


The logo for 'idocal' is displayed within a white square with a thin orange border. The word 'idocal' is written in a sans-serif font. The 'i' and 'c' are dark brown, while the 'd', 'o', and 'a' are a golden-brown color. The 'o' is stylized with a smaller circle above it and another below it.

idocal

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

1. **MASTER WOP-P: INTERNSHIP EXPERIENCE OMS**
2. **MASTER WOP-P: INTERNSHIP EXPERIENCE UNIVERSITY OF PUERTO RICO**
3. **MASTER WOP-P: CIERRE DE LA LAS PUBLICACIONES SOBRE LAS PRÁCTICAS**
4. **RECURSOS: VACANTE EN LA UOC**

## 1. Master WOP-P: Internship experience OMS



Hello everyone! I'm Gabriele Puzzo, I come from Italy and I am currently pursuing my internship at Organization and Management Solutions (OMS), a university-based consultancy firm located in Guelph, CA. OMS is a unique organization that assists its clients in optimizing their individual and organizational potential. Also, it offers graduate students (like me) many opportunities to develop professional competences by applying WOP Psychology practices in a real work context.

Since I had the pleasure to be selected with my colleague Marija Davcheva for this internship, my practicum tasks are the same as hers. I therefore invite you to read her internship experience published on *Novedades Idocal* 2019, vol. 5 n. 13 to have more information on what this internship really is about. I will then take advantage of this small space I have to describe another experience offered by OMS that was not mentioned before: the SIOP conference.

The Society for Industrial and Organizational Psychologists (SIOP) is a professional organization that promotes the "science, practice, and teaching" of industrial and organizational (I/O) psychology. The SIOP conference is an annual event taking place in the U.S. that offers the opportunity to learn the newest trends in the field and network with other professionals and scholars coming from all around the world. In 2019 conference more than 5,000 people attended and this number is increasing year by year, highlighting how important this event is in order to expand one's professional opportunities.

The conference lasts 3 days and it hosts almost 1,000 learning sessions encompassing a huge variety of I/O psychology themes: if you can think about a topic, SIOP has an event on it. If this sounds overwhelming and dispersive it's because it absolutely is. Hence, here you can find a short guide on the different types of sessions in order to navigate easily next year's conference and take the most out of SIOP 2020 in case you wish to attend.

The free learning sessions are divided into four main types:

- **Symposiums:** during these sessions, some PhD scholars will present their doctoral theses. The Symposiums are usually classic front-teaching sessions with presenters that just read their slides; hence, they are the worst and less engaging way to experience SIOP. Unless you are very interested in the topic, don't go.



- **Panel Discussions:** these discussions invite up to 5 professionals to share their ideas on a given topic. The facilitator asks 5 questions to the panel and every member answer giving their unique point of view to the issue. Finally, some space is dedicated to questions from the audience. Although they resemble Symposiums, panel discussions are usually more interesting if the panel is formed by skilled professionals and charismatic personalities. Get informed on who is presenting first, then decide whether to attend.

- **Debates:** they are like the panel discussions, but with the panelists having to support two complete opposite points of view. It's real entertainment and the debaters share unique points of view backed up by the most recent research. Unfortunately, SIOP does not offer many debates and the few ones it has are difficult to spot. When you find one, go!

- **Alternative type sessions with presenters:** if you're an extraverted, these are the sessions for you. Alternative type sessions are usually 2-hour long workshops that require the audience to actively participate in the discussion of a current issue in I/O psychology. You are divided into small groups

where you discuss ideas and decide what to present to the audience at the end of the sessions. These events are the best occasion to share your opinions and to network with other professionals interested in the same topics as you do. Also, some of these sessions are active trainings teaching you some tips to become a better I/O psychologist; for instance, I attended one course on how to design eye-friendly presentations and how to engage your audience. In a nutshell: go to alternative type sessions as much as you can, they are the best way to enjoy SIOP!

- Community of interest: these sessions are exactly like the alternative type ones, but the conversation is less structured in order to have the ideas arise naturally from the audience. I only attended a couple unfortunately, but it was a positive experience. Go!
- Main hall events: finally, the main hall of the conference center usually many events. There are poster presentations (scholars explaining posters on a psychological theory / paper), meet-ups with organizations (where you can meet recruiters from different private companies and network with them) and free food (coffee and pastries). I personally didn't go hang out in the main hall a lot (apart from getting free food), but my colleagues that mostly did told me it is always an amazing experience. My suggestion is to explore the main hall when you feel like it, you won't be disappointed!



That's pretty much what I wanted to share with you. SIOP was an engaging, thoughtful and fun experience and one of the most important part of my practicum formation as a wop-p professional. I hope you'll find this guide useful, I wrote it keeping in mind how lost I felt the first day I arrived in National Harbour (Washington D.C). Next year the conference will take place in Downtown Austin (Texas), and some American spies of mine told me the conference center is next to the Texan version of Avenida Blasco Ibanez. Brace yourselves for American vida loca then!

Thank you for reading and good luck to the second year students for their thesis dissertation next month!

## 2. Master WOP-P: Internship experience University of Puerto Rico



Hi, my Name is Michael Stone and I am current doing my internship at the University of Puerto Rico. The University of Puerto Rico Industrial and Organizational psychology department has access to several organizations that offer opportunities for students to gain professional practices. I have had the opportunity to work on projects for a non-for-profit organization based within the university campus and work on projects with the leading financial institute in the country.

Moving to Puerto Rico was made easy by the efforts of my tutor here Professor Laura Galarza Garcia. I was provided information on how to apply for visas and she had arranged accommodation in a university residence for the duration of my stay. This took a lot of stress out of the relocation process. Once I arrived, I was quickly put into the university system so that I have access to university services.

My first work activities were with an organization named PATRIA a non-for-profit organization that offers an array of psychological services to communities affected by Hurricane Maria. I was given the task to design a workshop which could be offered by PATRIA. I also spend time with the other psychologists that offer services throughout the island and I am currently documenting the activities to make a presentation for fund raising purposes.

Other projects I have been involved with have been with a private sector financial institute. The first task was to participate in designing, presenting, and promoting an assessment center. I am currently working as part of a talent and acquisition team to design a recruitment and selection process for a role the client has created. This involves many of the skills and knowledges gained from the WOP masters courses content.

All in all, the experience of doing my internship in Puerto Rico has been fantastic. I have been able to put many of the skills I have learn during the WOP masters to practical use, whilst also being exposed to very different professional settings. It is interesting to see how universities can work within networks of community services to provide psychological services whilst also providing an opportunity for students to gain real world experiences. It is also interesting to see how the working environments of large multinational companies can differ from smaller scale organizations.

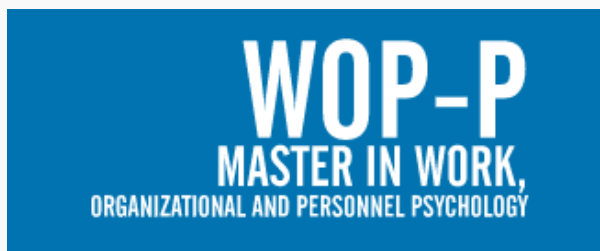


Puerto Rico is a beautiful island full of Caribbean charm and a vast history of colonial Spanish and American influences. The city of San Juan is host to old colonial architecture, beautiful beaches and a vibrant Latin lifestyle. There is so much to see and do on the island, it really is a special place to visit.

I would recommend this internship opportunity to any WOP student, there is a wealth of opportunity to gain different professional practices and the people of Puerto Rico are amazing!

### 3. Master WOP-P: Cierre de las publicaciones sobre las prácticas

We finish today the publications on the experiences of the students of the Second Course of the Master WOP-P, in Valencia, which we started at the end of last March. During this academic year 2018-19, 19 descriptions of internship experiences have been made. We want to thank everyone for their participation and generosity in a process that has allowed us to share these experiences with the Master's Professors, with the first year students and with their own classmates, also doing their internships.



The fundamental goal was to take advantage of all this information to reflect on the demands of the companies, as well as on the model of practices proposed to them and, to what extent, the Master WOP-P offers them the necessary resources to face them.

We have been able to know how students deal with the tasks related to socialization processes and the training of new employees or with talent management policies, how they develop organizational consulting activities or actively participate in the selection processes at different functional levels. Others have participated in the design of workshops, which are used through different environments, or participate in training processes and professional development.

Some have had the opportunity to know extensive multinational structures, while others have made their internship in medium or small companies, some of recent creation and with certainly innovative structures and methods. Others have learned the characteristics of 'non-profit organizations' or have devoted themselves to analyzing trends in the field of work and people management in organizations.

Some have preferred to continue in Valencia for their internships, while others have spent these months thousands of kilometers from their usual classroom, followed during their internships by their Professor-tutors.

This is how the practices of the WOP-P Master this year are, diverse and varied as the students themselves. These experiences will be the first step to develop your professional careers. And also, first-year students will have been able to learn useful practice models to delineate their own practice search from the beginning, the next course.

Of course, we cannot fail to thank the companies and organizations that have received them during these months, as well as the tutors of their companies, their collaboration without which all this would not have been possible.

See you again next year.



#### 4. Recursos: Vacante en la UOC



La Universitat Oberta de Catalunya convoca para una plaza de profesora/a de psicología, en el ámbito de psicología del desarrollo aplicada.

Los requisitos son los siguientes:

- Doctorado en Psicología.
- Formación de postgrado especializada en el área de la Psicología del Desarrollo.
- Experiencia docente a nivel universitario (diseño, metodología docente, implementación, materiales, etc.) en asignaturas del área de la Psicología del Desarrollo (grado-máster).
- Experiencia de investigación en el ámbito de la psicología del desarrollo aplicada.
- Experiencia profesional en la intervención psicológica y / o psicoeducativa en algunos de los ámbitos de aplicación de la Psicología del Desarrollo.
- Experiencia profesional en la intervención con personas en diferentes momentos del ciclo vital.
- Habilidad para las relaciones personales y capacidad para la comunicación oral y escrita en catalán y castellano.
- Capacidad para el trabajo en equipo.
- Alta iniciativa y capacidad de trabajar en entornos innovadores.
- Orientación a resultados y la mejora continua.

El plazo para optar a este puesto es el 30 de junio 2019.

Para más información y para acceder al proceso de selección, pincha [aquí](#).

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