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Luís Miguel Simões

Assistente Convidado

BRU-Iscte - Business Research Unit
Department of Human Resources and Organizational Behavior (IBS)



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Curriculum

As an Invited Assistant at ISCTE Business School within the Bachelor's program in Human Resource Management and a Research Assistant at BRU-IUL, Luís Miguel Simões is currently pursuing a PhD in Management at ISCTE, specializing in human resources and organizational behavior. The professional journey began in international recruitment and selection, followed by a transition into a role related to Human Resources Technician within a medical devices company. In this position, responsibilities included new member training and development, training the entire EMEA team on new software, administrative support, purchase orders, HR analytics, and internal project coordination and leadership.

Additionally, contributions have been made as a consultant to international projects focused on social and educational training programs and program development.

A position is also held as Human Resources and Marketing Director at a Portuguese film festival.

As a researcher, focus lies in projects pertaining to leadership and its impact on employee attitudes and behaviors.

Research Interests

Responsible Leadership

Organizational Commitment

Individual Work Behaviors
Individual Performance
Organizational Citizenship Behaviors
Individual Creativity

Academic Qualifications

University/Institution	Type	Degree	Period
ISCTE-Instituto Universitario de Lisboa - Unidade de Investigacao em Desenvolvimento Empresarial	PhD	Management	2026
ISCTE-Instituto Universitário de Lisboa	M.Sc.	Social and Organizational Psychology	2020
ISPA – Formação Avançada	Other type of qualification	Recursos de Investigação	2020
Instituto Universitario de Ciencias Psicologicas Sociais e da Vida	Licenciate	Psychological Sciences	2018

External Professional Activities

Period	Employer	Country	Description
Since 2022	BRU-IUL	Portugal	
Since 2022	Triste para Sempre	Portugal	
2021 - 2022	Baxter Internacional	Portugal	
2021 - 2022	Kelly	Portugal	
2020 - 2021	Triste para Sempre	Portugal	
2020 - 2022	Freelancer	Portugal	
2019 - 2020	BRU-IUL	Portugal	
2019 - 2019	Global Partner	Portugal	
2019 - 2019	TalentSeed	Portugal	

Teaching Activities

Teaching Year	Sem.	Course Name	Degree(s)	Coord

2026/2027	1º	Leadership and Organizational Behavior	Bachelor Degree in Management;	No
2026/2027	1º	Social and Organizational Psychology	Bachelor Degree in Human Resources Management;	No
2025/2026	2º	Leadership in Work Teams and Organizations		No
2025/2026	1º	Leadership and Organizational Behavior	Bachelor Degree in Management;	No
2024/2025	2º	Leadership in Work Teams and Organizations		No
2024/2025	1º	Organizational Models		No
2023/2024	2º	Safety and Health at Work	Bachelor Degree in Human Resources Management;	No
2023/2024	1º	Research Methods in Human Resources Management	Bachelor Degree in Human Resources Management;	No
2022/2023	2º	Qualitative Research Methods in Human Resources	Master Degree in Human Resources Development Policies;	No
2022/2023	1º	Research Methods in Human Resources Management	Bachelor Degree in Human Resources Management;	No

Supervisions

• M.Sc. Dissertations

- Ongoing

	Student Name	Title/Topic	Language	Status	Institution
1	Mariana Maia Soares Capitão	Between organizational pressure and perfectionism: factors that explain constant connection to work and the impact on work-life balance	--	Developing	Iscte
2	Dilen Vinod Parsotamo	Transformational Leadership in Youth Football	--	Developing	Iscte
3	Camila dos Santos Val	O papel do clima de trabalho excessivo no setor da consultadoria: o caminho para o workaholism	--	Developing	Iscte

4	Beatriz Pereira Fernandes	De liderar a reter: o papel do suporte organizacional na relação entre a liderança empoderadora, work engagement e a intenção de turnover	--	Developing	Iscte
5	Janine Antunes Lima	Gestão de Recursos Humanos Socialmente Responsável e a Intenção de Turnover	--	Developing	Iscte
6	Diogo Miguel Fernandes Salvador	The Effect of Empowering Leadership on Extra-Role Performance: A Moderated Mediation Model Involving LMX and Need for Autonomy	--	Developing	Iscte
7	Théo Santiago Alain Serres	Homeworking in the Banking Sector: The Roles of Work-Life Balance and Micromanagement in Job Satisfaction and Performance	--	Developing	Iscte

- Concluded

	Student Name	Title/Topic	Language	Institution	Concluding Year
1	Carolina Laranjeira Bravo	The relationship between corporate social responsibility and organizational attractiveness: a source of competitive advantage in recruiting generation Y and Z	Portuguese	Iscte	2025
2	Mariana Marques Pires da Rosa	What impact does responsible leadership have on individual employee performance through psychological empowerment and individual flourishing?	Portuguese	Iscte	2025
3	Manuela Gomes de Almeida Valente	Is it fashionable to be green? Exploring organizational and individual drivers of employee pro-environmental behavior in the European textile industry	English	Iscte	2025
4	Sara Jorge Faria	Authentic Leadership and Individual Creativity: The Mediating Role of Psychological Empowerment and the Moderating Role of Psychological Safety	Portuguese	Iscte	2025
5	Carlota Palma Vaz	The relationship between Organizational Culture and Performance: the mediating role of HR Practices	Portuguese	Iscte	2024
6	Catarina Simões Nobre	The relationship between responsible leadership and employee turnover intention in the Hotel industry	English	Iscte	2024

7	Inês Isabel Lopes Conde	The relationship between Inclusive Leadership and Organizational Citizenship Behaviors: the mediating role of Organizational Commitment	Portuguese	Iscte	2024
8	Bruna Margarida da Silva Dias	Cultivating Talent Across Borders: A Study on the Influence of Cultural Diversity and Organizational Inclusion on Generation Z Retention in Enterprises	English	Iscte	2024
9	Sara Isabel Abreu Duarte	You want me well, I want you well: the relationship between Authentic Leadership and Counterproductive Behaviors and the mediating role of the Quality of the Leader-Subordinate Relationship and moderating role of Work Regime	Portuguese	Iscte	2024

Total Citations

Web of Science®	8
Scopus	6

Publications

• Scientific Journals

- Scientific journal paper

1	<p>Silva, V. H., Duarte, A. P. & Simões, L. M. (2024). The impact of paradoxical leadership on employee knowledge-sharing behavior: The role of trust in the leader and employee promotive voice behavior. <i>Administrative Sciences</i>. 14 (9)</p> <p>- Times Cited Web of Science®: 8</p> <p>- Times Cited Scopus: 6</p> <p>- Times Cited Google Scholar: 12</p>
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• Conferences/Workshops and Talks

- Publication in conference proceedings

1	<p>Simões, L. M. & Duarte, A.P. (2026). "Actions Speak Greener": How Environmentally Responsible Leadership Drives Task-Related Green Behavior Via Green Job Crafting and Creativity Moderated by Leaders' Ecological Identity. In APEE (Ed.), <i>Book of proceedings - EBEN Portugal - European Business Ethics Network Portugal - 1st conference</i>. (pp. 60-61). Lisboa: APEE.</p>
2	<p>Silva, V. H., Duarte, A.P. & Simões, L. M. (2026). Socially Responsible HRM and Employee Retention: A Moderated Mediation Model of Meaningful Work and Pro-Diversity Beliefs. In APEE (Ed.), <i>Book of proceedings - EBEN Portugal - European Business Ethics Network Portugal - 1st conference</i>. (pp. 88-89). Lisboa: APEE.</p>

3	Simões, L. M. & Duarte, A.P. (2025). "Falar ou não falar, eis a questão": o papel da segurança psicológica e do compromisso afetivo na relação entre a liderança responsável e os comportamentos de voz. In XII Simpósio Nacional de Investigação em Psicologia - Livro de Resumos. (pp. 260-260). Porto: SNIP.
4	Silva, V. H., Duarte, A.P. & Simões, L. M. (2025). Relação entre liderança paradoxal e a criatividade individual: O papel mediador do comportamento do líder a favor da voz e da qualidade da relação líder- membro. In XII Simpósio Nacional de Investigação em Psicologia - Livro de Resumos. (pp. 262-262). Porto: SNIP.
5	Duarte, A.P., Silva, V. H. & Simões, L. M. (2025). Como líderes inclusivos impulsionam a partilha do conhecimento: O papel mediador da qualidade da relação membro-membro e dos comportamentos de ajuda . In XII Simpósio Nacional de Investigação em Psicologia - Livro de Resumos. (pp. 260-261). Porto: SNIP.
6	Duarte, A.P., Mouro, C., Simões, L. M. & Silva, V. H. (2025). Green human resource management, employee green creativity and green voice: the moderating role of ecological identity. In Susana Leal, Cláudio Barradas, Ana Loureiro, Inês Messias e Sandra Oliveira (Ed.), International Conference on Sustainability -Transforming Higher Education for a Sustainable Future: Book of Abstracts. (pp. 36-36). Santarém: IPSantarém.
7	Duarte, A.P., Silva, V. H. & Simões, L. M. (2025). Novas formas de liderança para os desafios da atualidade. In XII Simpósio Nacional de Investigação em Psicologia - Livro de Resumos. (pp. 260-260). Porto: SNIP.
8	Duarte, A.P. & Simões, L. M. (2025). "Sustainability under pressure?: The role of corporate social responsibility in promoting organizational citizenship behaviour: the mediating role of affective commitment and the moderating effect of labor intensity. In Fernando Jorge Santos João Vítor Torres José Amoroso Luís Branquinho Maria Adelaide Oliveira Maria Inês Faria Maria Regina Ferreira Marisa Correia Marta Rosa Renato Fernandes Tiago Albaroado Vera Lúcia Zymbal (Ed.), Book of abstracts III International Congress - CIEQV. (pp. 88-88). Santarém: Centro de Investigação em Qualidade de Vida - CIEQV.
9	Duarte, A. P. & Simões, L. M. (2024). The relationship between corporate social responsibility and work engagement: The mediating role of affective commitment and the moderating role of responsible leadership. In HRM conference 2024 : 13th Biennial International Conference of the Dutch HRM Network, Abstracts. (pp. 270-271). Rotterdam: Dutch HRM Network.
10	Simões, L. M. & Duarte, A. P. (2024). Development and validation of a responsible leadership scale. In Dialogues in Organizational Behavior: Book of Abstracts. (pp. 50-50). Lisboa: NOVA SBE.
11	Velez, M. J., Junça Silva, A. & Simões, L. M. (2024). Why do I feel an Impostor?: The roles of work alienation, cynicism and work insecurity. In Dialogues in Organizational Behavior: Book of Abstracts. (pp. 65-65). Lisbon: NOVA SBE.
12	Duarte, A. P. & Simões, L. (2024). Organizações e líderes socialmente responsáveis impulsionam trabalhadores mais envolvidos no trabalho por via do reforço do laço afetivo à organização. In Instituto Superior de Ciências Sociais e Políticas Universidade de Lisboa (Ed.), Livro de Resumos do VII Congresso Lusófono de Gestão de Recursos Humanos e Administração Pública. (pp. 348-351). Lisboa: Instituto Superior de Ciências Sociais e Políticas. Universidade de Lisboa.
13	Simões, L. M. & Duarte, A. P. (2023). How responsible leadership fosters individual performance: Affective commitment and individual creativity's sequential mediation. In EAWOP Congress: The future is now: The changing world of work, Book of Abstracts. (pp. 555-556). Katowice: EAWOP.

14	Simões, L. M. & Duarte, A. P. (2023). The relationship between responsible leadership and individual performance: Affective commitment and individual creativity as sequential mediators. In Rodrigues, A. C., Couto, A. I., Martinho, A. L., Martins, D., Lousã, E. P., Martins, H., Araújo, M. S., Silva, M., Silva, N., Soares, R., Peixoto, S., Silva, S., Meirinhos, V. (Ed.), XI Conferência Internacional de Investigação e Intervenção em RH. Porto: ISCAP - Politécnico do Porto.
15	Simões, L. M., Duarte, A. P. & Ribeiro, N. (2022). The relationship between responsible leadership and individual creativity: The role of affective commitment. In Borges, A. P., and Vieira, E. (Ed.), Proceedings of the International Conference of Applied Business and Management (ICABM2022). (pp. 5-8). Porto: ISAG - EUROPEAN BUSINESS SCHOOL. - Times Cited Google Scholar: 1
16	Simões, L. M., Duarte, A. P. & Ribeiro, N. (2022). A relação entre a liderança responsável e a criatividade individual: O papel do compromisso afetivo. In Lima, M. C. e., Hagá, S., e Costa-Lopes, R. (Ed.), XI Simpósio Nacional de Investigação em Psicologia: Livro de Resumos. (pp. 43). Vila Real: Associação Portuguesa Psicologia.
17	Simões, L. M., Duarte, A. P. & Ribeiro, N. (2022). The relationship between responsible leadership and individual creativity: The mediating role of affective commitment. In Santos, E., Ribeiro, N., Eugénio, T., Ferreira, A. G., e Ortega, E. (Ed.), International Conference of Applied Research in Management and Economics (ICARME) - Rethinking management and economics in the (new) 20's. Book of abstracts. (pp. 22). Leiria: CARME - Centre of Applied Research in Management and Economics, Polytechnic of Leiria.
18	Simões, L. M. & Duarte, A. P. (2021). Responsible leadership and individual work behaviors: The role of affective commitment. In Proceedings of EURAM 2021. Toronto: European Academy of Management.
19	Simões, L. M., Duarte, A. P. & Ribeiro, N. (2021). A relação entre a liderança responsável e a criatividade: O papel do compromisso afetivo. In Nogueira, F., and Gonçalves, S. P. (Ed.), X Conferência Internacional Investigação e Intervenção em Recursos Humanos. Online: Instituto Politécnico do Porto.
20	Simões, L. & Duarte, A. P. (2020). The relationship between responsible leadership and individual work behaviors: The mediating role of affective commitment. In XI Postgraduate Conference 2020. Book of abstracts. (pp. 71). Faro: Universidade do Algarve, Escola Superior de Gestão, Hotelaria e Turismo.
21	Simões, L. M., Costa, A., Quartilho, I., Mouro, C. & Duarte, A.P. (2019). The Social Representation of Corporate Social Responsibility: The Role of Social Values. In XV PhD Meeting in Psychology - Book of Abstracts. (pp. 47-47). LISBOA: ISCTE - Instituto Universitário de Lisboa.

- Talk

1	Silva, S.A., Simões, L. M. & Freitas, L. (2026). Diverse Worker Groups: An exploratory study of the safety challenges identified by Portuguese Safety Professionals. International Symposium Occupational Safety and Hygiene .
2	Duarte, A.P., Silva, V. H. & Simões, L. M. (2026). Overwork climate, work alienation and turnover intention: Do workers' age play a role? . XIII Conferência Internacional de Investigação e Intervenção em Recursos Humanos.
3	Silva, V. H., Duarte, A.P. & Simões, L. M. (2026). Socially Responsible HRM and Employee Retention: A Moderated Mediation Model of Meaningful Work & Pro-Diversity Beliefs. The 4th International Common-Good HRM Conference 2026.

4	Simões, L. M. & Duarte, A.P. (2026). "Actions Speak Greener": How Environmentally Responsible Leadership Drives Task-Related Green Behavior Via Green Job Crafting and Creativity Moderated by Leaders' Ecological Identity. EBEN Portugal - European Business Ethics Network Portugal.
5	Silva, V. H., Duarte, A.P. & Simões, L. M. (2026). Socially Responsible HRM and Employee Retention: A Moderated Mediation Model of Meaningful Work and Pro-Diversity Beliefs. EBEN Portugal - European Business Ethics Network Portugal.
6	Duarte, A.P. & Simões, L. M. (2025). Responsible leaders help strengthen the indirect relationship between CSR and work engagement through affective commitment. The 3rd Common-Good HRM International Conference 2025.
7	Simões, L. M. & Duarte, A.P. (2025). "Falar ou não falar, eis a questão": o papel da segurança psicológica e do compromisso afetivo na relação entre a liderança responsável e os comportamentos de voz. XII Simpósio Nacional de Investigação em Psicologia.
8	Simões, L. M. & Duarte, A.P. (2025). "To speak or not to speak": The relationship between responsible leadership and voice behaviors the mediating role of psychological safety and affective commitment. The 3rd Common-Good HRM International Conference 2025.
9	Duarte, A.P. & Simões, L. M. (2025). "Sustainability under pressure?": The Role of Corporate Social Responsibility in Promoting Organizational Citizenship Behaviour: The Mediating Role of Affective Commitment and the Moderating Effect of Labor Intensity. CIEQV's 3rd International Congress .
10	Velez, M. J., Simões, L. M. & Junça Silva, A. (2025). When Cynicism Fuels the Impostor: The Moderating Role of Neuroticism in the Link Between Organizational Cynicism, Work Alienation, and the Impostor Phenomenon. EAWOP'2025.
11	Simões, L. M. & Duarte, A.P. (2025). "Green Lies or Green Leadership?": The mediating role of greenwashing and organizational cynicism on the relationship between responsible leadership on job embeddedness. EAWOP'2025.
12	Okuefuna, C., Sawan, N., Francis, K., Duarte, A.P., Silva, V. H. & Simões, L. M. (2025). 'When Green is just an act': The relationship between Responsible Leadership and Work Engagement the mediating role of greenwashing. XX Phd Meeting.
13	Barbosa, V., Arnold, M., Duarte, A.P., Silva, V. H. & Simões, L. M. (2025). 'All Green, No Smoke': The relationship between responsible leadership and work engagement the mediating role of leader greenwashing. XX Phd Meeting.
14	Duarte, A.P., Mouro, C., Simões, L. M. & Silva, V. H. (2025). Green human resource management, employee green creativity and green voice: the moderating role of ecological identity. International Conference on Sustainability -Transforming Higher Education for a Sustainable Future.
15	Sirgado, J., Pinto, D. , Fantin, J., Sampaio, L., Tavares, S., Duarte, A.P....Simões, L. M. (2025). "Ain't that contradicting?": paradoxical leadership and work engagement: the mediating role of organizational cynicism. XX PhD Meeting.
16	Caetano, I., Reis, B., Carvalho, J., Fonseca, M., Soares, R., Duarte, A.P....Simões, L. M. (2025). Embracing paradoxes: The mediating role of the psychological contract in the relationship between paradoxical leadership and job embeddedness. XX PhD Meeting.

17	Junça Silva, A., Velez, M. J. & Simões, L. M. (2025). Dark Triad Dynamics and Neuroticism in Predicting Counterproductive Work Behaviors (CWB). Academy of Management.
18	Simões, L. M., Junça Silva, A. & Velez, M. J. (2025). "Furr and productivity": The role of competence need in the relationship between human-animal interactions and counterproductive work behaviors . EAWOP'2025.
19	Silva, V. H., Duarte, A.P. & Simões, L. M. (2025). Speaking clearly? The mediation role of leader pro-voice behavior and LMX on the relationship between paradoxical leadership and individual creativity. 22nd European Congress of Work and Organizational Psychology.
20	Duarte, A.P., Silva, V. H. & Simões, L. M. (2025). Como líderes inclusivos impulsionam a partilha do conhecimento: O papel mediador da qualidade da relação membro-membro e dos comportamentos de ajuda. XII Simpósio Nacional de Investigação em Psicologia.
21	Silva, V. H., Duarte, A.P. & Simões, L. M. (2025). Relação entre liderança paradoxal e a criatividade individual: O papel mediador do comportamento do líder a favor da voz e da qualidade da relação líder- membro. XII Simpósio Nacional de Investigação em Psicologia.
22	Duarte, A.P. & Simões, L. M. (2024). The relationship between corporate social responsibility and work engagement: the mediating role of affective commitment and the moderating role of responsible leadership. Dutch HRM Network.
23	Duarte, A.P. & Simões, L. M. (2024). Organizações e líderes socialmente responsáveis impulsionam trabalhadores mais envolvidos no trabalho por via do reforço do laço afetivo à organização. VII Congresso Lusófono de Gestão de Recursos Humanos e Administração Pública.
24	Duarte, A.P. & Simões, L. M. (2024). "You are welcome to share": The relationship between responsible leadership and employee voice: the sequential mediating role of leader-member value congruence and increased leader pro-voice behavior . International Workshop HRM.
25	Simões, L. M. & Duarte, A.P. (2024). Development and validation of a Responsible Leadership scale. Dialogues in Organizational Behavior.
26	Velez, M. J., Simões, L. M. & Junça Silva, A. (2024). Why do I feel like an Impostor at work? The roles of work alienation, organizational cynicism and work insecurity. Dialogues in Organizational Behavior.
27	Martins, C.O., Torres, C., Chambel, J., Silva, M., Amaral, M., Duarte, A.P....Simões, L. M. (2024). Navigating the Paradox: Exploring the relationship of Paradoxical leadership and job crafting: the mediating moderation of role clarity and uncertainty avoidance. XIX PhD Meeting in Psychology.
28	Simões, L. M. & Duarte, A.P. (2024). "In theory responsible, in practice?": A qualitative inquiry into the social meaning of responsible leadership. EURAM - European Academy of Management.
29	Saavedra, B., Miguel, A., Rosa, C., Mouzinho, M., Salis, M., Duarte, A.P....Simões, L. M. (2024). The relationship between Paradoxical Leadership and Individual Creativity: the mediating role of the Leader's pro-voice behavior. XIX PhD Meeting in Psychology .
30	Pereira, S., Lemos, D., Neves, M., Carmo, M. I., Duarte, A.P., Silva, V. H....Simões, L. M. (2024). Does Paradoxical Leadership relates with subordinates' individual creativity?. XIX PhD Meeting in Psychology .
31	Simões, L. M. & Duarte, A.P. (2023). A relação entre liderança responsável e desempenho individual: a mediação sequencial do compromisso afetivo e a criatividade individual . V Congresso Ibero-Americano de Responsabilidade Social .

32	Simões, L. M. & Duarte, A.P. (2023). I will share my ideas with you if you are a responsible leader! The mediating role of leader-member value congruence and leader pro-voice behaviors. 10th Responsible Management Education Research Conference.
33	Simões, L. M. & Duarte, A.P. (2023). How responsible leadership fosters individual performance: affective commitment and individual creativity's sequential mediation. EAWOP - 21st European Association of Work and Organizational Psychology.
34	Simões, L. M. & Duarte, A.P. (2023). How responsible leadership relates to individual performance: the sequential mediation of affective commitment and individual creativity. International Conference on Economics and Business Roads to Sustainability.
35	Simões, L. M. & Duarte, A.P. (2023). I will share with you my ideas if you are a responsible leader! The mediating role of leader-member value congruence and leader pro-voice behaviors. XIV Posgraduate Conference - Management, Hospitality and Tourism.
36	Simões, L. M., Duarte, A.P. & Ribeiro, N. (2023). The relationship between responsible Leadership and Individual Creativity: The Role of Affective Commitment. XVIII PhD Meeting.
37	Possidónio, C., Chang, C., Cunha, A., Dias, S., Melo, C., Duarte, A.P....Simões, L. M. (2023). The relationship between responsible leadership and job performance: the role of job satisfaction and affective commitment. XVIII PhD Meeting.
38	Simões, L. M. & Duarte, A.P. (2023). The relationship between responsible leadership and individual performance: affective commitment and individual creativity as sequential mediators. XI International Conference on Research and Intervention in Human Resources.
39	Simões, L. M. & Duarte, A. P. (2022). The relationship between responsible leadership and individual work behaviors mediated by affective commitment. XVII PhD Meeting in Psychology, Book of Abstracts.
40	Simões, L. M., Duarte, A.P. & Ribeiro, N. (2022). The Relationship between Responsible Leadership and Individual Creativity: The Role of Affective Commitment. International Conference on Applied Business and Management (ICABM2022).
41	Simões, L. M., Duarte, A.P. & Ribeiro, N. (2022). A relação entre a liderança responsável e a criatividade individual: O papel do compromisso afetivo. XI Simpósio Nacional de Investigação em Psicologia.
42	Simões, L. M. & Duarte, A.P. (2022). The Relationship between Responsible Leadership and individual work behaviors mediated by affective commitment. XVII PhD Meeting in Psychology.
43	Simões, L. M., Duarte, A.P. & Ribeiro, N. (2022). The Relationship Between Responsible Leadership and Individual Creativity: The Mediating Role of Affective Commitment. International Conference on Applied Research in Management and Economics (ICARME).
44	Simões, L. M., Duarte, A.P. & Ribeiro, N. (2021). A relação entre a Liderança Responsável e a Criatividade: O papel do Compromisso Afetivo. X Conferência Internacional Investigação e Intervenção em Recursos Humanos.
45	Simões, L. M. & Duarte, A.P. (2021). Responsible leadership and individual work behaviors: the role of affective commitment. EURAM Conference 2021.
46	Simões, L. M. & Duarte, A.P. (2020). The relationship between responsible leadership and individual work behaviors: the mediating role of affective commitment. XI Postgraduate Conference 2020 ESGHT.

47	Simões, L. M. & Duarte, A.P. (2020). Relação entre liderança responsável e os comportamentos individuais no trabalho: o papel do compromisso afetivo. 19th Edition Lisbon Group on Leadership and Organization Studies.
48	Simões, L. M. (2019). The social representation of corporate social responsibility: The role of social values. XV PhD Meeting in Psychology, Book of abstracts.
49	Simões, L. M., Costa, A., Quartilho, I., Mouro, C. & Duarte, A.P. (2019). The Social Representation of Corporate Social Responsibility: The Role of Social Values. XV PhD Meeting in Psychology.

- Conference paper not in proceedings

1	Simões, L. & Duarte, A. P. (2023). How responsible leadership relates to individual performance: The sequential mediation of affective commitment and individual creativity. ICEBRS 2023: International Conference on Economics and Business Roads to Sustainability, Book of abstracts. 54-54
2	Simões, L. M. & Duarte, A. P. (2023). I will share with you my ideas if you are a responsible leader! : The mediating role of leader-member value congruence and leader pro-voice behaviors. XIV Postgraduate Conference ESGHT e ISCAL 2023: Livro de resumos. 28-29
3	Simões, L. M., Duarte, A.P. & Ribeiro, N. (2022). The relationship between responsible leadership and individual creativity: the mediating role of affective commitment. INTERNATIONAL CONFERENCE OF APPLIED RESEARCH IN MANAGEMENT AND ECONOMICS (ICARME) - Rethinking Management and Economics in the (New) 20's. 22-22
4	Simões, L. M., Duarte, A.P. & Ribeiro, N. (2022). The Relationship between Responsible Leadership and Individual Creativity: The Role of Affective Commitment. International Conference of Applied Business and Management (ICABM 2022). 5-8
5	Simões, L. M., Duarte, A.P. & Ribeiro, N. (2022). A relação entre a liderança responsável e a criatividade individual: O papel do compromisso afetivo. XI Simpósio Nacional de Investigação em Psicologia. 43-44
6	Simões, L. M. & Duarte, A.P. (2022). The relationship between responsible leadership and individual work behaviors mediated by affective commitment. XVII PhD Meeting in Psychology - Book of Abstracts.
7	Simões, L. M., Duarte, A.P. & Ribeiro, N. (2021). A relação entre a Liderança Responsável e a Criatividade: O papel do Compromisso Afetivo. X Conferência Internacional Investigação e Intervenção em Recursos Humanos.
8	Simões, L. M. & Duarte, A.P. (2021). Responsible leadership and individual work behaviors: the role of affective commitment. EURAM 2021 Annual Conference (21st edition).
9	Simões, L. M. & Duarte, A.P. (2020). The relationship between responsible leadership and individual work behaviors: the mediating role of affective commitment . XI Postgraduate Conference Management, Hospitality and Tourism.
10	Simões, L. M., Costa, A., Quartilho, I., Mouro, C. & Duarte, A.P. (2019). The Social Representation of Corporate Social Responsibility: The role of Social Values. XV PhD Meeting in Psychology.

• Other Publications

- Other publications

1	Martins, H., Simões, L. M. & Pereira, D. C. (2024). Talent Management at Tesla, Inc.: Charging ahead or short-circuiting?. NovaSBE Case Study.
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- Master's Dissertation

1	Simões, L. M. (2020). A relação entre liderança responsável e os comportamentos individuais no trabalho: o papel do compromisso afetivo. - Times Cited Google Scholar: 4
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Awards

Best Presentation Award, from the XIV Postgraduate Conference Management, Hospitality and Tourism awarded to the study "I will share with you my ideas if you are a responsible leader! The mediating role of leader-member value congruence and leader pro-voice behaviors, in co-authorship with Ana Patrícia Duarte (2023)

PhD Scholarship powered by FCT (2022)

Professional Associations

Student member at European Association of Work and Organizational Psychology (2025 - 2027) (2025 - 2027)

EURAM Membership (2024 - 2025)

Student member at European Association of Work and Organizational Psychology (2023 - 2025)

Organization/Coordination of Events

Type of Organization/Coordination	Event Title	Organizer	Year
Member of scientific event's organizing committee	Equipa de Apoio Técnico, com funções de apoio à organização do Simpósio "5th Symposium on Ethics and Social Responsibility Research"	DINÂMIA'CET-Iscte	2019