

## Curriculum Vitae

**Maria José Sousa**



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### Identification

Name and Surname **Sousa, Maria José**  
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### Academic Education

**PhD in Management**, Aveiro University, Portugal (2004- 2009), Knowledge Dilemmas: the perspective of two Portuguese organizations. Supervisors: Professor Borges Gouveia (Aveiro University) and Professor Peter Totterdill (Kingston University); Opponent: Professor Richard Ennals (Dean Kingston University)

**Master in Human Resources Management**, ISCTE, Portugal (1996- 1999), Factores Condicionadores do Desenvolvimento do Teletrabalho em Portugal. Supervisor: Prof. Maria João Costa Pereira (ISCTE).

**Bachelor in Human Resources Management and Organizational Psychology**, ISLA Lisboa, Portugal (1990- 1995).

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### Present Professional Situation

**Assistant Professor Universidade Europeia**, since 2013

Teaching Units:

- Governance Models (Bachelor taught in English)
- Individuals, Groups and Organisations (PhD in Management)
- International Seminars of Management (PhD in Management)
- Organizational Systems Information (PhD in Management)
- Human Resources Audit (Master in Human Resources)
- Competencies Management (Master in Human Resources)
- Innovation and Organisation (Master courses)
- Project Management in Human Resources (Master in Human Resources)
- Technology, Innovation and Change Management (Post-Graduation)
- Innovation Management (Bachelors in Management and Social Sciences)
- Research Methodology (Bachelors in Management and Social Sciences)
- ICT (Bachelors in Management and Social Sciences)

Curricular Units Coordinator (undergraduate Courses and Master Courses)

**Internationalization Coordinator Business and Social Sciences School**, since 2016

Responsible for the Internationalization of the Students and Faculty of the School  
Responsible for the partnerships with other Universities (LSE, Pace University, Kendall College, University of California, Vigo University, and others)

**Scientific and Pedagogical Coordinator Human Resources Management Post-Graduation (Universidade Aberta)**, since April 2016

**Coordinator Professor (ISLA Santarém)**, since 2014

**Professor IDEFE/ISEG (University of Lisbon)**, since 2006

- Project Management in Human Resources Management (Human Resources Management and Social Benefits Post Graduation)

**Scientific Committee member and Researcher CIEO - Centro de Investigação sobre o Espaço e as Organizações - Universidade do Algarve**, since 2010

- Research Line: Strategic Management, Entrepreneurship and Human Resources

**Researcher BRU/UNIDE – ISCTE IUL**, since 2012

– Research Line: Strategic Management

**Scientific Committee member** RISTI (Revista Ibérica de Sistemas e Tecnologias de Informação) – AISTI, since 2014 (ISI)

**President CT260/Human Resources Management** – ISI - International Organization for Standardization – Portugal, since 2015

**P&Q Committee Member** – University Forum for Human Resources Management, since 2015

**External Expert Cost Association – Horizon 2020**, since 2015

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## Past Professional Experience

### a) Academic

**Scientific Committee member BRU/UNIDE – ISCTE IUL**, 2012-2015

– Research Line: Strategic Management

**Visiting Assistant Professor Open University** of Lisbon (2009 to 2014)

- Marketing Management (MBA in Management) – Professor Coordinator
- Strategic Management – Professor Coordinator
- Research Methodology (MBA in Management) – Professor Coordinator
- Human Resources Recruitment and Selection (MBA in Management) – Professor Coordinator
- Compensation Policies (MBA in Management) – Professor Coordinator
- Technology and Human Resources Organization (MBA in Management) – Professor Coordinator
- Human Resources Management (undergraduate Courses)
- Management Principles (undergraduate Courses) – Professor Coordinator (responsible for 5 tutors)
- ICT (undergraduate Courses) – Professor Coordinator (responsible for 3 tutors)
- Management Information Systems (undergraduate Courses) – Professor Coordinator (responsible for 1 tutor)

**Assistant ESCE-IPS** (2004-2005)

- Research Methodology (undergraduate Courses)

**Research Fellow Aveiro University – Instituto de Investigação** (2005-2006)

- Assistant - Management and Entrepreneurship (undergraduate Courses)
- Management Researcher

### b) Professional

**Knowledge and Competencies Manager**, AMA IP(Portuguese Ministry Council Presidency) 2008 to 2011

**Human Resources Management Advisor** ISS, IP – Instituto da Segurança Social, IP( 2007 to 2008)

**Innovation Project Manager**, INOFOR/IQF - (1998 to 2006)

**Human Resources Technician**, SIC – Sociedade Independente de Comunicação (1997)

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## Rewards and Grants

- 2015 Best Paper Award – ACPI- ECMLG 2015.
- 2014 Best Researcher Award – Universidade Europeia
- 2011 Award: Advancing Knowledge Management in Government – United Nations (Common Knowledge Network, Portuguese Minister Council Presidency)
- 2010 Performance Appraisal Award: - AMA,IP, Portuguese Minister Council Presidency
- 2010 Teaching Appraisal Award: ISLA Lisboa

- 2009 Innovation in Public Services – Project Score, Instituto da Segurança Social, IP
- 2008 Grant: PhD – ISS, IP – Ministério do Trabalho e Solidariedade Social
- 2005 Grant: PhD - Research Institute Universidade de Aveiro, Fundação para a Ciência e Tecnologia
- 1996 Grant: Master – Prodep - Programa Operacional da Educação, Fundação para a Ciência e Tecnologia

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## Research

### a) Research Projects Ongoing

- Strengthening Entrepreneurial Sparks 2016-1-TR01-KA205-033056 (Funded by Erasmus + 270. 140,00 € (Portuguese Leader)
- Leadership Effectiveness – UFHRD (Professor Bob Hamlin Coordination), 2015-2017

### b) Research Projects Concluded

- EUWIN – European Work Innovation Network, supported by the European Commission's Directorate General for Enterprise and Industry, 2013-2016
- EUCIS – supported by European Commission, since 2013-2016, Universidade Europeia; BRU-UNIDE ISCTE IUL, PT
- Game Changers: New Clusters for Growth, 2014-2015 - CES – Centre for European Studies
- CINET - supported by Leonardo Da Vinci EU programme, Transfer of Innovation, 2013-2015 - Researcher UKWON, UK
- Great - Game-Based Research in Education and Action Training, supported by Leonardo Da Vinci EU programme, Transfer Innovation, 2011-2013 – Main Researcher APG – Portuguese People Management Association, PT
- FCT - PROJECTO ESTRATÉGICO - UI 4020 - 2011-2012 / PEst-OE/SADG/UI4020/2011 (financiamento € 299 392,00), Universidade do Algarve (UAlg) - Centro de Investigação Sobre o Espaço e as Organizações (CIEO) (Investigador Responsável: Maria Teresa Noronha) – Researcher CIEO – Centro de Investigação sobre o Espaço e as Organizações, PT
- Knowledge Management Portugal, 2010-2011, – Project Leader/ Main Researcher, Knowman, PT
- Common Knowledge Network, 2008 – 2011, Project Leader/ Main Researcher – AMA – Portuguese Minister Council Presidency, PT
- Strategic Choices for Organisational Restructuring and Change - Roles for social partners, policy makers and business support organisations in securing competitiveness, quality jobs and employability in Europe, The Work Research Foundation Ltd (WRF), 2005/2006 (Supported by DG Employment & Social Affairs of the European Commission) – Portuguese Expert, Aveiro University, PT
- Equal Initiative, (2004/2005) Requal Project – Independent Researcher, PT
- Innovation Best Practices (INOFOR/ IQF 2002-2006) – Researcher INOFOR/IQF, PT
- Competencies Profiles (INOFOR/ IQF 1998; 2002) – Researcher INOFOR/IQF, PT
- e-learning Project - NovaBase, 2000, Researcher ISLA Lisboa, PT

### c) Scientific Journals with peer review

#### Published

1. González-Loureiro, Sousa, MJ & Pinto, H. (2017). Culture and innovation in SMEs: the intellectual structure of research and future research agenda. *European Planning Studies* (**ISI IF 1,228/ Q1**)
2. Matias, N. & Sousa, MJ (2017). Mobile Health, a Key Factor Enhancing Disease Prevention Campaigns: Looking for Evidences in Kidney Disease Prevention. *Journal of Information Systems Engineering & Management*

3. Sousa, MJ. & González-Loureiro, M. (2016). Comparative Study on the Skills Needed by Organizations and effectively developed in eLearning Management Courses. Universal Access in the Information Society (**ISI IF 0,656/ Scimago Q3**)
4. Caracol, C., Palma, J. P., Lopes, M. & Sousa, MJ (2016). Gestão Estratégica do Talento na perspetiva individual e organizacional: Proposta de Modelo. rPot: Psicologia, Organização e Trabalho. (**Scielo; Qualis B2**)
5. Sousa, MJ. & Almeida, MR. (2016) Entrepreneurs Skills for Creating and Managing IT Projects. Wseas Transactions on Business And Economics (**Scimago Q2**)
6. Sousa, MJ. & González-Loureiro, M. (2016). Employee Knowledge Profiles – a Mixed-Research Methods Approach. Information Systems Frontiers (**JCR Q2/ Scimago Q2/ ISI IF 1,450**)
7. Sousa, MJ. (2015) Emerging Technologies as Drivers for Developing Organizational Innovation Competencies. Economics World. (**Ebsco, Proquest**)
8. Sousa, MJ. & González-Loureiro, M. (2015) Formalisation versus tacitness: keys for creating and sharing knowledge in innovative large organisations. Independent Journal of Management & Production (**Proquest, Ulrichs, Google Scholar**)
9. Sousa, MJ. (2014) Employees Perceptions about Knowledge Sharing Impacts on Organizational Practices. Journal WSEAS Transactions on Business and Economics (**Scopus/ Scimago Q2**)
10. Sousa, MJ (2014). Knowledge Integration in Problem Solving Processes: a case study, International Journal of Systems and Service-Oriented Engineering (IJSSOE) special issue on Knowledge Intensive Systems and Services (Indexed in **INSPEC** and **DBLP**)
11. Sousa, MJ & Costa, E. (2014) Games Based Learning Improving Leadership Skills. Serious Games Journal (Crossref and **DBLP**)
12. Sousa, MJ & Sousa, S. (September, 2013) Knowledge Profiles Boosting Innovation. Knowledge Management, 12 (4) Scopus ID 2-s2.0-84885230907 (**Scopus**)
13. Sousa, MJ (2010, August). Dynamic knowledge: An Action Research Project. The International Journal of Knowledge, Culture and Change Management, Vol. 10, Number 1: ISSN: 1447-9524 Scopus ID 2-s2.0-77957679663 (**Scopus/Scimago Q4**)

#### **Accepted**

14. Sousa, MJ. (forthcoming 2017). The Impact of the Internet of Things on Global Trade: A Multiple-Case Study on Multinationals. Transnational Corporations Review (Ebsco, SSCI/SCI (under review))
15. Caracol, C., Palma, J. P. & Sousa, MJ. (forthcoming 2017). The Development Path between Talent and Leadership. Organizational Cultures: An International Journal (**Scopus**)
16. Sousa, MJ. & Dias, I. (forthcoming 2017). Business Intelligence as Strategic Tool for Human Resources Management. Global Information Management Journal (**ISI IF 0,424/ Scimago Q3**)

#### **d) Conference proceedings with peer review**

1. Sousa, MJ (forthcoming 2017). Trends on Workforce Engagement: a global study. UFHRD 17
2. Matias, N. & Sousa MJ (2016). Mobile Health as a Tool for Behaviour Change in Chronic Disease Prevention: A Systematic Literature Review CISTI16 (**ISI** and **Scopus**)
3. Marcão, R. P., Pestana, G. & Sousa, MJ (2016). Corporate frameworks and technological products focusing alarmistic and monitoring indicators of control and performance. CISTI16 (**ISI** and **Scopus**)
4. Sousa, MJ, Moço, I., Dias, I. & Saldanha, A. (2016). Project Managers Leadership Types. UFHRD16
5. Caracol, C., Jardim, P. & Sousa, MJ. (2016). Are the Strategic Talent Development Plans efficient enough to get transformational leaders? UFHRD16
6. Farinha, J. & Sousa, MJ. (2016). How Trust is affected by a Leader's failure on his role? ICIEMC16
7. Caracol, C., Jardim, P. & Sousa, MJ. (2016). Are the talented ones committed enough to be retained? Venice ECIC16
8. Dias, I., Sousa, MJ, Caracol, C. (2016). The sustainability of Internal Talent Pool through the use of Business Intelligence. Venice ECIC16
9. Caracol, C., Jardim, P. & Sousa, MJ. (2015). The Strategic Management of Leadership Talent in the New Organizational Career Context. Lisbon ECMLG 2015 (**ISI**)

10. Sampaio, M., Sousa, MJ. & Reis, I. (2015). Innovation in Services: The relationship between the innovative nature of the organization and the contractual relations established with workers. ECMLG 2015 **(ISI)**
11. Farinha, J. & Sousa, MJ. (2015). How Leadership fosters Communication and impacts Employees Responsibility and Autonomy. ECMLG 2015 **(ISI)**
12. Caracol, C., Sousa, MJ & Palma Jardim, P. (2015). Job Crafting - Indicador para a Identificação de Talento Interno nas Organizações, Simpósio de Comportamento Organizacional.
13. Moço, I., Sousa, MJ, Dias, I. (2015) Análise multidimensional do conceito de e-Work: indivíduo, organização e sociedade. Simpósio de Comportamento Organizacional
14. Sousa, MJ (2015). Game Based Learning Developing Skills in Education and Training. UFHRD 2015 (International Conference on Human Resource Development Research and Practice). University College Cork, Ireland
15. Sousa, MJ (2015). Training and Work Skills. International Conference on Educational Technologies and Education (ETE 2015), Vienna, Austria.
16. Sousa, MJ. (2014) Prospective Analysis on Innovation Competencies, AEBD '14, Lisbon
17. Sousa, MJ. & Rosário, M. (2014) Entrepreneurial Skills Development, AEBD '14, Lisbon
18. Sousa, MJ. (2014). Desenvolvimento de Competências para a criação de uma Cultura de Empreendedorismo. CIEM 14, Vigo University, Spain
19. Sousa, MJ. (2014.) Public Policies for Workplace Innovation in Portugal - Back to the Future?, ICIEM 2014, IPAM Aveiro
20. Sousa, MJ. & Almeida, M. (2013). Knowledge Sharing: Impacts on Organizational Practices - A Case Study. EBA 2013
21. Sousa, MJ. (2012). Exploratory Study on Knowledge Management Portugal. CISTI 2012, Madrid, SPAIN, ISBN 978-989-96247-6-4 **ISI** ID WOS:000306937600047
22. Sousa, MJ. (2012). An Exploratory Study on Knowledge Management Portugal. Information Systems and Technologies, IEEE, ISSN 2166-0727 **ISI** ID WOS:000319285900120
23. Sousa, MJ. (2012). Knowledge Portal Linking Public Organisations. In: A. Rocha, J.A. Calvo-Manzano, L.P. Reis and M.P. Cota (eds), Actas de la 7ª Conferencia Ibérica de Sistemas y Tecnologías de Información (CISTI 2012), pp. 162-168, Madrid, España, 20th-23rd June 2012. ISBN: 978-989-96247-6-4 / ISBN: 978-989-96247-7-1 (CD). **ISI** ID WOS:000306937600022
24. Sousa, MJ. & Rosário, M. (2011, March). The Emergence of an e-Community. Valencia: INTED 2011, ISSN: 2340-1079 **ISI** ID WOS:000326447701106
25. Sousa, MJ. (2010, September). Knowledge Integration – the case of a Portuguese Organization. Athens: ECIE 2010, ISBN: 978-1-906638-78-8 **ISI** ID WOS:000284262500066
26. Sousa, MJ. & Rosário, M. (2010, July). Wikis as learning arenas. Barcelona: Edulearn 2010, ISSN: 2340-1117 **ISI** ID WOS:000318781705126
27. Sousa, MJ. & Rosário, M. (2009, November). Culture of Innovation – the key competence. 2009, Madrid: ICERI 2009, ISSN: 2340-1095

#### **e) Books and Books Chapters**

##### **Management and Information Science Books**

1. Sousa, MJ & Rocha, A. (forthcoming 2017). Game Based Learning Contexts for Soft Skills Development in Rocha, A. AISC Series. Springer **(Scopus)**
2. Sousa, MJ (forthcoming, 2017). Prospective Innovation Competencies to Potentiate Global Trade, in Handbook of Strategic Innovation Management for Improved Competitive Advantage, Jamil, G. (Ed.), IGI Global
3. Sousa, MJ (forthcoming, 2017). Decision Making Processes for Effective Problem Solving in Neuroeconomic and Behavioral Aspects of Decision Making, edited by K. Nermend and M. Łatuszyńska, Springer Verlag (Business & Economics) **(WOS)**
4. Jacquinet, Nobre, A., Curado, H., M. Sousa, MJ, Pimenta, R., Arraya, M., Martins, E. (forthcoming 2017). Management of Tacit Knowledge and the Issue of Empowerment of Patients and Stakeholders in the Health Care Sector in Handbook of Research on Tacit Knowledge Management for Organizational Success, Jamil, G. & Jaziri-Bouagina, D. (Ed.), IGI Global

5. Sousa, MJ (forthcoming 2017). Tacit Knowledge as a Driver for Competitiveness in Handbook of Research on Tacit Knowledge Management for Organizational Success, Jamil, G. & Jaziri-Bouagina, D. (Ed.), IGI Global
6. Sousa, MJ, Moniz, J. & Martins, J. (forthcoming 2017). Corporate Social Responsibility – Competitive factor for Brazil and Cape Verde Tourism, in Koutra, C., Social Responsibility: application of good practices and malpractices in tourism and hospitality industry, in the developing world, Nova Science Publishers
7. Sousa, MJ (2017). Human Resources Management Skills Needed by Organizations in Leadership, Innovation and Entrepreneurship as Driving Forces of the Global Economy. Editors Rachid Benlamri and Michael Sparer. Springer
8. Sousa, MJ, Cruz, R. Dias, I., Caracol, C. (2016) Information management systems in the supply chain in Handbook of Information Management for Logistics: Approaching improvements in Supply Management systems, Jamil, G. (Ed.), IGI Global
9. Sousa, MJ (2016). Knowledge Creation through Action Research in Knowledge Creation and Transfer: New Research. Nova Science Publishers
10. Sousa, MJ., Lima, F. & Martins, J. (2016). Project Management in 2016 Olympic Games in Rocha, A. et al. Advances in Intelligent Systems and Computing, 2016, Springer (ISI and Scopus)
11. Sousa, MJ, (2016). IT as a Driver for New Business in Rocha, A. et al. Advances in Intelligent Systems and Computing, 2016, Springer (**Scopus**)
12. Sousa, MJ. (2015). Estratégias empresariais: a importância da formalização in Estratégias Defensivas: Assegurando Vantagens Competitivas já Conquistadas. Editores: Jamil, G. & Pessoa, C. Editora Nova Terra, Brasil
13. Dias, I. & Sousa, MJ. (2015) Business Intelligence applied to Human Resources Management. in Rocha, A. et al. Advances in Intelligent Systems and Computing Volume 354, 2015, pp 105-113, Springer (**Scopus**)
14. Sousa, MJ, Cascais, T & Rodrigues, JP (2015). Action Research Study on Individual Knowledge Use in Organizational Innovation Processes. in Rocha, A. et al. Advances in Intelligent Systems and Computing Volume 354, 2015, pp 105-113 Springer (**Scopus**)
15. Figueiredo, P.; Sousa, M.J. (2015). Leaders and followers: the leadership style perceived in modern organizations, in Handbook of Research on Information Architecture and Management in Modern Organizations, Jamil, G. (Ed.), IGI Global (**Scopus**)
16. Sousa, M.J. Moço, I. (2015). Management in Modern Organizations, in Handbook of Research on Information Architecture and Management in Modern Organizations, Jamil, G. (Ed.), IGI Global (**Scopus**)
17. Sousa, M.J. (2015). Innovation: the key for creating and sharing knowledge, in Effective Project Management through the Integration of Knowledge and Innovation, Jamil, G. (Ed.), IGI Global (**Scopus**)
18. Sousa, M.J. (2013). Knowledge Integration in Problem Solving Processes, in Advances in Intelligent Systems and Computing, Vol. 206 Rocha, Á., Correia, A.M., Wilson, T., Stroetmann, K.A. (Eds.) 2013, XXII, 1160 p. SPRINGER, 2013, DOI 10.1007/978-3-642-36981-0\_10, ISBN 978-3-642-36980-3, ONLINE ISBN 978-3-642-36981-0, ISSN 2194-5357 (Indexed DBLP and Scopus ID: 2-s2.0-84876267984)
19. Sousa, M.J. (2013). Knowledge and Innovation Dilemmas, Lambert Academic Publishing, ISBN 978-3-659-27870-9
20. Sousa, M.J; Baptista, C. (2011). Como fazer Investigação, Dissertações, Teses e Relatórios. Lisboa, Factor/Lidel.
21. Sousa, M.J. Borges Gouveia, J. (2009). Creating knowledge in the battlefield, in Morin, E., Ramalho, N., Neves, J. and Savoie, A. New research trends in effectiveness, health, and work: A Criteos scientific and professional account. Montreal: Criteos/HEC-Montreal
22. Sousa, M.J. Duarte, T. (2009). Corporate Social Responsibility? An exploratory analysis of Portuguese SMES, in Morin, E., Ramalho, N., Neves, J. and Savoie, A. New research trends in effectiveness, health, and work: A Criteos scientific and professional account. Montreal: Criteos/HEC-Montreal



23. Sousa, M.J. (2007). *Emergence of Organisational Innovation: Portuguese Public Policies in New Forms of Work Organisation and Industrial Relations in Southern Europe*. UK. Peter Lang
24. Sousa, M.J.; Duarte, T; Sanches, P.; Gomes, J. (2006). *Gestão de Recursos Humanos: métodos e práticas*. Lisboa, Editora Lidel
25. Sousa, M.J. (1999). *Teletrabalho em Portugal: Difusão e Condicionantes*.Lisboa, FCA.

## Conferences

<b>Conferences Organisation and Scientific Committee</b>	<p>WorldCISTI 17 – Workshop Business Intelligence in Organizations (BIO), AISTI – Porto Santo, Madeira, 2017</p> <p>WorldCISTI 16 – Workshop Innovation in Information Management (IIM), AISTI – Recife, Brazil, 2016</p> <p>WorldCISTI 15 – Workshop Business Intelligence, AISTI - Azores, 1, 2, 3 April 2015</p> <p>4ª CIEM -Conferência Ibérica sobre Empreendedorismo, Empreend – Associação Portuguesa para o Empreendedorismo &amp; Universidade de Vigo, 23 a 26 Outubro 2014</p> <p>GREAT Lisbon Conference on Games &amp;TEL, Lisbon, 16 and 17 September, APG and ISCTE/IUL 2013</p> <p>3ª CIEM -Conferência Ibérica sobre Empreendedorismo, Empreend – Associação Portuguesa para o Empreendedorismo, AISTI &amp; Audax-Iscte/IUL - Lisboa, 26 e 27 September 2013</p> <p>2ª CIEM -Conferência Ibérica sobre Empreendedorismo, Empreend – Associação Portuguesa para o Empreendedorismo &amp; Facultad de Ciencias Económicas y Empresariales da Universidad Autónoma de Madrid, Madrid, 1 e 2 Outubro 2012</p> <p>1ª CIEM -Conferência Ibérica sobre Empreendedorismo, Empreend – Associação Portuguesa para o Empreendedorismo, Cascais, 27 e 28 Outubro 2011</p>
<b>Conferences Scientific Committee member</b>	<ul style="list-style-type: none"> <li>– WorldCisti 2013, 2014, 2015, 2016, 2017</li> <li>– ICIEMC 2014, 2016</li> <li>– Cisti 2012, 2016, 2017</li> <li>– 7th Mediterranean Conference on Information Systems, 2012</li> <li>– CIEM, 2011, 2012, 2013, 2014, 2015, 2016</li> </ul>
<b>Evaluation Committees Recruitment and Selection</b>	<ul style="list-style-type: none"> <li>– Innovation and Quality Manager, AMA, IP (Portuguese Ministry Council Presidency), 2010</li> <li>– Human Resources Director, Portuguese Ministry of Education and Science, 2014</li> <li>– Quality and Auditing Manager, Casa Pia de Lisboa, MTSS, 2015</li> <li>– Quality and Auditing Manager, Instituto de Informática, MTSS, 2015</li> </ul>

**Conferences  
Participation  
as a Speaker**

**International Conferences**

- IEF 15<sup>th</sup> International Entrepreneurship Conference, 14-16 December, Venice
- WorldCist 2016, Recife, Brazil (2 papers published)
- 11th European Conference on Management Leadership and Governance (ECMLG 2015), ACPI, Lisbon, Portugal (3 papers published)
- UFHRD 2015 (International Conference on Human Resource Development Research and Practice). University College Cork, Ireland Game Based Learning Developing Skills in Education and Training.
- WorldCist 2015, Azores Portugal (2 papers published)
- International Conference on Educational Technologies and Education (ETE 2015), Viena, Austria Training and Work Skills
- AEBD '14 – WSEAS, Lisbon (“Prospective Analysis on Innovation Competencies”)
- AEBD '14 – WSEAS, Lisbon (“Entrepreneurial Skills Development”)
- CIEM 2014, Vigo, 26, 27 October (“Desenvolvimento de Competências para a criação de uma Cultura de Empreendedorismo”)
- ICIEMC 2014 - International Conference on Innovation and Entrepreneurship in Marketing and Consumer Behaviour, Aveiro 1, 2 May 2014 (IPAM Aveiro) – (“Public Policies for Workplace Innovation in Portugal - Back to the Future?”)
- Great, Lisbon 16, 17 September, 2013 (Game Based Learning)
- INTED 2011, Valencia March 2011 (“The Emergence of an e-Community”).
- ECIE 2010, Athenes 16 and 17 September de 2010 (“Knowledge Integration”).
- EDULEARN 2010, Barcelona 5, 6 and 7 July 2010 (“WIKIS as learning arenas”).
- ICERI 2009, MADRID 16, 17 and 18 November 2009 (“Innovation Culture – the key competence”).
- III International Forum Criteos, Criteos Institute and ISCTE, Lisbon, November 2006 (“Action Research: Creating knowledge in the battlefield”).
- Social Dialogue Third Inquiry - The Policy Challenge, Brussels, 27th and 28th February 2006 (“The role of public policies of innovation in Portugal”).
- Congresso Internacional Educação e Trabalho: representações sociais, competências e trajetórias profissionais, Universidade de Aveiro, Maio 2005 (“Uma aproximação às competências promotoras da inovação organizacional”).
- New Forms of Work Organisation, Instituto per il Lavoro (European Commission), Rome, 1 and 2 of April 2004 (“Emergence of Organisational Innovation”)
- Telerisk, Universidade Nova de Lisboa, Faculdade de Ciência e Tecnologia, 2001 (“Teletrabalho: reflexão sobre contextos de relações laborais”).
- ISTAR, Biblioteca Municipal de Oeiras, Oeiras 2000 (“Teletrabalho em Portugal”)

**National Conferences**

- Seminário Metodologias de Investigação – ISCAC Business School of Coimbra, June 2012 and May 2014
- Jornadas da Ciência da Informação – FEUP, Porto 17 de Maio de 2010 (“Rede Comum de Conhecimento”)
- Seminário Conhecer, Intervir e Desenvolver: Mudanças Profissionais e Educativas, APDES – CACE CULTURAL Porto, 17 e 18 de Maio de 2007 (“O Trabalho e a Formação pelo Prisma das Competências”).
- Conferência Inovação Organizacional, APG - Lisboa, Fevereiro 2006 (“Papel dos actores-chave na Promoção da Inovação Organizacional”).
- XI Encontro Nacional da Apsiot, Auditório da AICCOPN, Porto, Novembro 2005 (“Responsabilidade Social das Organizações? análise exploratória em PME”).
- VI Simpósio Comportamento Organizacional, Faculdade de Psicologia e de Ciências da Educação Universidade de Lisboa, Setembro 2005 (“Práticas de Gestão de Recursos Humanos no sector da Metalomecânica”)
- Congresso Políticas Públicas para o Desenvolvimento. Lisboa, ISCTE, Junho 2005 (“Uma Visão sobre a Inovação Organizacional no Âmbito das Políticas Públicas”)



<b>Master Supervisor</b>	<p><b>Universidade Europeia – Laureate International Universities</b></p> <ol style="list-style-type: none"> <li>1. Master Supervisor Mónica Rodrigues (Master in Human Resources Management) since October 2015 with the theme “Práticas de Responsabilidade Social numa Indústria Alimentar: ESTUDO DE CASO”</li> <li>2. Master's Supervisor of Orlando Fontan (Master in Entrepreneurship and Innovation Management) October 2011 to March 2015, with the theme “A influência da Liderança das PME portuguesas da Inovação”</li> <li>3. Master's Supervisor of António Pesqueira (Master in Entrepreneurship and Innovation Management) March 2013 to July 2013, with the theme “O impacto da Competitive Intelligence nos processos de Inovação das empresas do sector das Tecnologias de Informação e Comunicação em Portugal”</li> <li>4. Master's Supervisor of Sara Oliveira (Master in Human Resource Management) since October 2011, with the theme “Influence Performance Assessment in Motivating Employees”.</li> <li>5. Master's Supervisor of Joana Messias (Master in Human Resources Management) since October 2011, with the theme O Papel das Tecnologias de Informação como instrumento da comunicação organizacional: A Motivação como fator influenciador</li> <li>6. Master's Supervisor of Pedro Mendonça ((Master in Human Resources Management) since October 2010, with the theme Empenhamento Organizacional.</li> <li>7. Master's Supervisor of Marta Sampaio (Master in Entrepreneurship and Innovation Management) 2009 /2011, with the theme “Inovação nos Serviços: A relação existente entre o carácter inovador da organização e os vínculos contratuais estabelecidos com os seus colaboradores”.</li> <li>8. Master's Supervisor of Paula Figueiredo (Master in Human Resources Management) October 2009/ 2012, with the theme “A Sucessão e o Desenvolvimento de Liderança no Interior das Organizações” (18 valores) <b>Menção Honrosa</b> – Prémio Nacional Melhor Tese de Mestrado em Gestão de Recursos Humanos e Comportamento Organizacional.</li> </ol>
	<p><b>Universidade Aberta</b></p> <ol style="list-style-type: none"> <li>1. Master's Supervisor of Carlos Cruz (Master in Management/ MBA) 2011-2014</li> </ol>
<b>PhD Supervisor</b>	<p><b>ISEGI – Universidade Nova de Lisboa</b></p> <ol style="list-style-type: none"> <li>1. Master's Supervisor Rui Chen (Master in Information Management – Specialization in Knowledge Management and "Business Intelligence, 2012-2015, with the theme “Proposta de desenvolvimento de um sistema de gestão do conhecimento na Confederação dos Profissionais de Recursos Humanos dos Países de Língua Oficial Portuguesa”</li> </ol> <ol style="list-style-type: none"> <li>1. PhD Co-Supervisor Ricardo Marcão (PhD in Management, since March 2016, with the theme “Coaching Model for IT Framework”, Universidade Europeia</li> <li>2. PhD Co-Supervisor Carla Caracol (Doutoramento em Ciências Sociais Especialidade em Comportamento Organizacional, since October 2014, with the theme “A Gestão do Talento: Conceito, Práticas e Retorno do Investimento”), Instituto Superior de Ciências Sociais e Políticas</li> <li>3. PhD Supervisor João Farinha (PhD in Management, since March 2015, with the theme “How do Leadership fosters Communication and impacts Employees Responsibility and Autonomy?”), Universidade Europeia</li> <li>4. PhD Co-Supervisor Paula Figueiredo (PhD in Management, since October 2014, with the theme “COMPETENCIES FOR EFFECTIVE LEADERSHIP”), Universidade Europeia</li> </ol>

**PhD  
Evaluation  
Committee**

1. Member of the evaluation committee of Pedro José Mazissa Gomes, for the degree of Doctor in Management, Human Resources Specialization. (Diário da República, 2.ª série — N.º 251 — 27 de dezembro de 2013, Despacho (extrato) n.º 16850/2013, p. 36942), Universidade Aberta
2. Member of the evaluation committee of Paulo Fernando Robalo Lisboa Bento, for the degree of Doctor in Social Sustainability and Development. (Diário da República, 2.ª série — N.º 55 — 18 de março de 2016, Despacho (extrato) n.º 3997/2016, p. 9651), Universidade Aberta
3. Member of the Evaluation committee of Filipe Sá for the degree of Doctor with the theme “Metodologia para Avaliação do Governo Eletrónico Local Online”, Vigo University (July 2016)
4. Member of the Evaluation committee of Nágila Hinckle for the degree of Doctor with the theme “Educação, Inovação e Empreendedorismo: Implicações Pedagógicas da Orientação Empreendedora Educacional”, Universidade Federal de Santa Catarina, Brasil (November 2016)

**Master  
Evaluation  
Committee**

1. Member of the evaluation committee of Orlando Fontan Master dissertation defense (Master in Entrepreneurship and Innovation Management) March 2015, with the theme "A influência da Liderança das PME portuguesas da Inovação"
  2. Member of the evaluation committee of Rui Chen (Master in Information Management – Specialization in Knowledge Management and "Business Intelligence, January 2015, with the theme "Proposta de desenvolvimento de um sistema de gestão do conhecimento na Confederação dos Profissionais de Recursos Humanos dos Países de Língua Oficial Portuguesa"
  3. Member of the evaluation committee of Carlos Cruz (Master in Management/ MBA), Universidade Aberta, December 2014, with the theme "A influência do Estilo de Liderança na Resolução de uma situação de alteração de Ordem Pública em Portugal"
  4. Member of the evaluation committee of Ana Margarida Barata Master dissertation defense (Master in Management Strategy), Universidade Europeia, 28 of July 2014, with the theme "Análise das Declarações de Valores Missão e Visão em empresas portuguesas – categorização e impacto"
  5. Member of the evaluation committee of Avelina Popyeinawa Master dissertation defense (Master in Entrepreneurship and Innovation Management), Universidade Europeia, 3 of June 2014, with the theme "A aquisição de tecnologia pelas PMEs como alavanca para a competitividade"
  6. Member of the evaluation committee of Sérgio Monteiro Master dissertation defense (Master in Management Strategy), Universidade Europeia, 28 of April 2014, with the theme "Alianças: Estratégia de internacionalização das PME portuguesas"
  7. Member of the evaluation committee of António Pesqueira Master dissertation defense (Master in Entrepreneurship and Innovation Management), Universidade Europeia, 19 of December 2013, with the theme "O impacto da Competitive Intelligence nos processos de Inovação das empresas do sector das Tecnologias de Informação e Comunicação em Portugal"
  8. Member of the evaluation committee of Laura Baptista (Master in Entrepreneurship and Innovation Management), Universidade Europeia, 16 of December 2013, with the theme "O Empreendedorismo Feminino no distrito de Setúbal: a mitigação do desemprego em idade ativa"
  9. Member of the evaluation committee of Roberto Rodrigues (MBA in Management), Universidade Aberta, 8 of June 2013, with the theme "Factores motivacionais do indivíduo na manutenção e selecção de um trabalho"
  10. Member of the evaluation committee of Rui Caiado (MBA/Management), Universidade Aberta, 11 May 2012, with the theme "Liderança(s): Entre Desafios e Limitações – Estudo em Centros de Inspeção Técnica de Veículos"
  11. Member of the evaluation committee of Paula Figueiredo (Master in Entrepreneurship and Innovation Management) Isla Campus Lisboa – Laureate International Universities, 23 of February 2012, (A Sucessão e o Desenvolvimento de Liderança no Interior das Organizações).
  12. Member of the evaluation committee of Marta Sampaio (Master in Entrepreneurship and Innovation Management) Isla Campus Lisboa – Laureate International Universities, 25 of October 2011 (Inovação nos Serviços: A relação existente entre o carácter inovador da organização e os vínculos contratuais estabelecidos com os seus colaboradores)
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**Guest Editor, Associate Editor, Reviewer and Scientific Committee member**

<b>Associate Editor &amp; Reviewer</b>	<i>Journals</i> <ul style="list-style-type: none"><li>– Reviewer – Mobile Networks and Applications – Springer (impact factor 1,5) (indexed by ISI)</li><li>– Reviewer - Administrative Science Quartley – Sage (impact factor 3,4) (indexed by ISI)</li><li>– Associate Editor - Sage Open (indexed by Scopus and ISI)</li><li>– Review RISTI (indexed by ISI)</li><li>– Editor for the Elsevier Editorial System (EES) - Investigaciones Europeas De Dirección y Economía de la Empresa (indexed by ISI and Scopus)</li><li>– Associate Editor - The International Journal of Knowledge Culture and Change Management (indexed by Scopus)</li><li>– Associate Editor - Knowledge Management: An International Journal (indexed by Scopus)</li><li>– Associate Editor - Organizational Cultures: An International Journal (indexed by Scopus)</li><li>– Reviewer - Independent Journal of Management and Production</li></ul>
<b>Guest Editor</b>	<ul style="list-style-type: none"><li>– Journal of Business Research – Elsevier (impact factor 2,129, Wos, Scopus and Scimago Q1)</li><li>– Guest Editor UAIS – Universal Access in the Information Society, Springer (impact factor 0,656 Wos, Scopus and Scimago Q3)</li><li>– Guest Editor <i>IET</i> Software (impact factor 0,473 WOS, Scopus and Scimago Q2)</li></ul>

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**References**

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<b>Professor Richard Ennals</b>	<ul style="list-style-type: none"><li>– Emeritus Professor at Kingston University</li><li>– Professor at Agder University (Norway)</li><li>– Professor at Linnaeus University (Sweden) richard.ennals@gmail.com</li></ul>