

Lucas Monzani

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Nationality: Italian / Argentine



Current Activity (2009 – 2011)

Human Resources Research Projects

Undertaking final phase of PhD programme: Universidad de Valencia - Doctorado en Psicología de Recursos Humanos (PhD of Psychology of Human Resources)

Quality certification by the Spanish ministry of education: MCD2006-00560.

Doctoral research line: "Workgroup in new information and communication technologies"

Thesis denomination: "Authentic (Ethical) Leadership and Goal Setting practices: Effects on Performance and Psychological Well-Being"

Human Resources Consultant – Recent Projects

	Dr. Sourisseaux, Lüdemann und Partner - Beratende Wirtschaftspsychologen	Rheinstraße 40-42 D-64283 Darmstadt phone: +49 (0) 6151-39136 www.slp-wirtschaftspsychologen.de	Reference: Sina Stübig E-mail: sina@slp-wirtschaftspsychologen.de
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Project type: Executive Potential Appraisal & Assessment

Main activities and objectives:

- Perform Potential Assessment for senior level Management
 - Identify current levels for key competences: Strategic Thinking, Leadership, Client Orientation, People development
 - Diagnose Individual potential areas through psychometric tools which allow for potential developmental opportunities
 - Provide coaching advice for development areas.
- Provide expert support in all issues related to Work, Organizational and Personnel Psychology, specifically in leadership related areas.

Professional Activity (2006 – 2009)

03/2009 – 08/2009

	United Nations <u>Department of Field Support</u> DPKO/DFS SMART Team	260 Madison Ave. 8th Floor, Rm. 8038 – New York Phone: +01 212-963-1705	Reference: Lisa Kurbiel e-mail: Kurbiel@un.org
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Project type: Training Workshop for UN SMART (Senior Mission Administrative Resource Training) - Department of Field Support (DFS)

Main activities and objectives:

- Working with the SMART Resource team, develop a pre-workshop action plan in order to structure work and conduct an increase in the efficient use of SMART Resource team resources.
- Evaluate and identify work processes improvement areas for the organization and roll-out of future workshops.
- Identify existing team best practices and promote their use.
- Identify relevant training related academic research which may be applied to increase SMART Resource team effectiveness.
- Assist in the delivery of the learners' personal development contents.
- Provide Expert support for integrating learners' personal development materials into a peacekeeping related environment.
- Provide expert support as a trainer for the SMART workshop held in UNLB Training Centre, in Brindisi, Italy for a complex multi-team training simulation.
- Working closely with the SMART Resource team, propose a consistency criteria for learners role playing simulation's output.
- Provide expert support in the creation or review of the learners' personal development contents.

10/2008 – 12/2008

	United Nations Department of Field Support DPKO SMART Team	260 Madison Ave. 8th Floor, Rm. 8038 – New York phone: +01 212-963-1705	Reference: Reference: Soraya Johaar-Glick e-mail: johaar-glick@un.org
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Project type: Internship - UN SMART programme (UN Secretariat in New York)

Main activities and objectives:

- Select and interview candidates for the period January - March 2009, using the competency-based interview model of the U.N.
- Provide expert support in all issues related to Work, Organizational and Personnel Psychology
- Identify potential threats to peacekeeping operations.
- Design and integrate complex scenarios for group interaction for the face-to-face section of the training (Workshop).
- Review and proofread online training modules (E-learning) for senior field administrative.



04/2008 - 07/2008

	Tea Cegos S.A. Valencia Regional Office	Avda. Aragón, 30 (Ed. Europa) - 46021 - Valencia phone: +34 963.070.550 Fax: +34 963.070.551	Reference: Oscar Miralles valencia@tea-cegos.es
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Project type: Internship as Work and Organizational Psychologist - Master Erasmus Mundus WOP-P (EM WOP-P)


- Provided expert support for an on-line massive Recruitment & Selection Process:
 - Perform massive filtering of candidates to key positions
 - User & client web-page support
- Designed and performed a Competency-based a performance appraisal interview for managers and supervisors
- Contributed to the generation of contents for training actions
- Conducted and internal quality audit on the company's regional office

09/2006 - 06/2008

	 ALMA MATER STUDIORUM UNIVERSITA DI BOLOGNA	Full Time Paid scholarship by the European Union for the Erasmus Mundus Master on Work, Organizational and Personnel Psychology by the University of Valencia and the University of Bologna
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http://www.uv.es/erasmuswop/what_is_wop.htm


01/2006 - 07/2006

	Piroska Meleg & Asociados	O'Higgins 2056 4° of. "1" (C1428AGF) CABA - Argentina Telephones / Fax : (+54- 011) 4781-3179 / 4706-3043	Reference: Piroska Meleg Email: info@piroskayasociados.com.ar
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Project type: Training – Freelance Consultant

- Develop contents and multimedia activities for a Training program.
 - Leadership and Motivation,
 - Decision-Making techniques
 - Knowledge Management,
 - Conflict Management
 - Internal Division Collaboration & Partnering

12/2005 - 01/2006


	Geminis.net Empresa de E-Learning	Paraná 264 3º Piso Of. 28 y 29. CABA - Argentina Tel./Fax: (54-11) 4372-6091	Reference: Monica Franchini http://www.geminisnet.com.ar/
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Project type: E-Learning & On-line Training – Free-lance E-Teacher / Tutor

- Develop contents an e-learning course: "Applied Creativity for organizations" (four asynchronous modules) from a psycho-social approach.
- Mentor and coach students in the synchronic phase of the course (via chat)

Work experience (2009-1998)


08/06/2005 - 06/12/2005

	Tramont S.A. Industria Maderera	Septiembre Esq. Martín Fierro Belén de Escobar, Bs. As. Rio de Janeiro 447 – Pilar, Bs. As. Tel: +54 2322 667451	Reference: Dra. Susana M. Fitz-Simons email: susanmf_20@yahoo.com.ar
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Human Resources Supervisor

- Implemented a management by objectives policy for different departments of the company.
- Supervised quarterly work force Performance Appraisals.
- Re-conceptualized and redesigned workforce Recruitment criteria into a competency based approach.
- Implemented a "Train the trainers" policy for HR based training.
- Conflict management among subordinates, and other business units of the organization.

08/04/2004 - 08/05/2005

	Tramont S.A. Industria Maderera	Septiembre Esq. Martín Fierro Belén de Escobar, Bs. As. Rio de Janeiro 447 – Pilar, Bs. As. Tel: +54 2322 667451	Reference: Dra. Susana M. Fitz-Simons email: susanmf_20@yahoo.com.ar
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Human Resources Assistant

- Developed Training activities for different departments of the company
- Conducted payroll activities jointly with accounting division.
- Performed Recruitment and selection activities.
- Develop interventions to increase positive team behaviors and reduce conflicts
- Conducted work force Performance Appraisals jointly with supervisors.
- Implementation of Quality assurance control mechanisms based on statistic analysis principles

03/01/2004- 04/04/2004

Front Desk Agent


Westin St. Francis Hotel, San Francisco, California, USA

10/05/2003 – 02/01/2004

Bar Back Assistant

Westin St. Francis Hotel, San Francisco, California, USA


20/12/2002 - 04/04/2003

	Sierra at Tahoe Ski Resort	1111 Sierra-at-Tahoe Road Twin Bridges, CA 95735	Reference: Amy Cooper
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Purchasing Agent

- Prepare and organize purchase orders to our suppliers for the central warehouse.
- Developed a series of Excel worksheets in order to better organize warehouse flow
- Receive and verify orders and program deliveries for remote outlets in the mountain.
- Synchronize night deliveries with snow cat drivers.
- Inspection and Return of defective items upon deliveries

01/05/2001 - 20/12/2002

	Tramont S.A. Industria Maderera	Septiembre Esq. Martín Fierro Belén de Escobar, Bs. As. Río de Janeiro 447 – Pilar, Bs. As. Tel: +54 2322 667451	Reference: Susana M. Fitz-Simons email: susanmf_20@yahoo.com.ar
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Junior Administrative / Clerical

- Printing sales invoices
- Basic accounting duties
- Payroll control duties

01/03/1998 - 01/05/2001

A & LM Construcciones	A&LM Construcciones	Av. Roca 2817 - 2do A - Vicente Lopez Buenos Aires, Buenos Aires B1602 Argentina	Ing. Aldo Luis Monzani – Email: amonzani@gmail.com – Te: +541155140700
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Human resource Assistant

- *Recruit Administrative assistants for HR related work.*
- *Train Administrative assistants on required payroll invoices and activities Recruit Construction workers, as requested by the company's director.*
- *Supervise Weekly payroll, ensure proper delivery of cash payment and electronic transfers*
- *Address and report work related injuries to the company's insurance & medicare.*
- *Developed introductory safety training actions for new workers in order to reduce work related accidents.*
- *Liaison with company's accountant to provide employee's tax related information.*

Achievements & Contests Awards Received, Published works, Academic Papers

Invited professor for the topic interventions on Quality of Work Life, at the Master in Human Resource Managment.

Place and date: Universidad de Valencia - May 24th, 2011.

Organizer: Universidad de Valencia.

Guest Speaker for Work, Organizational and Personnel Psychology at multidisciplinary conference: Winter Week, 2011 at Bologna University

Place and date: Universita di Bologna, Italy , from March 2nd to March 4th.

Organizer: Alma Mater Studiorum di Bologna.

Poster admitted to SECESA 2008 (System Engineering and Concurrent Engineering for Space Applications)

Place and date: Universita di la Sapienza, Rome, from October 15th to 17th.

Organizer: La Sapienza y European Space Agency Concurrent Design facility (ESA CDF)

Space Station Design Workshop 2008

Place and date: July 2008, Noordwijk, Netherlands, European Space and technology exploration Centre (ESTEC) of the European Space Agency (ESA).

Organizer: Institute of Space Systems (Institut für Raumfahrtssysteme, IRS) of the University of Stuttgart. <http://www.irs.uni-stuttgart.de/SSDW/index.php>

Space station Utilization Contest Calls for European Student initiatives

Place and date: February to November 2008, Noordwijk, Netherlands, at the European Space and technology exploration Centre (ESTEC) of the European Space Agency (ESA).

Organizer: European Space Agency (ESA) www.esa.int/success

Academic Studies

Post-Graduate Studies

University of Valencia – University of Bologna

[Master Erasmus Mundus on Work, Organizational and Personnel Psychology.](#)

European Master Program of Dual Title by the Universidad de Valencia (Home) and Alma Mater Studiorum di Bologna, Italy (Host).

Average: 8,58 (out of 10)

Grade Studies

Universidad del Salvador (USAL) – Pilar, Bs. As., Argentina

[Licenciatura en Psicología \(Licensed psychologist\)](#)

Average: 8,28 (out of 10)

High School

Pilgrims' College – San Isidro, Bs. As.

[Bachiller en Letras](#)

Average: 8,06 (out of 10)

Elementary school

Further Studies by topic

Coaching

“Coaching for Improved Performance”

Place and Date: UN office building 1

Organizer: UN OHRM – Office for Human Resources, United Nations.

New Trends on I/O Psychology

Winter School Joint Intensive Learning Unit: “New Horizon on interventions in Work, Organizational and Personnel Psychology”.

- Interventions on Organizational change
- Design Methodology for Intervention in Organizational Psychology
- Developing the State of the Art on organizational Commitment
- Analysis of contextual factors affecting organizational psychology
- Organizational Justice and Ethics at workplace.

Organizer: Master Erasmus Mundus WOP-P Consortium

Team Effectiveness

- Seminar: *“Enhancing Team Processes and Team Effectiveness”* Steve Kozlowski - Michigan State University (USA)
- Symposium: *“The Limits of Virtual Working”*

Human Resource Management

- Seminar: *“The role of age and career in explaining the psychosocial experience at work”* - Prof. Fraccaroli de la Universidad de Trento (Italy)
- Seminar: *“Recovery from job stress”* dictated by Prof. Sabine Sonnentag (Universidad de Konstanz, Germany)
- Seminar: *“Justice Perceptions and Ethical Behavior in Organizations”* Dirk Steiner - Nice Sophia Antipolis (France)
- Seminar: *“The psychology of service organizations: Interacting with customers and clients.”* Dictated by Dieter Zapf (Universidad de Frankfurt, Germany)
- *“Work motivation and organizational commitment: Antecedents and consequences.”* Prof. Magnus Sverke, Department of Psychology, Stockholm University, Sweden

Organizer Universidad de Valencia, Ministerio de Ciencia e Innovación MICINN y el Banco Santander Central Hispano

I+D+i

- Seminar: *“New techniques on observational methods”* dictated by Prof. Mary Waller (Maastricht University)
- Seminar: *“Publishing in International Journals, Workshop”*. Prof. Michael Frese, University of Giessen.

Organizer: Work and Organizational Psychology Research Unit for Evidence-Based Entrepreneurship & Management and London Business School, UK

Clinical Psychology (Grade Course requirement)

Rorschach Inkblot Test - Axial Psycho diagnostic Study group. Prof. Etel Kacero, Buenos Aires, Argentina.

Intensive course on Z test (Hans Zulliger) Certification by *Asociación de Estudio e Investigacion de Psicodiagnostico (A.D.E.I.P.)* 2005

Mental Research Institute, in Palo Alto, California: attended a seminar dictated by Paul Watslavick, developer of the systemic theory approach to human interaction and communication processes.

Clinical psychology internship under supervision as grade :

Hospital Municipal de Tigre: 35 hours of supervised by the chair of Lic. Mosquera in neonatology Hospital Neuro-psiquiatrico José T. Borda: 45 hours supervised by the chair of Dr. Martín Ferreti.

Hogar “Un Lugar en el Mundo”: 25 hours supervised by the chair of Lic. Ana M. Di Summa.

Ala de Salud Mental del Hospital Municipal de Escobar: 45 hours supervised by the chair of Lic. Lucio Rodríguez.

Ala de Salud Mental del Hospital Municipal de Pilar: 35 hours supervised by Lic. Alejandra Dolera in the neonatology wing.

Languages

Spanish (Mother Tongue), English (Excellent), Portuguese (Intermediate level), Italian (Intermediate level)

1997 - International Cambridge Exam – Certificate of English Studies: Passed with Merits (A)

Interests

Sports, Arts, Computers, Classical culture, mythology, physics and Aerospace

References

Other references available by request