

PAULO RENATO MARTINS RIBEIRO DA SILVA LOURENÇO

1. **License** in Psychology (Faculty of Psychology and Education Sciences at the University of Coimbra - FPCEUC)
2. **PhD** in Psychology, area of specialization in Work and Organizational Psychology (FPCEUC)
3. **Position in the University:** Auxiliary Lecturer. Member of the Representatives' Assembly. Member of Senate and its teaching and pedagogical section.
4. **Teaching experience in Work and Organizational Psychology:**

- Undergraduate teaching:

- 1987/88 - 1994/95: *Psycho-sociology of Organizations I* and *Psycho-sociology of Organizations II* – Degree in Management and Social Development – University Institute for Social Development and Improvement at the Catholic University of Portugal – Viseu;
- From 1989: *Psychological Intervention in Groups, Work Groups and Teams, Organizational Training and Development, Organizational Psychology, Investigation Methodology in Psychology of Work and Organizations* and *Psychology of Organizations (work practice)* – Degree in Psychology– FPCEUC;
- 2003/2004: *Work Groups and Teams: development and effectiveness* (research seminar) – Degree in Social Psychology and Psychology of Organizations – Higher Institute for Work and Business Science (ISCTE).

- Post-graduate teaching (Masters).

- 1991/92 – 1992/1993: *Psycho-sociology of Organizations* (Production Management) – University Institute for Social Development and Improvement at the Catholic University of Portugal – Viseu;
- From 2003/04: *Organizational Behaviour* (MBA and MLog); *Organizational Behaviour and Workteam Management* (General Management Course); *Organizational Behaviour and Human Resource Management* (Executive MBA and Marketing MBA) – Porto School of Management – University of Porto
- 2004/05: Coordinator of the research line “*Workteams and Systems of Organizational Coordination*” (Psychology of Organizations) – Faculty of Psychology and Education Science at the University of Porto.
- 2003: *Groups in the field of organizations: effectiveness and levels of group development* (Administration and Planning in Education) – Portucalense Infante D. Henrique University.

- Post-graduate doctoral studies

- 2003: *Groups in the field of organizations: effectiveness and levels of group development* (seminar) – Programme of Post-graduate studies (Doctoral

Programme) in Social and Organizational Psychology– Higher Institute of Work and Business Science (ISCTE)

Scientific Supervision

- *Isabel Cristina Dórdio Dimas* (Doctorate in the Psychology of Organizations at the Faculty of Psychology and Education Science at the University of Coimbra)
- *João Carlos Pereira Guedes de Pinho Oliveira* (Doctorate in Sport and Physical Education Science, Speciality in Sport Science – Subject of Sport Psychology at the Faculty of Sport and Physical Education Science at the University of Coimbra – co-orientation)

5. Research:

- Member of the Research Unit on Work and Organizational Psychology of the University of Coimbra – NEFOG/FPCEUC
- 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 CITTE (Centre for Investigation and Training in Work Teams) at EGP (Porto School of Management – University of Porto).
- Member of the Editing committee of the *Psychologica* Journal.

Recent publications:

- Carvalho, C., Gomes, A.D. & Lourenço, P. R. (in press) – Análise Discursiva da Gestão de Stakeholders: emergência e implicações dos discursos dos gestores no comportamento organizacional, *Psychologica*, 38.
- Dimas, I. D., Lourenço, P.R. & Miguez, J. (in press) – Conflitos e Desenvolvimento nos Grupos e Equipas de Trabalho – uma abordagem integrada, *Psychologica*, 38.
- Lourenço, P. R. (2000). Liderança e eficácia: uma relação revisitada, *Psychologica*, 23, 119-130.
- Lourenço, P. R. (2002). *Concepções e dimensões da eficácia grupal: desempenho e níveis de desenvolvimento*. Dissertação de Doutoramento não publicada. Faculdade de Psicologia e de Ciências da Educação, Universidade de Coimbra, Coimbra.
- Lourenço, P. R. & Gomes, A. D. (2003). Da pluralidade à bidimensionalidade da eficácia dos grupos/equipas de trabalho, *Psychologica*, 33, 7-32.
- Lourenço, P. R., Miguez, J., Gomes, A.D. & Carvalho, C. (2004). Eficácia Grupal: análise e discussão de um modelo multidimensional, *Psychologica*, Extra-Série, 611-621.
- Lourenço, P. R., Miguez, J., Gomes, A. D. & Freire, P. (2000). Equipas de trabalho: eficácia ou eficácias? In A. Duarte Gomes, António Caetano, José Keating & Miguel Pina e Cunha (Eds.), *Organizações em Transição: Contributo da Psicologia do Trabalho e das Organizações*, Imprensa da Universidade de Coimbra, Coimbra.
- Oliveira, J.C., Miguez, J. & Lourenço, P. R.. (in Press) – O Desenvolvimento dos Grupos: A questão da sequencialidade

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:

- Gomes, A. D. & Lourenço, P. R.. (1998). Study of the socio-economic characterisation of the community of Tavadede.
- Cardoso, L., & Lourenço, P. R.. (2004). Lafões Social Support Association: Organizational Diagnosis.

6. Recent Professional activities (from 1997):

- 1997: *Time Management* (training course) – Portuguese Association for Cerebral Paralysis (APPC) – Central Region – Coimbra.
- 1997 and 1998: *Study of the socio-economic characterisation of the community of Tavadede* (study and presentation) – Casa de Nossa Senhora do Rosário/Tavadede Local Council – Tavadede.
- 1998: *Teamwork and effectiveness* (Outdoor training) – *Team Work Outdoor Camp/4º Bivaque boreales* – Caldas da Rainha.
- 1999: *Group Dynamics – Management Seminars (SemGest)* (Workshop) – Department of Computer Engineering at the Faculty of Science and Technology at the University of Coimbra – Coimbra.
- 2000: *Group Processes* (training course) – FAPSUR-SUSSEX – Souzelas/Montemor-o-Velho.
- 2000: *Training of Trainers: Group Communication and Motivation* (training course) – Work and Professional Training Institute (IEFP) – Coimbra.
- 2000: *Group Effectiveness I* (Workshop) – MBA – Porto Management School (EGP) – Porto.
- 2000: *Group Dynamics* (Workshop) – *II Days of Education Science – Faculty of Psychology and Education Science at the University of Coimbra* – Coimbra.
- 2001: *Leadership* (training course) – Eugénio de Castro Secondary School – Coimbra.
- 2001: *Effectiveness and Development of Work Groups/Teams* (General Course of Business Management) and *Development, Effectiveness and Leadership of Work Groups/Teams* (Management Executive MBA) (Workshops) – EGP – Porto.
- 2001: *Development, Effectiveness and Leadership of Work Groups/Teams* (Workshop) – EFACEC – Porto.
- 2002: *Development, Effectiveness and Leadership of Work Groups/Teams* (Workshop) – MBA in Business Management and General Course of Business Management – EGP – Porto.

- 2003 e 2004: *Organizational Diagnosis of ASSOL* (study and presentation) – Project *From the Sea to the Mountain...More Participation* – University of Aveiro – Aveiro.
- 2003 e 2004: Scientific coordinator of the team with responsibility for the Selection of students for Technical, Artistic and Professional Institute (ITAP), in Coimbra.
- 2004: *Tasks and emotions in teamwork management* (training course) – LIPOR and Valorsul – Porto