


The logo for IDOCAL features the word "idocal" in a lowercase, sans-serif font. The letters "i", "d", "c", and "a" are dark brown, while the "o"s are a golden-yellow color. The "o"s are stylized, with the top and bottom curves being open. The logo is centered within a white square that has a thin orange border, which is itself set against a larger orange-to-brown gradient background.

idocal

NOVEDADES  
IDOCAL  
2018

**4 - 8 de Junio**  
**Vol. 4, número 21**

A horizontal decorative bar at the bottom of the white content area, featuring a gradient from orange to blue.

- 1. WOP-P MASTER PRACTICES: THIS WEEK - OLE KRISTIAN MORK**
- 2. IDOCAL: ELECCIONS A DIRECCIÓ DE L'IDOCAL**
- 3. PARTICIPACIONES: EL PROF. JOSÉ M. PEIRÓ IMPARTE EL SEMINARIO “HAPPINESS AT WORK AND ITS RELATIONS WITH PERFORMANCE: A CRITICAL REVIEW OF THE “HAPPY-PRODUCTIVE MODEL” EN LA UNIVERSIDAD DE SHEFFIELD**
- 4. CONFERENCIAS: CONVERSATION WITH SUSTAINABLE BUSINESS PIONEERS HUNTER LOVINS AND STEWART WALLIS**
- 5. FORMACIÓN: “MIXED METHODOLOGIES AND ORGANIZATIONAL CHANGE” SUMMER SCHOOL IN VERONA**
- 6. CONVOCATORIAS: AMPLIACIÓN DEL PLAZO DEL 4º CONGRESO NACIONAL DE PSICOLOGÍA POSITIVA Y BECAS DE INSCRIPCIÓN**

## 1. WOP-P Master practices: this week - Ole Kristian Mork

We continue sharing the second year WOP-P master practice experiences. This week shares his experience:

### Ole Kristian Mork

*It hasn't been long since I was welcomed to the Polyglot Group in their European office in Barcelona. They are originally from Australia, but also have a presence in Europe, North America and South Africa and offer a range of services, such as talent acquisition, payroll, business setup and language solutions. Despite being in these different places, one thing is clear, it is one big family.*



*It was made clear to me at the start that they value diversity, different cultures and different perspectives on things. In the office there are many different nationalities who all speak several languages and even the name comes from Greek and signifies knowing many tongues and they definitely live up to it!*

*In the first week, whilst being introduced to everyone at the office I was taken out for a welcoming lunch alongside another new co-worker with the entire office and was heartily greeted into their family, as I have learnt is what Polyglot is. I was also greeted by people all the day down from Australia, giving me the sense that the company is very well connected within, which I have seen more of since.*

*I was given plenty of trust and flexibility as I was shown the project I would start working on first. Since then I have worked mostly with recruitment, which is a big part of what they do, the others in the office recruit across Europe in several different languages ranging from English to French, Italian, German as well as Arabic. They have all been very forthcoming and quickly included me into the office where we have a relaxed atmosphere with plenty of interesting discussions to have and new perspectives to hear.*

*It feels great to be included so quickly, and more recently I have been starting to provide training to everyone at the office in the form of mindfulness, which went great and was well received! We all learnt and had fun doing it too – even if we look rather serious on the photo.*

*They have been quick to provide me the space, opportunity and more importantly trust to explore different venues here, and I already feel like I am a part of the Polyglot Family, and I am looking forward to learning more throughout my stay here.*



## 2. IDOCAL: Eleccions a direcció de l'IDOCAL

Per ordre del director de l'IDOCAL, es comunica que d'acord amb el que es va aprovar en el darrer Consell extraordinari del IDOCAL, el proper dia 19 de Juny es convoquen eleccions a direcció de l'IDOCAL. D'acord amb la normativa de l'institut, els membres del Consell de l'IDOCAL participaran en aquest procés de elecció. Adjunt us remet el calendari d'eleccions.

Pot presentar-se a director o directora de l'IDOCAL el personal docent i investigador pertanyent als cossos docents universitaris o contractats estables adscrits a l'Institut, amb el títol de doctor i amb dedicació a temps complet, que hi haja estat presentat com a candidat o candidata per un 20% dels membres del Consell de l'Institut i que no haja estat revocat durant els sis mesos anteriors a l'elecció.

Per a formalitzar la presentació de la candidatura serà necessari comunicar-ho al director o directora de l'Institut, amb una antelació mínima de tres dies naturals respecte al de l'elecció. Serà preceptiva l'acceptació escrita de cadascun dels candidats i candidates, acompanyada de la fotocòpia d'un document d'acreditació personal (DNI, carnet de conduir, passaport, carnet que justifique la condició de membre de la Universitat de València).

La presentació de les candidatures caldrà fer-la a la Unitat de Campus de Blasco Ibañez.

Convocatoria de la sesión del Consell para elección de Director/a: único punto del orden del día	Al menos con una antelación de 10 días hábiles  -Se comunica a la Secretaría General. -No hacen falta censos, votan los miembros del Consejo.
Presentación de candidaturas: en la Secretaría del IDOCAL <b>Hasta el 14 de Junio de 2018, a las 14 horas</b>	Como mínimo 3 días hábiles antes de las elecciones  Avalada por un 20% de los miembros del Consejo
Depósito anticipado de voto en la Secretaría del IDOCAL	Desde la presentación de candidaturas, y hasta las 14 h. del día anterior a la votación
Votación <b>19 de Junio 2018</b> (Art. 23 Reglamento Electoral General)	Sesión electoral del Consejo: <i>La preside el director si no es candidato, o PDI del Consejo, de más edad, que no sea candidato.</i>  1. Verificar los requisitos de las candidaturas (PDI del Instituto, doctor con dedicación a tiempo completo, avalada por un 20% de los miembros del Consejo). 2. Turno de palabra para exponer programa: no superior a media hora. 3. Debate 4. Elección: cada elector-a indica en la papeleta, como máximo, un nombre.
Se elige en 1ª vuelta	La candidatura que obtenga un nº de votos superior a la mitad del nº de miembros del Consejo.
Se elige en 2ª vuelta	Serán candidatos los dos más votadas en la primera vuelta. Resultará elegida la candidatura más votada, siempre que supere el nº de votos en blanco.
Si no se obtienen las mayorías anteriores	El rector designa dirección provisional y se iniciará un nuevo proceso electoral en el plazo de 3 meses.
Acta de la reunión	Finalizada la votación
Comunicación	-A la Junta Electoral -Al Rector

### 3. Participaciones: El prof. José M. Peiró imparte el seminario “Happiness at work and its relations with performance: A critical review of the “happy-productive model” en la Universidad de Sheffield

When: June 6, 2018 at 12:30pm—2:00pm

This research seminar is hosted by the division of Work, Employment, People and Organisations (WEPO) at Sheffield University Management School

Speaker

Professor **José M. Peiró**, Research Institute of Human Resources Psychology. University of Valencia.

The economic crisis that many regions of the world are experiencing since 2007 is having important effects for work but also for personal and social life of individuals, families and communities. The economic crisis has had important implications for the quality of working life hampering employment, job security, job quality and working conditions. Nevertheless, it also has been considered as a new scenario with new opportunities for work improvement and innovation.



The ‘happy-productive model’ in organizational Psychology has aimed to establish the relationships between wellbeing and productivity as a way of advocating that quality of working life induces workers’ higher performance and pays-off for organizations enhancing their results. However, results are rather inconclusive and the relationships between these two variables, when significant, are moderated. The important changes mentioned in the socioeconomic context, markets, organizations and work as well as the ones related to workers pose new challenges to the analyses of the interaction and mutual determination of performance and wellbeing. It requires for instance broadening both constructs, performance and well-being and analyse deeply interaction between this two constructs. In the presentation I will report on the results of a research program carried on in the research Institute of Personnel Psychology (IDOCAL, University of Valencia) on these matters, taking into consideration the different patterns emerging from the interaction between happiness and performance, when both constructs are considered multidimensional. Significant predictors of those different patterns such as Human Resources Management practices will be presented and the results will be discussed taking into account the challenging issue of making wellbeing at work sustainable.

Para más información, pincha [aquí](#).



## 4. Conferencias: Conversation with sustainable business pioneers Hunter Lovins and Stewart Wallis

Join the International Humanistic Management Association for a conversation with sustainable business pioneers Hunter Lovins and Stewart Wallis.

Date: June 14

Time: 12:00 pm – 1:00pm (EDT)

Location: Web conferencing

This Necessary Conversation is sponsored by the Donahue Center for Business Ethics & Social Responsibility in the Manning School of Business at UMass-Lowell.

Topic for this Conversation: It is no secret that humanity is facing multiple crises. We will explore the role of the global, cultural narrative about economics and humanity and discuss how this narrative is shifting. Learning from System Change that has occurred in the past, we will discuss strategies to shift the current unsustainable economic system towards an economy in service to life. We will particularly focus on current ongoing efforts of the newly founded Well Being Economy Alliance.

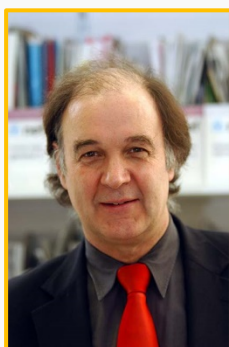


**L. Hunter Lovins** is President of Natural Capitalism Solutions. NCS helps companies, communities and countries implement more regenerative practices profitably.

A professor of sustainable business at BardMBA, Hunter is a De Tao Academy Master. On the Executive Committee of the Club of Rome, Alliance for Sustainability And Prosperity, and Capital Institute Advisory Board, she is a founding mentor of Unreasonable Institute.

A founding partner of Principium impact investing firm, she consults to scores of industries and governments worldwide, including Unilever, Walmart, and Royal Dutch Shell, she has briefed heads of state, leaders of local governments, the UN, Pentagon, and US Congress.

Hunter has written 15 books and hundreds of articles. She has won dozens of awards, including the European Sustainability Pioneer award, and the Right Livelihood Award. Time Magazine recognized her as a Millennium Hero for the Planet, and Newsweek called her the Green Business Icon.



**Stewart Wallis** Graduate in Natural Sciences, Cambridge University; Master's in Business and Economics, London Business School. Formerly: marketing and sales, Rio Tinto Zinc; seven years with the World Bank, including industrial and financial development in East Asia, Administrator, Young Professionals Programme; over nine years with Robinson Packaging, Derbyshire, UK, including five years as Managing Director; 1992, International Director, Oxfam; 2003- 2015, Executive Director, New Economics Foundation. Honorary Professor University of Lancaster 2016-. Recipient of Officer of the British Empire, for services to Oxfam (2002). Doctor of Laws (Honoris Causa), University of Lancaster 2016. Interests: global governance, functioning of markets, links between development and environmental agendas, new forms of enterprise, future of capitalism and moral economy.

Para más información, pincha [aquí](#).

## 5. Formación: “Mixed methodologies and organizational change” Summer School in Verona

24-27 July 2018

The Summer School will be held in English and it is addressed to Master's students, PhD students, and post doc students.

The Summer School is **free of charge** for participants, and the application form must be submitted by July 20. Participants are responsible for their own travel and stay arrangements.

The course provides the students the skills and knowledge to engage with **mixed methodologies for the analysis of organizational data**, applied to the context of organizational change management, to improve their employability in organizations.

Small and medium-sized enterprises (SMEs) represent 99% of all businesses in the EU. For this kind of organizations, qualitative information about each organizational context must be mixed with quantitative information to plan and act effectively.

Change management/organisational development will be the focus of the course. Both **qualitative** and **quantitative** perspectives will be explored **with real data** from global and local based companies. Questions that will be addressed are: What is the nature of change management and organisational development? How can we address change across large and small enterprises? What drives change? What are the challenges of change management initiatives? What are the strategies to overcome barriers?



Para más información, pincha [aquí](#).

## 6. Convocatorias: Ampliación del plazo del 4º Congreso Nacional de Psicología Positiva y becas de inscripción

### Congreso

La [Sociedad Española de Psicología Positiva](#) organiza los días 17, 18, 19 y 20 de Octubre el IV Congreso Nacional de Psicología Positiva en Madrid.



Será punto de encuentro de numerosos expertos dentro del campo de la Psicología Positiva, donde se compartirán los avances científicos y resultados de esta corriente en auge. Además, se llevarán a cabo una serie de talleres pre-congreso con el fin de formar a los psicólogos interesados en esta corriente y mostrar la aplicabilidad de la psicología positiva en diferentes contextos, como en el trabajo, aula, desarrollo personal y práctica clínica. En concreto, contaremos con la presencia de ponentes internacionales como [Michael West](#), [Judith Moskowitz](#), [Michael Steger](#) y [Alejandro Adler](#), que nos ofrecerán [un taller cada uno](#), junto con una conferencia plenaria en el propio congreso. Además, contaremos con otros ponentes nacionales de gran relevancia internacional como José María Peiró, Carmelo Vázquez, Marisa Salanova...etc.

La sede del congreso será el [Hotel NH Ventas de Madrid](#), que abrirá sus puertas del **17 al 20 de Octubre** a todos los interesados en participar en este encuentro (para enviar trabajos entrar [aquí](#)). El hotel cuenta con sala plenaria y diferentes salas donde se realizarán las ponencias del congreso, así como conexión wifi y habitaciones para los que deseen alojarse en él (son muy limitadas y para reservarlas a un precio reducido hay que descargar el pdf "ficha hotel" [aquí](#)).

El periodo para enviar trabajos se cierra el 15 de junio (plazo ampliado), y el precio reducido "early bird" estará disponible hasta el 5 de julio. Para consultas sobre aspectos que no estén claros en la página web, contactar a través del formulario o el correo electrónico: [congresosepp2018@gmail.com](mailto:congresosepp2018@gmail.com)

### Becas

**Se convocan 5 becas de inscripción** para el 4º Congreso Español de Psicología Positiva ([www.congresosepp2018.com](http://www.congresosepp2018.com)) que tendrá lugar en **Madrid del 17 al 20 de Octubre de 2018**. Estas becas están destinadas a personas con baja disponibilidad de recursos y, por ello, se valorarán los ingresos familiares, grado de discapacidad, condición de desempleo, así como el currículum vitae y el expediente académico (en caso de estudiantes).

Para solicitar la beca se deberán aportar certificados escaneados de los méritos o condiciones más relevantes que desea que se valoren (por ejemplo, no será necesario aportar certificado del lugar de trabajo o las prácticas realizadas, pero sí, documentos que acrediten que la persona esté en el paro o que tiene una beca oficial de estudios). **Las becas se podrán solicitar hasta el día 20 de junio** (enviando CV y certificados escaneados a la dirección: [congresosepp2018@gmail.com](mailto:congresosepp2018@gmail.com)). El fallo de adjudicación de las becas se resolverá el día 30 de junio.

Para más información, pincha [aquí](#).



Colaboradores de este número (por orden alfabético):

Salvador Carbonell  
Ole K. Mork  
José M. Peiró  
José Ramos  
Nuria Tordera

Editores:

Jorge Magdaleno  
Luminița Pătraș