

## LEONOR CARDOSO

**Name:** Leonor Maria Gonçalves Pacheco Pais Andrade    **Family Name:** Cardoso

### 1. Academic Degrees

- **License** in Psychology, Faculdade de Psicologia e de Ciências da Educação – Universidade de Coimbra (FPCE – UC), 1985.
- **Master** in Psychology, Faculdade de Psicologia e de Ciências da Educação – Universidade de Coimbra (FPCE – UC), 1997.
- **PhD** in Psychology, area of specialization Work and Organizational Psychology: “Doutoramento em Psicologia, área de Psicologia do Trabalho e das Organizações” – Universidade de Coimbra (FPCE – UC), 2004.

**2. Position in the University:** Auxiliary Lecturer. Member of the Board of the Faculty. Member of the Representatives’ Assembly.

### 3. Teaching experience in Work and Organizational Psychology:

#### - Pré-graduate teaching:

- **From 1995/96:** lecturing specific subjects in the area of Work and Organizational Psychology, in the degree course in Psychology: Psychological Intervention in Groups, Organizational Psychology, Organizational Behaviour, Psychology of Organizations, Techniques of Intervention in Organizations, Methodology of Investigation in Work and Organizational Psychology, Human Resources Management and Psychology of Organizations (*work practice*) - Faculty of Psychology and Education Science - University of Coimbra.
- **1990/91 - 1995/96:** Human Resources Development, Human Resources Management I and II, Special Techniques of Human Resources Management and Coordinating of work placement activities – Degree in Management and Social Development – University Institute for Social Development and Improvement at the Catholic University of Portugal – Viseu;
- **1995/96:** Sociology of Organizations, Human Resources Management and Special Education – Degree in Tourism, Hotel Management and Spas and Degree in Teaching – Higher Institute of Education Science;
- **1996/97** – Human Resources Management and Organizational Behaviour – Degree in Business Management and Degree in Specialized Higher Studies in Business Management – Higher School of Technology at Viseu Polytechnic Institute.

#### - Post-graduate teaching (masters)

- **1997/98** – Organizational Learning - Master in Psychology of Organizations – University of Minho;
- **2004/05** - Organizational Theories: From Classic Approaches to the Recent Theories (seminar integrated in the subject of Psycho-sociology of Organizations) - Master in Administration and Planning in Education – Portucalense Infante D. Henrique University.
- **2004/05:** Investigator of the research line “Culture, Knowledge and Learning in Organizations” – Master in Psychology of Organizations – Faculty of Psychology and Education Science at the University of Porto.

#### **- Post-graduate teaching doctoral studies**

Supervision of doctoral theses in Work and Organizational Psychology:

- Samuel Monteiro (Doctorate in the Psychology of Organizations at the Faculty of Psychology and Education Science at the University of Coimbra)
- Elizabete Brito (Doctorate in the Psychology of Organizations at the Faculty of Psychology and Education Science at the University of Coimbra)

#### **4. Research:**

- Member of the Research Unit on Work and Organizational Psychology of the University of Coimbra – NEFOG and Investigator for the Project “Organizational Learning: Knowledge Management” (PRAXIS/C/PSI/10255/1998), financed by the Foundation for Science and Technology, Ministry of Science and Technology (1999-2001).
- Member of the ISR Research Unit (Institute of Systems and Robotics) at the University of Coimbra. This unit was positively evaluated by international experts and classified with Very Good. Therefore has been financed on a pluri annual basis by (FCT) according to the Portuguese law.
- Member of the MOISIG<sup>1</sup> (Management, Organizations and Information Systems Interest Group).

#### **- Recent publications:**

- Cardoso, L. (2000). Aprendizagem organizacional. *Psychologica*, 23, 95-117.
- Cardoso, L., Babo, R., Batista, J., Lousã, M., Rebelo, T., & Sarmiento, A (2000). MOISIG: a spontaneous Community of Practice. In D. Remenyi (Ed.), *First European Conference on Knowledge Management* (pp. 77-89). Bled, Slovenia: Bled School of Management.
- Batista, J., Sarmiento, A., Rebelo, T., Lousã, M., Babo, R., & Cardoso, L. (2001) MOISIG: A Knowledge Management Example. In M. Khosrowpour (Ed.), *Managing Information Technology in a Global Economy, Proceedings of the International Conference of Information Resources Management Association*, Toronto, Canada. Idea Group Publishing, Hershey, USA, 922-923.
- Sarmiento, A., Batista, J., Cardoso, L., Lousã, M., Babo, R., & Rebelo, T. (2002). A Learning Process: Some reflections about action research. In M. Khosrowpour (Ed.), *Issues and Trends of Information Technology Management in the Contemporary Organizations, Proceedings of the International Conference of Information Resources Management Association* (pp 1093–1094), Seattle, Washington (USA). Idea Group Publishing, Hershey, USA.
- Cardoso, L., Gomes, A. D. & Rebelo, T. (2003). Gestão do conhecimento: Dos dados à informação e ao conhecimento. *Comportamento Organizacional e Gestão*, 1 (9), 55-84.
- MOISIG (2003). The Communication in the Communities of Practice: is there a “best” tool?, In M. Khosrow-Pour (Ed.), *Information Technology and Organizations: Trends, Issues, Challenges and Solutions, Proceedings of the International Conference of the*

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<sup>1</sup> The members of MOISIG (Management, Organisations and Information Systems Interest Group) are: Anabela Sarmiento, João Batista, **Leonor Cardoso**, Mário Lousã, Rosalina Babo and Teresa Rebelo.

*Information Resources Management Association*, de 18 a 21 de Maio, Filadélfia (PA), Hershey: Idea Group Publishing (CD-ROM Edition).

- Sarmento, A., Batista, J., Cardoso, L., Lousã, M., Babo, R., & Rebelo, T. (2003). The use of action research in the improvement of communication in a community of practice: The MOISIG case. In E. Coakes (Ed.), *Knowledge management: Current issues and challenges* (pp 274–290). London: IRM Press.
- Cardoso, L. (2003). Gerir conhecimento e gerar competitividade: Estudo empírico sobre a gestão do conhecimento e seu impacto no desempenho organizacional. Dissertação de Doutoramento em Psicologia. Especialização em Psicologia do Trabalho e das Organizações. Apresentada à Faculdade de Psicologia e de Ciências da Educação da Universidade de Coimbra. Disponível em [www.ariadne-editora.com](http://www.ariadne-editora.com)
- Cardoso, L. (2004). Gestão do conhecimento: o contributo de Polanyi. *Itinerários*, 6, 129-135.
- Cardoso, L., Gomes, A. D., & Rebelo, T. (2005). Para uma conceptualização e operacionalização da gestão do conhecimento. *Psychologica*, 38, (in press).
- Organization of scientific journal (thematic volume dealing with Organizational Psychology): *Psychologica* (n.º 38, 2005)
- **Participation in granted research projects.**

Collaboration with various organizations, development of projects in partnerships that led to the carrying out of different studies, including the following:

- Cardoso, L., Rebelo, T., & Brito, E. (2000). *Human resources in the industrial sector of the district of Viseu*. Viseu Regional Business Association (in 2001 a CD-ROM was published by IEFPP).
- Cardoso, L., Brito, E., Rebelo, T., & Oliveira, S. (2000). Study of human resources in the forestry sector (Arganil, Carregal do Sal, Mortágua, Oliveira do Hospital, Penacova, Santa Comba Dão, Tábua). Tábua Forestry Association (in 2001 a CD-ROM was published by IEFPP).
- Cardoso, L., Rebelo, T., & Lourenço, F. (2001). *Industrial Organizations in a Learning Process: Looking at the Region of Viseu*. Viseu Regional Business Association.
- Cardoso, L., & Lourenço, P. R. (2004). *Lafões Social Support Association: Organizational Diagnosis*.

## **6. Professional activity**

- 1985/88 – Consulting in the field of Human Resources in different organizations.
- 1989/92 – Human Resources Director - *Eurocentro*, Management, Training and Development Consultants, Ltd., *Consistor*, Human Systems Consultants, Ltd., Centre of Computerised Psychological Assessment.

- 1992/95 – Director of the Portuguese Association of Cerebral Paralysis – Viseu Regional Centre.
- Participation in Conferences, various training actions for company executives, organized and participated in various courses and seminars.