iscte | 2025 |
| 2 | Luís Pedro Reis Gonçalves Andrade | Prioritizing in healthcare access | Portuguese | Iscte | 2025 |
| 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 | Iscte | 2025 |
| 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 | Iscte | 2025 |
| 5 | João Carlos Pereira Valente | Study on Integrated Responsibility Centers in Public Health | Portuguese | Iscte | 2025 |
| 6 | Rui Miguel Carvalho Serrano | Assessment of the Influence of Leadership in Preventing Bullying and Mobbing in Organizations | Portuguese | Iscte | 2025 |
| 7 | Inês Pinto Costa | Internationalization of Portuguese SMEs: Insights into Success Factors from Case Studies in the Shoe Industry | English | Iscte | 2025 |
| 8 | 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 |
| 9 | Ana Margarida Cunha e Sousa Ribeiro da Silva | Primary Health Care as a Tool for Promoting Sustainability | Portuguese | Iscte | 2025 |
| 10 | Sara Isabel Gaspar Marmelo Ferreira de Almeida | Digital Transformation in the Municipal Unit for Recruitment and Training | Portuguese | Iscte | 2025 |
| 11 | Francisco José Ribeiro Rocha | Performance Management Control System in an Industrial Equipment Sales and Assistance Company | Portuguese | Iscte | 2025 |
| 12 | Sérgio Miguel Matoso Laranjo | The conceptualization of an integrated practice unit for the treatment of patients with atrial fibrillation. | English | Iscte | 2024 |
| 13 | Ireneia Santos Lino Marques | The (in)effectiveness of an integrated responsibility center | Portuguese | Iscte | 2024 |
| 14 | 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 |

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| 15 | Teresa Luísa Albuquerque Matos Quintão | Analysis of organizational reliability, relational coordination and burnout risk factors in two private healthcare organizations. | Portuguese | Iscte | 2024 |
| 16 | Mariana Bacalhau Reizinho | Evaluation of an Identity-Based Leadership Program | Portuguese | Iscte | 2024 |
| 17 | Joaquim Daniel Lopes Ferro | Retaining medical professionals in the NHS and the role of intermediate leadership | Portuguese | Iscte | 2024 |
| 18 | Ana Isabel Maldonado de Sousa Fernandes | Integrated Responsibility Center of Pediatric Dentistry for Children with Special Needs | Portuguese | Iscte | 2024 |
| 19 | Ana Teresa Santos Caboz | Organizational commitment, engagement and turnover intention in Generation Y and Z ? Case study | Portuguese | Iscte | 2024 |
| 20 | Matilde Proença Oliveira Figueiredo | Challenges and opportunities in family businesses to retain and motivate Generation Y and Z | English | Iscte | 2024 |
| 21 | Ana Rita Cerqueira da Costa | Organizational Well-Being in the Delivery Room Context ? A Case | Portuguese | Iscte | 2024 |
| 22 | Ricardo Jorge Cabrita Gaspar | How to improve Healthcare outcomes through interoperability - a further step into Health digitalization | English | Iscte | 2023 |
| 23 | Marina de Jesus Coelho Lopes | Viability of acquiring a hypobaric chamber for the Armed Forces Aeromedical Center | Portuguese | Iscte | 2023 |
| 24 | Rúben Benjamim Bento Correia | Health goes to the community - Mobile Health Unit | Portuguese | Iscte | 2023 |
| 25 | Carolina Isabel Seromenho dos Santos | The Digital Transformation in Family Businesses - Luxury Footwear - Pedagogical Case | Portuguese | Iscte | 2023 |
| 26 | João Carlos da Silva Santos | Artificial Intelligence for the radiologist at Grupo Affidea Portugal | Portuguese | Iscte | 2023 |
| 27 | Bruno Ricardo Amaral Henriques | High Reliability Organizations - The case of the Portuguese submarines | Portuguese | Iscte | 2023 |
| 28 | Patrícia Alexandra Chaves Martins Vieira | Leadership and exit Intentions in a Hospital | Portuguese | Iscte | 2023 |
| 29 | Christopher Joseph Maia Oliveira | Healthcare Crisis Leadership - Case Study in Radiology Departments (Public and Private Sectors) | Portuguese | Iscte | 2023 |
| 30 | 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 |

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| 31 | Maria Inês Henriques de Oliveira Tavares | Lean Healthcare: Implementation of a Lean System in a community pharmacy ? Case Study | English | Iscte | 2022 |
| 32 | António Manuel Pereira de Figueiredo | Financial Sustainability of the Portuguese Health System - The role of the Private Sector | Portuguese | Iscte | 2022 |
| 33 | Bernardo Miguel Cunha Neves Marques Seixas | Analysis and perspectives on the demand increasing demand for private hospitals services in Portugal | Portuguese | Iscte | 2022 |
| 34 | João Daniel dos Santos Marques | Comparative Analysis of Chronic Disease in the Portuguese Functional Units USF & UCSP | Portuguese | Iscte | 2022 |
| 35 | Paula Natacha Baptista Bordalo | From reception and integration of the nurse's bond to the Dr Alfredo da Costa Maternity Hospital | Portuguese | Iscte | 2022 |
| 36 | Hugo Duarte Fonseca Cohen Rocheteau | Adaptation in a Community Care Unit: COVID-19 pandemic | Portuguese | Iscte | 2022 |
| 37 | Sandra da Conceição Moraes Uvaldo Pena | Strategic management in the prevention of Burnout among teachers | Portuguese | Iscte | 2022 |
| 38 | Maria Isabel Barros Ramos | Health Professionals in Time of Pandemic: The Role of Occupational Health Services | Portuguese | Iscte | 2022 |
| 39 | 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 |
| 40 | 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 |
| 41 | Ana Sofia Leal Batista | (Un)Successful of Telehealth : factors that influence the implementation and normalization process in health organizations | Portuguese | Iscte | 2022 |
| 42 | Inês Sofia Canivete Sardinha | The Relevance of People Management Best Practices on the Preservation of Employees' Mental Health:COVID-19 Influence | English | Iscte | 2021 |
| 43 | Diogo Gonçalo da Silva Barros | Organizational Transformations with SARS OVC2 in a Primary Health Care Center | Portuguese | Iscte | 2021 |
| 44 | Ana Sofia Faustino Marques de Sousa | Strategy for selling dreams - The portuguese luxury world | English | Iscte | 2021 |
| 45 | Ana Lúcia Jesus Andrade Pais | Employer Value Proposition: Attracting young talent to Information Technologies | Portuguese | Iscte | 2020 |

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| 46 | Claudia Lopes Pires | Telepathology as a Business Strategy: Case Study in Health Organization | Portuguese | Iscte | 2020 |
| 47 | Ana Filipa Beites Salgado | The Impacts of the Employer Branding Experience on Affective Commitment: A multiple case-study | English | Iscte | 2020 |
| 48 | 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 |
| 49 | Inês Filipa Horta Pancada Lopes da Silva | Patient Safety and Risk Management associated with transfusion of blood component | Portuguese | Iscte | 2020 |
| 50 | Miguel Ângelo Freire Veríssimo | Generation Z Career Orientations | Portuguese | Iscte | 2019 |
| 51 | Aurora Maria Gato Pinto | THE GENERAL SURGERY SERVICE ACCREDITATION PROCESS | Portuguese | Iscte | 2019 |
| 52 | Juliana Fontanezi Moraes Fabrica Binoti | Use of Business Intelligence (BI) Supporting Decisions and Strategy for Health Organizations | Portuguese | Iscte | 2019 |
| 53 | Tiago Binoti Simas | Quality of care in hospitals: Disney methodology | Portuguese | Iscte | 2019 |
| 54 | José Perrota de Carvalho | Patient satisfaction in home health care. | Portuguese | Iscte | 2019 |
| 55 | Ana Raquel de Matos Coelho | Trainee Programmes: A Comprehensive Analysis of Companies and Trainees? Perspective | English | Iscte | 2019 |
| 56 | Stefanea Campanha de Souza | Code of Conduct and Organizational Culture in a Military Health Institution in Brazil | Portuguese | Iscte | 2019 |
| 57 | Maria José Roque Coimbra Mano | Motivation Potencial Score on Human Resources Management Case Study - A Company in the Restaurant Sector | Portuguese | Iscte | 2019 |
| 58 | Pedro Miguel Marques da Costa | The Evaluation of Teaching Performance in Private and Cooperative Education, in Portugal and Brazil - Case study. | Portuguese | Iscte | 2019 |
| 59 | Mónica Alexandra Ribeiro Pereira | Featuring Long Term Care Teams in Lisbon and Vale do Tejo Health Region | Portuguese | Iscte | 2018 |
| 60 | Miguel Bruno Valongo Pimenta Barbosa | Performance Management and Appraisal System in an Engineering Services Consulting Company | Portuguese | Iscte | 2018 |
| 61 | Paula Alexandra da Silva Rijo | Avaliação de Modelos de Gestão em Farmácia | Portuguese | Iscte | 2017 |

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|----|---|---|------------|-------|------|
| 62 | Rita Alice Domingues da Silva | A Formação na KLC - Projeto de Intervenção | Portuguese | Iscte | 2017 |
| 63 | Maria Manuela Franco da Silva | O Perfil de competências do Diretor Pedagógico numa Escola Profissional. | Portuguese | Iscte | 2017 |
| 64 | João Vítor Barata Patrício | O BSC em Unidades Hoteleiras dois Estudos de caso em Hotéis de 5 e 4 Estrelas | Portuguese | Iscte | 2017 |
| 65 | Ricardo Jorge Veiga Gomes | A Avaliação da Formação Profissional | Portuguese | Iscte | 2017 |
| 66 | Joana Filipa dos Santos Marques | Avaliação de Desempenho em Consultoria de Recursos Humanos - Estudo de Caso | Portuguese | Iscte | 2017 |
| 67 | Eliane Pereira Águia | Qualidade de Vida no Trabalho: Uma análise comparativa de docentes do Brasil e de Portugal | Portuguese | Iscte | 2017 |
| 68 | Tarcízio António de Castro Morais | Redesenho de instrumentos de avaliação de desempenho docente nas escolas salesianas portuguesas | Portuguese | Iscte | 2017 |
| 69 | Diogo Jorge Soler da Silva Fernandes dos Santos | Avaliação da Satisfação de Pacientes num Hospital Privado | Portuguese | Iscte | 2017 |
| 70 | 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 |
| 71 | Sónia Margarida Carlos de Oliveira Merino Ferraz | O novo papel do Director de Agrupamento | Portuguese | Iscte | 2014 |
| 72 | Sandra Cristina Alves Luís | O Papel das Novas Tecnologias na Atração de Candidatos de Elevado Potencial | Portuguese | Iscte | 2014 |
| 73 | Luis Miguel Sameiro de Sousa da Cruz Mocho | Redesign de uma escola particular | Portuguese | Iscte | 2014 |
| 74 | Alexandra Manuela Vitorino Cortinhas | Motivação e Satisfação no Trabalho em Contextos Sociais e Económicos Diferentes - Crise e Crescimento | Portuguese | Iscte | 2014 |
| 75 | João Miguel Lopes Casanova Felgueiras | Satisfação Laboral em Enfermagem e Qualidade dos Serviços em Saúde | Portuguese | Iscte | 2014 |
| 76 | Rute Alexandra Martins da Silva Aires | O QUAR - Quadro de Avaliação e Responsabilização | Portuguese | Iscte | 2013 |
| 77 | Teresa Maria Ricardo Figueira | Uma Escola e Um Modelo de Autoavaliação: Construção "à medida" | Portuguese | Iscte | 2013 |
| 78 | Tânia Andreia Tomás Pais Marques Augusto Mendonça | Os Factores Críticos na Cirurgia de Ambulatório | Portuguese | Iscte | 2012 |

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|----|------------------------|---|----|-------|------|
| 79 | Débora Esteves Barroso | Gestão da qualidade total numa Instituição de saúde do 3º sector - um estudo de caso. | -- | Iscte | 2011 |
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• M.Sc. Final Projects

- Ongoing

| | Student Name | Title/Topic | Language | Status | Institution |
|---|-------------------------------------|---|------------|------------|-------------|
| 1 | Raquel Maria Branco Hortelão | Development of a Clinical Chatbot with Artificial Intelligence for Post-Discharge Follow-Up in Medical Inpatient Care | Portuguese | Developing | Iscte |
| 2 | Ana Cláudia Moreira Rebelo de Matos | Increase in efficiency in vision health through the integration of Orthoptists in Primary Health Centers | Portuguese | Delivered | Iscte |
| 3 | 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 |
| 4 | 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 | Sónia Marisa Casanova da Silva Martins Marques | New Triage Model for the Ophthalmology Service at Hospital de Loures | Portuguese | Iscte | 2025 |
| 2 | Ana Paula dos Santos Pinho | Advanced Leadership Program for Nurse Managers - Applied Project | Portuguese | Iscte | 2025 |
| 3 | Artur Manuel Rosa Martins | Post-Discharge Follow-Up System at Hospital de Cascais for Critical Patients | Portuguese | Iscte | 2025 |
| 4 | Cristina Maria Gaspar Ramos | Anesthesiology in Healthcare Transformation - Autonomous Management Model for an Anesthesia Service | Portuguese | Iscte | 2025 |
| 5 | Acácio Joaquim Correia Ramos | Application of Artificial Intelligence to the Hospital Consultation Triage Process - Development of a Business Plan | Portuguese | Iscte | 2025 |
| 6 | Cátia Sofia De Sousa Queirós Rodrigues | C.A.R.E. Line | Portuguese | Iscte | 2025 |

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| 7 | Joana Maria de Oliveira Araújo | Leadership Program for Future People Managers: A Value Proposal Applied to APG | Portuguese | Iscte | 2025 |
| 8 | António Manuel Coelho Estroia Pereira da Silva | Employer Branding for Young People in a Professional Association | Portuguese | Iscte | 2025 |
| 9 | Mariana Pintéus Alexandre Aguiar Franco | The Succession Plan at Equiporave Ibérica, Lda | Portuguese | Iscte | 2025 |
| 10 | 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 |
| 11 | Sónia Isabel do Vale Fernandes | Conceptualization of an Integrated Type 1 Diabetes Responsibility Center | Portuguese | Iscte | 2025 |
| 12 | Miguel Relvas Pena Vargas da Costa | Automation in Human Resource Management – The Applicability of Chatbots in the Portuguese Navy | Portuguese | Iscte | 2025 |
| 13 | Mariana Marques Conde | The Strategic Role of the Employee Value Proposition and Job Embeddedness in Attracting Medical Talent – CUF Case Study | Portuguese | Iscte | 2025 |
| 14 | Susana Fernanda da Silva Pereira Moreira | Employer Branding Policies at the Social Security Institute, IP - Performance and talent retention strategies | Portuguese | Iscte | 2024 |
| 15 | Mónica Raquel Gonçalves César | Falls in elderly hospitalized patients: causes, effects and severity | Portuguese | Iscte | 2024 |
| 16 | Ana Tereza Ferreira Martins Pereira dos Penedos | STRATEGY FOR THE EVOLUTION OF AN INTEGRATED RESPONSIBILITY CENTER - Case study | Portuguese | Iscte | 2024 |
| 17 | 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 |
| 18 | Filipa Rubina Ferreira de Freitas | The fight against waiting lines in healthcare. The case of the Autonomous Region of Madeira. | Portuguese | Iscte | 2024 |
| 19 | Silvia Cristina Torres Pica da Conceição | A PERFORMANCE AND REWARDS MANAGEMENT SYSTEM IN ANESTHESIOLOGY | Portuguese | Iscte | 2024 |
| 20 | Ana Rita Mendes Antunes dos Santos | Effective communication for unambiguous patient identification | Portuguese | Iscte | 2024 |
| 21 | Mafalda Sofia Teixeira Pato | The role of People Management in creating value for a prison hospital unit | Portuguese | Iscte | 2024 |

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| 22 | Ricardo Fernando Marto Margarido Santos | Business Plan: PET fakes recycling industrial unit | Portuguese | Iscte | 2024 |
| 23 | Rute Isabel Silva Miranda | Strategies for Adapting the Onboarding Process to Generation Z: A Case Study at Tendam Portugal | Portuguese | Iscte | 2024 |
| 24 | João António de Assis Rosa Maló | ESG Principles in a Construction Company - Strategies Applying for Sustainability Tenders | Portuguese | Iscte | 2024 |
| 25 | Nuno Manuel Fernandes | Servant Leadership in sales and logistic of Lidl - Sintra Regional | Portuguese | Iscte | 2023 |
| 26 | Inês Maria Alves Henriques de Correia Anacleto | Performance and Appraisal Management in an IPSS | Portuguese | Iscte | 2023 |
| 27 | Filipe Candeias Correia da Gama | Implementation of Lean Methodologies in a Pediatric Emergency Room | Portuguese | Iscte | 2023 |
| 28 | Inês Pimentel Antunes Bertão | Gestão de Conflitos em Empresas Familiares | Portuguese | Iscte | 2023 |
| 29 | José Miguel Fialho Conde | Implementation model of Orquestra Geração Project in Portugal | Portuguese | Iscte | 2023 |
| 30 | Hugo Miguel Castelo Henriques Antunes Carrilho | Recovery of Learning: Strategic management model in a public school | Portuguese | Iscte | 2023 |
| 31 | Paulo Alexandre Henriques Cardoso da Costa | SAMS's Breast Unit: Contributions to its Implementation | Portuguese | Iscte | 2023 |
| 32 | Diogo Miguel Cardoso Barroco | Business Plan: Distillery Hotel | Portuguese | Iscte | 2023 |
| 33 | 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 |
| 34 | Susana Cristina Raimundo Valadas | Strategic People Management Plan in a Service Company - HENKO Project | Portuguese | Iscte | 2023 |
| 35 | Eduardo Miguel Craveiro Matos | Business Plan - Clínica Bariplastic | Portuguese | Iscte | 2023 |
| 36 | Bruno Miguel Baião Fidalgo Ferreira | Management model and performance evaluation of clinical services | Portuguese | Iscte | 2023 |
| 37 | Maria José Duarte da Cruz Lourenço Guimarães | Training project for the treatment of leg ulcers: nurses and patients | Portuguese | Iscte | 2023 |
| 38 | João Paulo Nogueira Madaleno Galocha | New strategies in the recruitment and selection process in the Portuguese Navy: lean thinking philosophy | Portuguese | Iscte | 2023 |

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| 39 | Cristina Maria Lopes Alexandre Marques | Contributions of Nursing Rehabilitation Care in Home Hospitalisation. | Portuguese | Iscte | 2023 |
| 40 | Frederico Veiga dos Reis Canedo | Corporate Governance in a family firm | Portuguese | Iscte | 2023 |
| 41 | Beatriz Martins Brito | Succession In Family Businesses - the case of Maguir | Portuguese | Iscte | 2023 |
| 42 | João Eurico Pereira de Brito Alcaide Duarte | Model of online portal aggregator of clinics, offices and health professionals - HealthBigger | Portuguese | Iscte | 2023 |
| 43 | Sandra Cristina Costa Teixeira | Talent Management in Information Technologies sector through the application of the "Nine Box Grid" tool | Portuguese | Iscte | 2023 |
| 44 | 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 |
| 45 | Inês Tomaz Barbosa da Costa | Management Control and Performance Evaluation: SEMEAR Program of the BIPP Association | Portuguese | Iscte | 2022 |
| 46 | Ana Catarina Marote Correia | ECOdente - Sustainable dental office plan | Portuguese | Iscte | 2022 |
| 47 | Helena Isabel Amaral Figueiredo | Hospital Management in Adversity: Dynamics and Learning | Portuguese | Iscte | 2022 |
| 48 | Daniela Filipa Carreira dos Santos | Time-based costing based on activity in the Pulmonology Department to create value for the patient | Portuguese | Iscte | 2021 |
| 49 | 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 |
| 50 | Cristina Romão Pereira Lopes | Green Operating Room: Environmental Sustainability | Portuguese | Iscte | 2021 |
| 51 | Ana Hebe Nunes da Mota Biscaia da Silva | Creation of a integrated responsibility center for ENT service at IPO Lisboa | Portuguese | Iscte | 2021 |
| 52 | Ana Margarida dos Anjos Salsinha | Critical Success Factors of Communication Strategy: Project for Forall Phones | English | Iscte | 2020 |
| 53 | Margarida Lopes de Pina Ribeiro | Adherence to therapy enhanced by a pharmaceutical service: Dose Administration Aids | English | Iscte | 2020 |
| 54 | João Diogo Mendes Pires | The Appreciative Inquiry Methodology on the Balanced Scorecard: Case Study | Portuguese | Iscte | 2020 |

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| 55 | Robson Roberto Rosa | Observed impacts on hospital cleaning services checklist implementation | Portuguese | Iscte | 2020 |
| 56 | Luís Miguel Rodrigues Rosendo | Integrative Clinic creating value in Portugal | Portuguese | Iscte | 2020 |
| 57 | Francisco Maria Lamego de Albuquerque Vilas Santos | Project work: restructuration and implementation of an onboarding program | English | Iscte | 2020 |
| 58 | Mariana Sofia Teixeira Félix | Talent Management & Retention of Young Talents in Portugal | English | Iscte | 2020 |
| 59 | Carina Micaela Sousa Serrão | Business Plan of a company of specializes consultants | Portuguese | Iscte | 2020 |
| 60 | Catarina Chagas Ricardo | The Transfer of Knowledge for the Improvement of Work in a Training Academy | Portuguese | Iscte | 2019 |
| 61 | Pedro Manuel Vaz Andrade | Can Innovation be a Sustainable Competitive Advantage For a Bank | English | Iscte | 2019 |
| 62 | Luís Filipe Martins Janeiro | Performance Management in Holy House of Mercy of Barcelos | Portuguese | Iscte | 2019 |
| 63 | Joana Isabel Nunes Vieira | Balanced Scorecard in the Internationalization of an IT Company | Portuguese | Iscte | 2019 |
| 64 | Sofia Alexandra Marques Florêncio | Leadership strategies in Collective Restoration | Portuguese | Iscte | 2019 |
| 65 | Ana Rita Ribeiro Carvalho | Creation of a school organization aimed at childhood | Portuguese | Iscte | 2019 |
| 66 | Rúben da Silva Jorge | Implementation of a Management Control System at TAP Cargo | Portuguese | Iscte | 2019 |
| 67 | Carla Luísa de Deus Quintino | Professional Development Strategies: Case Study | Portuguese | Iscte | 2019 |
| 68 | Ana Catarina Freitas Fernandes | Performance Management System Implementation in Funchal Professional Fire Brigade | Portuguese | Iscte | 2019 |
| 69 | Pedro Miguel Martins Silva | Home Care Service developed by a community pharmacy | Portuguese | Iscte | 2018 |
| 70 | Maria Flor Vicente Antunes | Human Resource Management Practices and High Performance Teams | Portuguese | Iscte | 2018 |
| 71 | Maria Beatriz Faria Jardim | Business Plan - TWEEZER'S | Portuguese | Iscte | 2018 |
| 72 | Francisca Sobreira Amorim de Sousa | Design of a Performance Management System for a Nursing team of oncology of the day hospital | Portuguese | Iscte | 2018 |

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| 73 | Lucie Nunes Barreira | Performance and efficiency in the human resources department in the banking sector - A case study | Portuguese | Iscte | 2018 |
| 74 | Carlos Jorge Soares da Silva Mata | Lean Healthcare at the Operating Room | Portuguese | Iscte | 2018 |
| 75 | Sara Raquel Vaz Ramos | THE CONCEPTION OF A LEADERSHIP DEVELOPMENT PROGRAM FOR MILLENNIALS | Portuguese | Iscte | 2018 |
| 76 | Margarida Maria Melo de Sousa Loureiro | SENIOR KNOWLEDGE RETENTION IN LISBON METRO - MIND THE GAP | Portuguese | Iscte | 2018 |
| 77 | 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 |
| 78 | Iria Cristina Martins Manangão Velez | The Balanced Scorecard in the Internal Contract of a Public Hospital - Garcia de Orta Hospital | Portuguese | Iscte | 2018 |
| 79 | António Luís Marques Pereirinha de Moraes | Talent Management in the Industrial Sector "Nine Box Model" | Portuguese | Iscte | 2018 |
| 80 | Cristiana Raquel Antoninho Fresco | Non-Monetary Incentives in a Supermarket | Portuguese | Iscte | 2018 |
| 81 | René Ricardo dos Ramos Gouveia | Building a Control Management System in a Education Startup | Portuguese | Iscte | 2018 |
| 82 | Kendrik Graça do Sacramento | Redesign the Performance and Management System - Civil Engineering Company | Portuguese | Iscte | 2018 |
| 83 | Isabel Pinheiro Nunes | Management Control in Talent Retention | Portuguese | Iscte | 2018 |
| 84 | Joana Rita Ribeiro da Costa Pereira | Conceptualization of a management control system and performance management system to a wine company | Portuguese | Iscte | 2018 |
| 85 | Tiago Rafael Amaro Cardoso | Balanced Scorecard - Application to the Financial Area of a Shared Services Center | Portuguese | Iscte | 2018 |
| 86 | Diogo Amaral Barata D'Almeida Perdigoto | Conceção de um Modelo Integrado de Controlo de Gestão numa Empresa de Higiene e Segurança | Portuguese | Iscte | 2017 |
| 87 | Sílvia Maria Ferreira Moreira da Silva | Eficiência Operacional no Serviço de Urgência do Hospital de Cascais - Caso Pedagógico | Portuguese | Iscte | 2017 |
| 88 | Miguel Eusébio Madeira | Balanced Scorecard numa Empresa do Setor da Ótica a Retalho | Portuguese | Iscte | 2017 |

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| 89 | Hugo Ricardo Brás Freire | Consultoria em Controlo de Gestão e Performance | Portuguese | Iscte | 2017 |
| 90 | Marta Inês Ribeiro Gonçalves | Care at Work - Fisioterapia em meio laboral | Portuguese | Iscte | 2017 |
| 91 | Cátia Sofia Lages Poças | Programa de Formação por Competências numa PME do Setor da Restauração | Portuguese | Iscte | 2017 |
| 92 | Ana Carla Pereira da Silva Tinoco | Novas Tendências na Gestão da Formação: Redesign da Formação num Centro Hospitalar | Portuguese | Iscte | 2016 |
| 93 | Ana Cristina Ayala Botto Mariz Fernandes | Avaliação de Desempenho no Ensino Particular - Estudo de Caso | Portuguese | Iscte | 2016 |
| 94 | Mafalda Alexandra Ribeiro Teixeira Mano Branco | Implementação de um Sistema de Controlo de Gestão: Balance Scorecard e Dashboard | Portuguese | Iscte | 2016 |
| 95 | Susana Alexandra Pereira Matias | Um Modelo de Gestão Integrada de Avaliação de Desempenho - Estudo de caso | Portuguese | Iscte | 2016 |
| 96 | Alexandra Cristina Mota Godinho | Plano de Sucessão na Delta Cafés | Portuguese | Iscte | 2016 |
| 97 | Ana Filipa Peixoto de Oliveira | Análise dos Processos de Recrutamento e Seleção da Função Comercial Polivalente numa Instituição Bancária | Portuguese | Iscte | 2016 |
| 98 | David Manuel Sobral Borges | The Reorganization of the Work Systems and the Performance Management | English | Iscte | 2015 |
| 99 | Isabel Maria Mendes de Oliveira | Novo Paradigma da Gestão de Carreiras na Coba | Portuguese | Iscte | 2015 |
| 100 | Dulce Filipa Moreira dos Santos | O Controlo de Gestão e a Avaliação de Desempenho num Contact Center | Portuguese | Iscte | 2015 |
| 101 | Vasco Alexandre Duarte Barbosa | A Gestão da Formação numa Junta de Freguesia: Um estudo de caso | Portuguese | Iscte | 2015 |
| 102 | Ana Cláudia Vieira | O Impacto das Práticas de Gestão da Qualidade no Processo de Criação do Conhecimento Organizacional: Estudo de caso num serviço de cuidados de saúde | Portuguese | Iscte | 2014 |
| 103 | Sara Raquel Gomes Durães | Os Sistemas de Informação na Gestão Estratégica de Pessoas | Portuguese | Iscte | 2014 |
| 104 | Rui José Santos Gabriel | Para uma Gestão de Talento - Música e Ciência Na fundação Calouste Gulbenkian | Portuguese | Iscte | 2013 |
| 105 | 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 |

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| 106 | Sónia Maria Martins Marçal | O Desenvolvimento Estratégico e Operacional de uma PME do Sector Alimentar. Portela Cafés | Portuguese | Iscte | 2013 |
| 107 | Ana Cristina de Sousa Lopes | Implementação de uma Unidade de Cuidados Paliativos | Portuguese | Iscte | 2013 |
| 108 | Nelson Miguel Ventura Brites Correia | A Implementação do Balanced Scorecard em Universidades Públicas. Estudo de caso aplicado à Faculdade Motricidade Humana | Portuguese | Iscte | 2013 |
| 109 | Noémia Garcia Gonçalves Brito | Um Sistema de Avaliação de Desempenho e Performance: Estudo de caso de uma empresa da indústria metalomecânica | Portuguese | Iscte | 2013 |
| 110 | João Pedro da Luz Dias Ferreira Duque | Implementação do Balance Scorecard na Indústria Farmacêutica | Portuguese | Iscte | 2013 |
| 111 | Tânia Isabel Saraiva Velez | O Balance Scorecard do Departamento de Recursos Humanos num Banco | Portuguese | Iscte | 2013 |
| 112 | Ana Isabel Fernandes Simões | Transição de Liderança numa PME: Plano de sucessão | Portuguese | Iscte | 2013 |
| 113 | Diogo Andrade Rodrigues Alves | Business plan for an Innovative Tutoring and Study Center | English | Iscte | 2013 |
| 114 | Alcina Maria Simões Almeida | A Satisfação e Motivação no Trabalho como Factor Crítico de Sucesso do Desempenho | Portuguese | Iscte | 2013 |
| 115 | David Manuel Rodrigues Claudino | Caracterização do Absentismo num Banco Português | Portuguese | Iscte | 2012 |
| 116 | Raquel Gonçalves Saraiva da Costa | Modelo de Levantamento de Necessidades e de Avaliação da Formação | Portuguese | Iscte | 2012 |
| 117 | Ana Vitória Ramilo Pena Monteiro | Liderança, Cultura Organizacional e Motivação na Prosonic | Portuguese | Iscte | 2012 |
| 118 | Ana Margarida Queirós Álvadia | Da Análise e Descrição de Funções ao Modelo de Competências. Caso das pousadas de Portugal da região alentejo | Portuguese | Iscte | 2012 |
| 119 | Diogo Calaim Lourenço | Blue Dreams. Plano de Negócios | Portuguese | Iscte | 2012 |
| 120 | Virgílio Pereira Lopes | Um Modelo de Gestão de Performance e de Desempenho numa PME do Sector Alimentar | Portuguese | Iscte | 2012 |
| 121 | Carlota Catarino Manso | O Processo de Internacionalização da RELAXBOX | Portuguese | Iscte | 2012 |
| 122 | Nelson Bruno Antunes Mata | Eco-Senior Resort - Um resort a caminho da excelência | Portuguese | Iscte | 2012 |

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| 123 | José Manuel Romão Neto | O Sistema de Avaliação de Desempenho da Marinha | Portuguese | Iscte | 2012 |
| 124 | Adelino Manuel Costa Cabral | Gestão e Desenvolvimento de Carreiras - O caso da Marinha Portuguesa | Portuguese | Iscte | 2012 |
| 125 | Sara Isabel Nóbrega Andrade | Identificação dos factores Críticos num Processo de Formação à Distância. | -- | Iscte | 2011 |
| 126 | Ana Rita Monteiro Oliveira | Sistema de Gestão de Desempenho: Identificação dos factores críticos do Processo de Avaliação de Desempenho do pessoal docente. | -- | Iscte | 2011 |
| 127 | Rui Fernando do Nascimento Alves | Factores de Retenção na Johnson & Johnson Medical Portugal - Um estudo exploratório | -- | Iscte | 2011 |
| 128 | Adriana Brás Encarnação | Perfis Profissionais - A chave para a Gestão Estratégica de Recursos Humanos numa empresa pública. | -- | Iscte | 2011 |
| 129 | Maria Alice Gomes Martins Afonso | O Processo de Formação numa Entidade Gestora de Distribuição de Água. | Portuguese | Iscte | 2010 |
| 130 | Rui Carlos da Silva Cotrim | Modelo de Gestão numa Associação de Solidariedade Social (I.P.S.S). | Portuguese | Iscte | 2010 |
| 131 | José Miguel Videira Jerónimo | A Concepção de um Sistema de Gestão de Desempenho numa Consultora de Comunicação. | Portuguese | Iscte | 2010 |
| 132 | Raquel Filipa Duarte Franco | Integração de Sistemas de Avaliação de Desempenho - Projecto de Intervenção numa Empresa Farmacêutica de Genéricos. | Portuguese | Iscte | 2009 |
| 133 | Cátia Sofia Lourenço Martins de Sousa | A Liderança e a Cultura Organizacional num Grupo de Saúde Privado. | Portuguese | Iscte | 2009 |

Total Citations

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|------------------------|----|
| Web of Science® | 58 |
| Scopus | 56 |

Publications

- **Scientific Journals**
 - Scientific journal paper

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|---|---|
| 1 | Matos, R. C. de., Nascimento, G. do. & Fernandes, A. C. (2025). Integration of the social and health sectors in Scotland: Assessment of the first 5 years (2014–2018). <i>Portuguese Journal of Public Health</i> . 43 (3), 203-208 |
| 2 | Matos, R. C. de., Nascimento, G., Fernandes, A. C. & Matos, C. (2025). Health and social care integration: Insights from international implementation cases. <i>Journal of Market Access and Health Policy</i> . 13 (2) - Times Cited Web of Science®: 1 - Times Cited Scopus: 2 - Times Cited Google Scholar: 4 |
| 3 | Nunes, F. G., Oliveira, V. D. C. de. & Nascimento, G. do. (2024). Healthcare professionals' well-being at work: A professional and organizational identity perspective. <i>Journal of Health Organization and Management</i> . 38 (6), 905-922 - Times Cited Web of Science®: 6 - Times Cited Scopus: 7 - Times Cited Google Scholar: 7 |
| 4 | 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. <i>Nonprofit Management and Leadership</i> . 34 (4), 959-977 - Times Cited Web of Science®: 4 - Times Cited Scopus: 3 - Times Cited Google Scholar: 8 |
| 5 | Teixeira, B. N., Leitão, A., Nascimento, G., Campos-Fernandes, A. & Cercas, F. (2024). Can ChatGPT support clinical coding using the ICD-10-CM/PCS?. <i>Informatics</i> . 11 (4) - Times Cited Web of Science®: 3 - Times Cited Scopus: 4 - Times Cited Google Scholar: 6 |
| 6 | 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. <i>Administrative Sciences</i> . 13 (1) - Times Cited Web of Science®: 21 - Times Cited Scopus: 19 - Times Cited Google Scholar: 67 |
| 7 | Nunes, F. G., Fernandes, A., Martins, L. & Nascimento, G. (2021). How transformational leadership influences museums' performance: a contextual ambidexterity view. <i>Museum Management and Curatorship</i> . 36 (5), 467-484 - Times Cited Web of Science®: 3 - Times Cited Scopus: 3 - Times Cited Google Scholar: 9 |
| 8 | Nunes, F. G., Nascimento, G. & Martins, L. (2021). Introducing the Contextual Ambidexterity Scale for Public Organizations (CASPO): Scale development and initial evidence. <i>Administratie si Management Public</i> . 37, 74-89 - Times Cited Web of Science®: 2 - Times Cited Scopus: 2 - Times Cited Google Scholar: 1 |
| 9 | Nascimento, G., Nunes, F. G. & Anderson J. (2020). From hospital to post-acute care organizations: the relationship between patient experience and health recovery. <i>International Journal of Quality in Healthcare</i> . 32 (9), 585-590 - Times Cited Web of Science®: 3 - Times Cited Scopus: 3 |

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| 10 | 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 |
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- Review article

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|---|---|
| 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®: 15 - Times Cited Scopus: 13 |
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• Books and Book Chapters

- Book editor

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|---|--|
| 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

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|---|--|
| 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

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|---|--|
| 1 | Teixeira, B., Cercas, F., Fernandes, A. & Nascimento, G. (2022). Inteligência Artificial na Saúde. Revista |
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| | 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

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| 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 |
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- Doctoral Thesis

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|---|---|
| 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 |
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• Conferences/Workshops and Talks

- Talk

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| 1 | Dias, C. C. & Nascimento, G. (2025). Reconfiguring Teaching in Higher Education: Pedagogical Approaches, Digital Integration, and Faculty Development Needs. XXVII International Symposium of Education on Computers in Education. |
| 2 | 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). |
| 3 | 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

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|---|
| Director (2025 - 2028) Unit/Area: [0433] Applied Management in Healthcare |
| Director (2025 - 2028) Unit/Area: [0433] Applied Management in Healthcare |
| Membro (Docente) (2025 - 2029) Unit/Area: Conselho Geral |
| Coordenador do 3º Ano (2024 - 2026) Unit/Area: [9157] Human Resources Management |
| Membro (2024 - 2026) Unit/Area: Comissão Científica |
| Director (2023 - 2025) Unit/Area: [0433] Applied Management in Healthcare |
| Director (2023 - 2025) Unit/Area: [B23] Health Services Management |
| Coordenador do 3º Ano (2022 - 2024) Unit/Area: [9157] 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: [9157] Human Resources Management |
| Director (2021 - 2027) Unit/Area: [0298] Management for Healthcare Professionals |
| Coordenador (2020 - 2021) Unit/Area: [0331] People Management and Leadership |
| Coordenador (2020 - 2021) Unit/Area: [APCD] Advanced Program Digital Communication |
| Coordenador (2020) Unit/Area: [0298] Management for Healthcare Professionals |
| Director (2019 - 2027) Unit/Area: [0187] 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: [0187] Health Services Management |
| Coordenador do 3º Ano (2018 - 2020) Unit/Area: [9157] Human Resources Management |
| Coordenador (2017 - 2018) Unit/Area: [0187] Health Services Management |
| Coordenador (2016 - 2017) Unit/Area: Post Graduation Program in Strategic Human Resources Management |

Awards

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| 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

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| DCH - International Organization of Human Capital Directors (Since 2023) |
| SEDES - Association for Economic and Social Development (Since 2021) |
| Portuguese Association of People Management (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 |
|-----------------------------------|-------------|-----------|------|
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| 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 Frédéric 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 |

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| 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 |

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| 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 | Speaker 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 | Speaker 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 "In 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 |

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| 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 Time | 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 Ceitel, 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 |

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| 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 |
|--|---|---------------|------------|------------|
| Scientific journal editor | Pessoas - APG - Associação Portuguesa de Gestão das Pessoas | | Since 2025 | Portuguese |
| Member of scientific journal editing staff | RH Magazine | | Since 2018 | Portuguese |