

Leadership for Impact Knowledge Center

2022 Annual Report



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Mission

The Nova SBE Leadership for Impact Knowledge Center pairs action and academic understanding to foster societal progress and organizational performance through co-creation.

We focus on **research, knowledge and insights** that drive leaders and society towards progress, while joining forces with key partners in social innovation projects to help in the transition to a more sustainable world.





1. The Leadership for Impact

Message from our directors

2022 was a truly challenging year for the world, marked by the war in Ukraine that, since February, has claimed lives, separated families, and expelled people from their lives and country.

Despite being less present in our daily lives today, the war persists affecting so many of us directly and indirectly. In Portugal, safety is one of our key attributes and maybe because of it we take peace for granted. 2022 reminded all of us that peace is never granted and that our deep interconnection makes us all players and hence also part of the solution for peace in Ukraine and all countries affected by violence and War. Which leads us to make you the question: how can you or your organization contribute to build peace and a more inclusive society? Although a "big question", we deeply believe that starting the conversation is the first step within any and your organization. This could be the trigger for identifying the true leaders, intrapreneurs (entrepreneurs and innovators inside organizations) and change-makers within your organization that will enable you to find the tangible ways to contribute and that can even build more shared value. At our centre, we contributed mainly through two projects: the "Fia-te" project, which aims to find an alternative to the guarantor for migrants when renting a house in our country, and the "**Bootcamp for Refugees Integration**" that brought together beneficiaries and other stakeholders to identify needed projects for inclusion of refugees and migrants in Portugal.

2022 was also a **consolidation** year for our center.

Our 5th anniversary marked an important milestone of celebration for all the members, achievements and projects we jointly accomplished. This annual report portrays a glimpse of what **our team of 58 members pushed forward collectively with all our school supporting us.**

We are humbled that in 2022 we spread our footprint beyond Portugal, reaching Europe and the world:

Peer2Peer was recognized by the **Financial Times**, with an honourable mention, as one of the best student-led projects in the world, in partnership with socially impactful organizations. Furthermore, our members Miguel Pina e Cunha and Pedro Neves were featured in "**The World's Top 2 % Scientists List**", ranking the most quoted scientists worldwide for their scientific work.

This is why first and foremost we **thank** all our members, colleagues and partners at Nova SBE for the shared impact we have built as an **open community** focused on the development and co-creation of innovative projects targeting societal challenges. A special word of thank you goes to our former Dean Daniel Traça, who finished his mandate in January 2023. He is the "**godfather**" of our center and inspired us from the start in 2017 with his vision that "every social entrepreneur should be a CEO and every CEO should be a social intrapreneur".

Looking at so many societal challenges, locally and globally, we start 2023 with the conviction that we are on the right path to be ever more contagious in our mission:

to **co-create**
societal progress
and organizational
performance by pairing
action and academic
understanding with
empathy, knowledge and
action to all those who
surround us.

1. The Leadership for Impact



2023 will demand us even more impact!
On behalf of the “LFI Squad”,

Miguel Pina e Cunha

Academic Director of the Nova SBE
Leadership for Impact Knowledge Center
2017-2023

Joana Castro e Costa

Executive Director of the Nova SBE
Leadership for Impact Knowledge Center

Leadership for Impact Knowledge Center overview

Born in 2017, the Nova SBE Leadership for Impact Knowledge Center is a strong combination of top-level scientific research, impactful projects and relevant education programs. The center develops its work around three main areas – leadership, social innovation and corporate sustainability, with the support of our alumni, students, faculty, key partners, public entities and society at large. It is our belief that society's major challenges need to be addressed with urgent action, innovative knowledge and community commitment.



Our 3 Areas for Impact

and 17 current Projects & Programs

LEADERSHIP	SOCIAL INNOVATION	CORPORATE SUSTAINABILITY
Leadership & Well-being Observatory	Inclusive Community Forum (ICF)	Paradigm Shift
Center of Paradox & Organizations	ERA Chair in Social Innovation	Social Leapfrog
Social Leadership for Managers	Master Impact Entrep. Innovation	Education Market Study
Future of Work Initiative	FIA-TE – alternative guarantor	
Mastering Concious Capitalism	Bootcamp for Refugee Integration	
Social Innovation and Reflective Leadership	Public-Private Social Partnership Investments	
BALAS 2022 Annual Conference	Business Models for Social Entrepreneurship	

RESEARCH

EDUCATION

ACTION

The Leadership for Impact Knowledge Center is aligned with the 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, for a fairer society and prosperity for the planet, now and into the future.

INCLUSION AND DIVERSITY

4, 5, 8, 10 & 16

STRENGTHENING THE SOCIAL SECTOR

16 & 17

EDUCATION FOR THE FUTURE

4 & 8

WELL-BEING AND HEALTH PREVENTION

3

INEQUALITY AND POVERTY TRAPS IN DEVELOPED COUNTRIES

1 & 10



1. The Leadership for Impact

"The Leadership for Impact Knowledge Center has been able to leverage my PhD research by creating bridges with amazing social hybrid organizations that improve people's lives and that are part of the Social Leapfrog Program. I am grateful to be part of this community, where I found a space to co-create, collaborate and produce research and knowledge with the goal to humbly contribute to drive positive societal change."

Isabel Maria Pimental de Carvalho

PhD Student at Nova SBE and member of the Leadership for Impact Knowledge Center



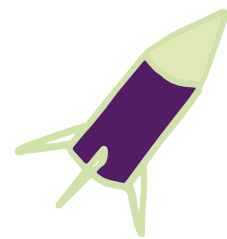
Our Numbers

56 Members

- 16 Executive Team
- 8 Invited Faculty Members
- 18 Faculty Members
- 3 Post doc
- 11 PHD Students



49 Student Club Members



12 Advisory Board Members



16 Partners



17 Projects



4 Awards



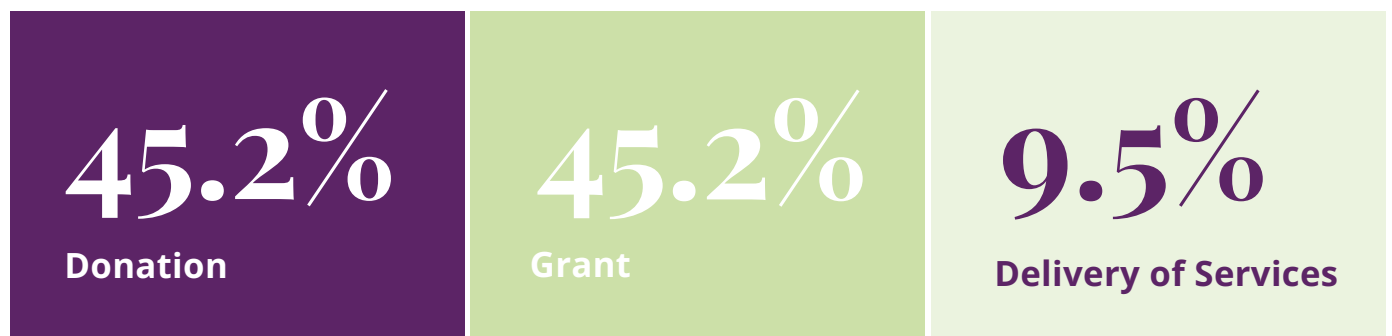
Business & Numbers

Our business model relies on partnerships that fund investigation and action projects, and research funding from European and national public entities. Since 2017, the Leadership for Impact Knowledge Center has secured a total of **€6.6M in revenue**, including projects that will be executed until 2026.



€6.6M

In Revenue



A close-up photograph of a person's hand reaching towards a book on a library shelf. The hand is positioned on the right side of the frame, with fingers slightly curled as if about to grasp a book. The background is a blurred view of a library with rows of bookshelves filled with books. The lighting is soft and natural, creating a calm and studious atmosphere. The overall image has a slightly desaturated, muted color palette.

2. Research Highlights

Our Chairs

Miguel Pina e Cunha

Endowed chair since 2017

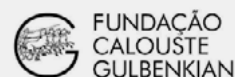
The Fundação Amélia de Mello Chair Professor in Leadership supports the emergent study of a new social and organizational model as a consequence of confluent forces in technology, demography, organization and leadership. These forces present a challenge to traditional management practices and stimulate the creation of new models of social and business organization, which outlines are still to be defined.



Pedro Oliveira

Endowed chair since 2019

The Fundação Calouste Gulbenkian Chair Professor in Impact Economy aims to prospect the field of Impact Economy in Portugal through research in areas such as User Innovation, Leadership for Impact, Entrepreneurial Learning and System Change.



Anne-Laure Fayard

Endowed chair since 2021

The ERA Chair in Social Innovation Professor addresses the complexity of today's societal grand challenges and the transformative power of innovative ideas, by establishing a new research, education and practice area in Social Innovation within the school. This program is part of the European Union's Horizon 2020 research and innovation program.



Highlighted Publications

- Velez, M.J. & **Neves, P.** (2022). A followership approach to leadership: the interplay between leadership, context and follower behaviors. *Journal of Personnel Psychology*. 21(4):161-174;
- Schyns, B., Braun, S., & **Neves, P.** (2022). Editorial: Connecting Dark Personality Research with Workplace Issues. *Zeitschrift für Psychologie*. 230(4): 277-279;
- **Lopez, A., Neves, P.,** & Gonzalez-Morales, M.G. (2022). What does it take to start a business? Constraint appraisal as predictor of taking entrepreneurial action among nascent entrepreneurs. *Applied Psychology: An International Review*.71(4):, 1275-1303;
- Costa, S., Pascale, D., Velez, M.J., & **Neves, P.** (2022). The interplay between ethical leadership and supervisor organizational embodiment on organizational identification and extra-role performance. *European Journal of Work and Organizational Psychology*. 31(2): 214-225;
- **Dinis, L., & Neves, P.** (2022). The founder's shadow dilemmas: The case of Vista Alegre. In M. Pina e Cunha, A. López, D. Van Dierendonck, J. Schad, L. Giustiniano, M. Gaimi, P. Jarzabkowski, and S. Raisch (Eds.). *Paradoxes of management and organization: Short cases for pedagogical use* (pp. 55-60). Lisboa: Edições Sílabo;
- **Neves, P.** (2022). Ainda podemos confiar nos processos de mudança? In Santos, S., Costa, S., & Junça-Silva, A. (Eds.), *O que ainda se aprende com um Mestre: Tributo a António Caetano*. (pp. 61-68). Lisboa: APEL - Associação Portuguesa de Editores e Livreiros;
- Antony, C. Bechky, B. and **Fayard, AL.** Accepted – Forthcoming (accepted). “Collaborating” with AI: Taking a System View to Explore the Future of Work, *Organization Science*;
- **Fayard, AL.,** Forthcoming. Open Social Innovation, In *Encyclopedia of Social Innovation*. Eds. J. Howaldt and C. Kaletka. Edward Elgar Publishing;
- Pache, AC., **Fayard, AL.,** Galo, M. (2022). How Can Cross-Sector Collaborations Foster Social Innovation? A Review. In: Vaccaro, A., Ramus, T. (eds) *Social Innovation and Social Enterprises. Issues in Business Ethics*, vol 62. Springer, Cham;
- **Cunha, M. P. E.,** Simpson, A. V., Rego, A., & Clegg, S. (2022). Non-naïve organizational positivity through a generative paradox pedagogy. *Management Learning*.53(1): 15-32;
- Oliva, F. L., Teberga, P. M. F., Testi, L. I. O., Kotabe, M., Giudice, M. D., Kelle, P., **Cunha, M. P. E.** (2022). Risks and critical success factors in the internationalization of born global startups of industry 4.0: A social, environmental, economic, and institutional analysis. *Technological Forecasting and Social Change*, 175;
- Mamédio, D. F., **Cunha, M. P. E.,** & Meyer, V. (2022). Strategic improvisation: An introductory conceptual framework. *Cross Cultural and Strategic Management*, 29(1): 24-47;
- Amaro de Matos, J., **Cunha, M. P. E.,** & Berredo, R. F. D. (2022). Leading university internationalisation: The future of Euro-Chinese academic cooperation. *European Journal of Education*, 57(1): 65-77;
- Rego, A., Vitória, A., Ribeiro, T., Ribeiro, L., Lourenço-Gil, R., Leal, S., **Cunha, M. P. E.** (2022). Attitudes and HRM decisions toward older workers in Africa: Exploring contradictions through an empirical study. *International Journal of Human Resource Management*. 33(3): 594-621;
- Ochoa Pacheco, P., **Cunha, M. P. E.,** & Abrantes, A. C. M. (2022). The impact of empowerment and technology on safety behavior: Evidence from mining companies. *International Journal of Occupational Safety and Ergonomics*.28(1): 581-589;
- **Cunha, M. P. E.,** Hernández-linares, R., De Sousa, M., Clegg, S., & Rego, A. (2022). Evolving conceptions of work-family boundaries: In defense of the family as stakeholder. *Humanistic Management Journal*. 7: 55-93;
- **Cunha, M. P. E.** (2022). Rethinking organizations and society from paradoxes. *Organizações & Sociedade*. 29(100): 195-216;

2. Research

- Rosales, V., Gaim, M., Berti, M., **Cunha, M. P. E.** (2022). The rubber band effect: Managing the stability-change paradox in routines. *Scandinavian Journal of Management*. 38(2).
- Clegg, S., **Cunha, M. P. E.**, Rego, A., & Berti, M. (2022). Speaking truth to power: The academic as jester stimulating management learning. *Management Learning*.53(3): 547-565;
- Paquelet Moreira, B. F., Davel, E., **Cunha, M. P. E.** (2022). Embodying improvisational education for managers: Learning from theater. *Culture And Organization*.28(3-4): 296-312;
- Simpson, A. V., Rego, A., Berti, M., Clegg, S., **Cunha, M. P. E.** (2022). Theorizing compassionate leadership from the case of Jacinda Ardern: Legitimacy, paradox and resource conservation. *Leadership*. 18(3): 337-358;
- Clegg, S., **Cunha, M. P. E.**, & Berti, M. (2022). Research movements and theorizing dynamics in management and organization studies. *Academy of Management Review*. 47(3): 382-401;
- **Cunha, M. P. E.**, Clegg, S., Rego, A., Giustiniano, L., Abrantes, A. C. M., Miner, A. S., & Simpson, A. V. (2022). Myopia during emergency improvisation: Lessons from a catastrophic wildfire. *Management Decision*. 60(7): 2019-2041;
- Sousa, M., **Cunha, M. P. E.**, Simpson, A. V., Giustiniano, L., Rego, A., & Clegg, S. (2022). Servus or pater? How paradoxical intent can qualify leadership: inductions from the Kingdom of Bhutan. *Journal of Change Management*. 22(3): 321-353;
- Rego, A., **Cunha, M. P. E.**, & Giustiniano, L. (2022). Are relationally transparent leaders more receptive to the relational transparency of others? An authentic dialog perspective. *Journal of Business Ethics*. 180: 695-709;
- Rego, A., Vitória, A., **Cunha, M. P. E.**, Owens, B. P., Ventura, A., Leal, S., Valverde, C., & Lourenço-Gil, R. (2022). Employees' improvisational behavior: Exploring the role of leader grit and humility. *Human Performance*, 35(2), 113-138;
- **Cunha, M. P. E.**, Soares Leitão, M. J., Clegg, S., Hernández-Linares, R., Moasa, H., Randerson, K., & Rego, A. (2022). Cognition, emotion and action: Persistent sources of parent-offspring paradoxes in the family business. *Journal of Family Business Management*. 12(4): 729-749;
- **Cunha, M. P. E.**, Rego, A., & Simpson, A. V. (2022). Team ground rules: Their nature and functions. *Organizational Dynamics*. 51(4);
- **Oliveira, P.**, Cennamo, C., & Zejnilovic, L. (2022). Unlocking innovation in healthcare: The case of the patient innovation platform. *California Management Review*. 64(4): 47-77;
- Fragoso, P., Chambel, M. J., & **Castanheira, F.** (2022). High-performance work systems (HPWS) and individual performance: The mediating role of commitment. *Military Psychology*. 34(4): 469-483;
- **Castanheira, F. V. D.** , Sguera, F., & Story, J. (2022). Organizational politics and its impact on performance and deviance through authenticity and emotional exhaustion. *British Journal of Management*. 33(4);, 1887-1904;
- **López, A.**, **Neves, P.**, & González-Morales, M. G. (2022). What does it take to start a business? Constraint appraisal as predictor of taking entrepreneurial action among nascent entrepreneurs. *Applied Psychology*. 71(4): 1275-1303;
- Bicho, M., Nikolaeva, R., Ferreira, F. A. F., & **Lages, C.** (2022). Perceived success of hybrid microorganizations in a contested category. *Journal of Small Business Management*.60(4): 859-891.

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Peer Reviewed Publications



Awards & Recognitions



Pedro Neves, Liliana Dinis and Alfredo De Massis were the finalists of the WHU Best Qualitative Family Business Paper Award (EURAM 2022 Conference, SIG 04, Family Business Research);

Pedro Neves started his mandate as President-Elect (2022-2026) of the International Association of Applied Psychology (IAAP) with the Division President's Meeting;

For the 2nd year in a row, Nova SBE made it to the 'Top 2% Most Cited Scientists - 2021' list with **Miguel Pina e Cunha** and **Pedro Neves** being featured;

Miguel Pina e Cunha and Stewart Clegg books "Paradoxes of Power and Leadership, Routledge 2021" and "Elgar Introductions to Management and Organization Theory Series" were EURAM finalists;

Miguel Pina e Cunha and Stewart Clegg's paper "Open Purpose: Embracing Organizations as Expressive Systems" was shortlisted for the 2022 James G. March Prize;

The paper "Common grounding, rather than common ground: How to nurture cross-sector collaboration for social innovation", co-authored by Anne-Laure Fayard and Anne-Claire Pache, was nominated for the OMT Responsible Research Award at the Academy of Management 2022;

Anne-Laure Fayard was featured in the Euclid Network (EN) 'Top 100 Women in Social Enterprise 2022' list.

Joana Castro e Costa was selected by The League of Intrapreneurs, in collaboration with BMW Foundation Herbert Quandt, to be part of the 2022 Global Fellowship of Intrapreneurs cohort.



Anne-Laure Fayard



Joana Castro e Costa



Liliana Dinis



Miguel Pina e Cunha



Pedro Neves



Opinion articles

Dinheiro Vivo

[Peter Café Sport: um elo de amizade em pandemia como nos tempos antigos](#)

by Liliana Dinis

ECO

[Uma ideia para 2022:](#)

[Menos tudólogos e conversa fiada, mais ciência](#)

by Pedro Oliveira

Executive Digest

[O futuro agora: Os gestores que temos e os gestores que precisamos](#)

by Filipa Castanheira

Human Resources

[Portugal Mindfulness, além do bem-estar,](#)

by Samantha Sim

Jornal Económico

[Pode Portugal ser um líder no Empreendedorismo Social?](#)

by Tomé Salgueiro

Jornal de Notícias

[Crescer e descarbonizar a economia \(em simultâneo\)](#)

by Pedro Oliveira

Líder Magazine

[Um lugar interessante](#)

by Miguel Pinha e Cunha

[Atenção à governança](#)

by Miguel Pinha e Cunha

Notícias de Aveiro

[Sustentabilidade é uma noção de equilíbrio](#)

by Ricardo Zózimo

Observador

[Andrea, o jovem da Economia de Francisco que](#)

[representou aqueles sem voz e que nunca esquecerei](#)

by Joana Castro e Costa

Ver

[Três formas de viver a Economia de Francisco](#)

by Ricardo Zózimo

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Opinion Articles



Events

Pedro Neves represented the Executive Committee of the International Association of Applied Psychology at the 2022 Africa Day Celebrations (United Nations).

Miguel Pina e Cunha was one of the speakers for the academic sessions related to Paradoxes at BALAS 2022 - a conference organized with the support from the European Forum on Paradox & Pluralism and hosted by Nova SBE in June 2022;

Miguel Pina e Cunha and **Pedro Oliveira** participated in the 5th edition of the Paradox & Plurality Meeting (November 2022). The meeting is organized by the Amélia de Mello Foundation (FAM), the Center for Paradox and Organization and the Forum for Paradox and Pluralism (EUFORP);

Miguel Pina e Cunha participated in the VI Congresso dos Gestores Portugueses and he spoke about "New models and talent retention";

Co-founded by **Pedro Oliveira**, Patient Innovation celebrated its 8th anniversary with the Patient Innovation Week in Lisbon, which counted with the participation of 10 teams from 8 countries.

Pedro Oliveira spoke at OUI22, the Open and User Innovation Conference 2022 about "Unlocking Innovation in Healthcare using Multi-sided Platforms: The Case of Patient Innovation";

Pedro Oliveira participated in the 3rd edition of the CHRC - Comprehensive Health Research Center Summit that took place at NOVA Medical School, where he talked about "When innovation springs outside the lab: The case of Patient Innovation". He also participated in the XV Congresso da Associação Portuguesa de Farmácias Hospitalares (APFH) where he spoke about "Patients Innovators and Entrepreneurs";

Pedro Neves spoke to faculty and PhD students from Instituto de Ensino e Pesquisa /Fundação Getúlio Vargas in São Paulo about Supervisor incivility and emotional exhaustion;

Anne-Laure Fayard participated on "Vivewire22: Reinventing the office in a Hybrid world". The event brought together HR and People Leaders that care deeply about employee experience, the future of work and empowering teams to reach their full potential;

Anne-Laure Fayard was invited to be part of the panel of Impact Hub Lisbon 5th anniversary. The topic of discussion focused on how to foster collaboration between locally rooted entrepreneurs to achieve large-scale change;

Anne-Laure Fayard discussed the art of co-creation with intention in a session with MOVHERS, from Girl MOVE Academy. MOVHERS is a 4-month digital program for about 60 girls changemakers from around the globe, focused on solving global and complex challenges: Climate Action, Life below Water, Peace and Justice and Gender Equality;

Anne-Laure Fayard, Beth Becky, Melissa Mazmanian, Ruthanne Huising and Hila Lifshitz launched the first edition of the Qualitative Methods Workshop at Nova SBE. This hands-on work field experience lasted four days and helped scholars develop rich, relevant, and more interesting contributions to organizational theory;

Ricardo Zózimo participated in one roundtable of the presentation of the book *Visões da Economia Social*, a collection of 52 testimonials written by several directors of social institutions registered at Directório Sector 3 reflecting their experience in the social economy area.

2. Research

Ricardo Zózimo was a speaker at the 2nd congress of the Associação Cristã de Empresários e Gestores (ACEGE) where he asked entrepreneurs to help parishes become more sustainable. He also participated in the Tech4Good conference that brought together representatives of the main Portuguese companies to reflect on the role of technology in building a more sustainable world.

Ricardo Zózimo was a speaker at the debate “Propósito, Colaboração e Ambição” promoted by the Associação Portuguesa de Empresas de Distribuição (APED);

Tomé Salgueiro spoke about ‘theory of change’ at Climate U (ISCTE), an awareness and training initiative on climate action for LIDERA higher education students (a community of young people from different areas who aim to influence Portugal’s transition to a sustainable society) and Calouste Gulbenkian Foundation;

Carmen Lages was a speaker at the roundtable “Marketing with a Purpose: how new marketing practices can impact rally”, powered by Nova SBE Leadership for Impact Knowledge Center, at the Estoril Conferences event.





3. Projects

European Forum on Paradox & Pluralism



LEADERSHIP

European Forum on Paradox & Pluralism (EUFORPP) is a forum dedicated to generating innovative knowledge about paradoxical and pluralistic perspectives through academic knowledge.

The academic synergy of this forum is made up of five European universities: Nova School Business & Economics/Portugal; BAYES/United Kingdom; UNIGE/Switzerland; LUISS/Italy and RSM/ Netherlands. In order to maximize the impact of the EUFORPP, this project is also open to policy-makers, regulators, business ecosystems and the society at large.

Team



Miguel Pina e Cunha
Academic Director of LFI



Anibal Lopez
Project Manager



Inês Dias da Silva
Project Manager

Website



"We had the opportunity to present and be exposed to the best in the field which greatly improves our chances of an ultimate publication. As a final note we had the chance to meet our peers from the Rotterdam Erasmus School in a Twinning meeting and lunch."

Tomé Salgueiro Exchange Student

Numbers

5

International meetings



+100

Academic members involved



Main Activities

Throughout 2022, many Nova SBE students, faculty and staff went on exchange missions, materialized in **3 symposiums by partner schools, 1 international meeting and 1 summer school.**

- Université de Genève hosted a paradox symposium on the latest thinking and developments of paradox research;
- Bayes organized an online a Paradox Papers Session, which gave students an opportunity to exchange thoughts with paradox authors and get feedback for their own work;
- Seminar at Rotterdam School of Management on new paradox ideas;
- Nova SBE hosted a session for practitioners on Paradox & Healthcare as part of Miguel Pina e Cunha's Fundação Amélia de Mello chair in Leadership.



Event

The Paradox & Pluralism Summer School and Annual Meeting took place in June 2022, at Nova SBE. Students and scholars came together to share knowledge, research methods and much anticipated summer fun.



The Leadership & Well-being Observatory

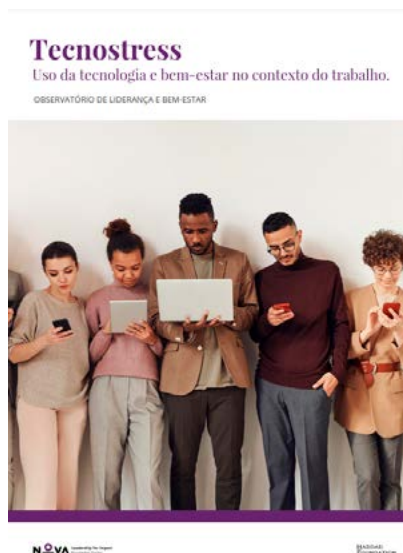
LEADERSHIP

The Leadership & Well-being Observatory is a research project that under the academic supervision of Professors Filipa Castanheira and Pedro Neves, aims to carry out breakthrough research on leadership, managing change in the workplace, burnout, flexible work solutions, and other topics regarding individuals' and organizations' well-being.

By assessing organizational climate and practices, it facilitates the adaptation to internal and external demands, while contributing to the improvement of management practices.

[Website](#) 

See the results of the study:
“Tecnostress - Use of Technology and Well-Being in the Work Context”.



Team



Pedro Neves
Academic Director



Filipa Castanheira
Academic Director



Inês Dias da Silva
Project Manager

Numbers



Social Leadership for Managers



LEADERSHIP

The three and half day long Social Leadership for Managers program trains professionals from the private sector with vast experience in management and leadership to integrate as non-executive members in advisory councils of social organisations. With their expertise, they contribute to the organizational and strategic development of the Portuguese social sector. This program is part of the Social Equity Initiative, a partnership between “la Caixa” Foundation, BPI and Nova School of Business & Economics.

Team



Miguel Pina e Cunha
Academic Director of LFI



Rita Diniz
Project Manager

Website



“The Program of Social Leadership for Managers, was the beginning of a great journey. The undeniable quality of the contents, teachers and team involved, makes you dive into the social economy world, getting a clear view that although sometimes it looks so far from the corporate world, it’s more what unites, than what separates them.”

Marta Bastos Santos Manager of EDP of Volunteering Program

Main Activities

In February 2022, the program hosted an open session with Vieira de Almeida, Sociedade de Advogados, targeted at social organisations and their advisory board members.

The hybrid session revolved around the topics “What is an Advisory Board?” and “How to create an Advisory Board?”. It was attended by 40 participants.

Numbers

2022 was the year the program launched its 4th and 5th editions, which included new valuable module on Fundraising, by Maria Castro e Almeida Numbers:



ATNP, Confiar, Crescer, Crescerser, Novamente, 55+ and Vila com Vida, were the organizations that benefited from the program to create or add members to their advisory boards.

A partnership with Católica Porto Business School was developed to scale and increase the program's impact in other regions of Portugal. The Social Leadership for Managers will be replicated in Oporto in 2023.



Future of Work Initiative

› LEADERSHIP

The Future of Work Initiative was created in 2021 as a partnership between Nova SBE and the Grupo Ageas Portugal. Its ambition is to develop capabilities that can help individuals, organizations and society in adapting for the future. The initiative has developed an initial diagnosis and a nationwide study on the topic, investigating what are the key competences and organizational tensions in the future of work.



Team



Milton de Sousa
Academic Director



Luciana Pires
Project Manager



Paula Maio Marques
Senior Expert



Amélia Monteiro
Consultant



Mastering Conscious Capitalism · 1st edition

› LEADERSHIP

Nova's Executive Study Tour in Mastering Conscious Capitalism was organized for Master's students to develop their skills and gain understanding about the role and responsibility of organizations in our society.

During 1 week, Warwick Business School MBA students emerged in an active pedagogy experiencing different facets of sustainability in Portugal. The theme of 2022 was Conscious Capitalism and the links to the construction and real estate sector.

Team



Ricardo Zózimo
Academic Director



Rui Coutinho
Professor



Milton Sousa
Professor



Catarina Soares
Guest Speaker

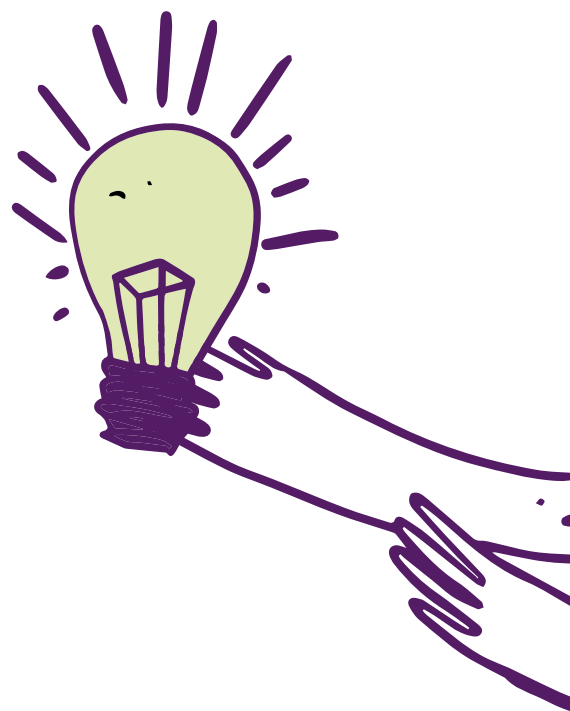


Rodrigo Tavares
Professor

Numbers

44

People
involved



Social Innovation & Reflective Leadership • 4th edition

› LEADERSHIP

Nova's Executive Study Tour in Social Innovation and Reflective Leadership is meant to add value to participants' entrepreneurial mindset and to promote reflective leadership.

The main goal is to motivate participants to become true enablers of social entrepreneurship within their business and to contribute to a broader understanding of the social sphere.

Team



Ricardo Zózimo
Academic Director



António Pedro de Sá Leal
Guest Speaker



Catarina Soares
Guest Speaker



Euclides Major
Professor



Lígia Gomes
Guest Speaker



Milton Sousa
Professor

Numbers

18

People
involved



Balas 2022 Annual Conference

LEADERSHIP

Every year, BALAS, the first academic association with an exclusive focus on business and economics in Latin America and the Caribbean, organizes a conference in which academics from all over the world participate. In 2022, Nova School of Business and Economics hosted the BALAS Annual Conference and the Leadership for Impact Knowledge Center was the organizing entity of the event. "Embracing Paradoxes: Organizational Performance and Societal Progress" was the theme of this edition that raised

questions such as "How do leaders and organizations deal with paradoxical demands?" and "What measures are being implemented to address the social and profitability challenges?". BALAS 2022 Annual Conference was a hybrid event that had a wide range of participants from all over the world.

Website



Team



Miguel Pina e Cunha

Academic
Director of LFI



Inês Dias da Silva

Project
Coordinator



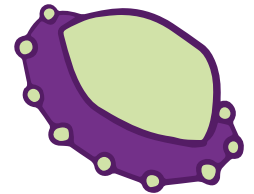
Luciana Pires

Project
Manager



Aníbal Lopez

Partnership
Advisor



Numbers

117

Papers submitted
by authors from
31 countries

6

Participants
online & offline

Choosing a Business Model in Social Entrepreneurship

LEADERSHIP

This research project aims to understand the multiplicity of innovative business models typically developed in social entrepreneurship. Business models are understood as the way an organization organizes and functions to achieve its goals. Social entrepreneurship is understood as the process of creating an organization dedicated to alleviating or solving a social problem.

The project intends to understand in greater detail these business models, but also the reasons – including past experience and worldview – that lead a social entrepreneur to choose certain business model elements within the wide range available, from traditional models of philanthropy, to partnerships with public institutions and employing market models to finance their social mission through the sale of goods or services.

The results of this study are expected to enrich the academic literature and our knowledge regarding the topic and provide social entrepreneurs with a mapping of the possible options in developing a business model and with a tool to support them in deciding which one best suits each social mission.

Team



Carmen Lages
Associate Professor
Social Marketing



Filipa Lancastre
PhD Student
in Social
Entrepreneurship



2 Papers under development

1

Choosing a Business Model in the Social Entrepreneurship:
Typology of current practices and the influence of the social entrepreneur's background.

Lancastre, Filipa & Carmen Lages

2

Social Entrepreneurship: a Family Resemblance Concept With Distinct Ethical Views

Lancastre, Filipa, Carmen Lages & Filipe Santos

ERA Chair in Social Innovation



ERA Chair in Social Innovation



» SOCIAL INNOVATION

The ERA (Chair in Social Innovation aims to strengthen Social Innovation in the European Research Area and foster interdisciplinary research to consolidate excellence, by focusing on 3 pillars:

- **Research** – producing high level academic knowledge and applied knowledge;
- **Education** – leveraging design thinking, experiential learning and project-based learning through formal and informal teaching;
- **Community Engagement** – collaboration with multiple stakeholders, including local communities and social innovators, to support their efforts in tackling grand challenges.



The ERA Chair was instituted with a grant of Eur. 2.5 Mil from the European Commission in 2020 for a period of six years.

[Website](#)

Team



Anne-Laure Fayard

ERA Chair Holder



Rita Nascimento

Project Manager & PhD Student



Cláudia Pinhal

Community Manager



Alison Holm

Assistant Professor



Paolo Leone

Assistant Professor



Filipa Lancastre

Senior Research Associate



Yulia Vachevskikh

PhD Student

"If we want to come up with the "perfect" innovation, we cannot stick with what we know. We need to understand the context, to interview people or even use shadowing to experience their needs and way of doing."

Master's student on Design Thinking Social Innovation, Spring 2022

Numbers

12

Podcast Episodes

2

Awards



8

Presentations



4

Academic Publications



6

Guests (Scholars & Social Innovators)



Main Activities

ROSI (Research Group on Open Social Innovation) aims to create a community of researchers interested in open social innovation by bringing together a diverse group of researchers studying social innovation, open innovation and cross-sector collaboration.

Created in February 2022 by Anne-Laure Fayard (Nova SBE) Joanna Mair (Hertie School of Public Policy), Thomas Gegenhuber (JKU Linz and Leuphana University Lüneburg) and Paolo Leone (Nova SBE), ROSI has about 20 members and meets virtually every two months.

The **Research Project** on Inclusion practices is a qualitative study of the peer-to-peer program created by the Inclusion Community Forum.

3. Projects



The ERA Chair in Social Innovation partnered with the **Management Research Seminars** to host several top scholars in the field of social innovation and organizational studies:

- Jürgen Howaldt (TU Dortmund) in June 2022
- Shaz Ansari (Cambridge) in October 2022
- Wendy Smith (University of Delaware) in November 2022

Two experiential learning courses designed and taught by Anne-Laure Fayard: Design Thinking for Social Innovation (Spring 2022) and Impact Makers (Fall 2022).

DESIS Lab (Design for Social Innovation and Sustainability) at Nova SBE initiatives:

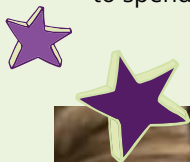
- The Design Thinking Roundtable podcast, in partnership with Design Lab at NYU MakerSpace, brings up conversations about design and how it creates change and social impact;
- Social Innovators in Residence: Lisbeth Shepherd (March) and Karine Sarkissian (September). Social innovators are entrepreneurs who come to spend a week at Nova SBE to share their experience

and enthusiasm for social impact with our students, staff and faculty, partners and the general public.

- Design Jam for Impact 1st edition: one-day co-creation event to tackle social and environmental issues. It was run in collaboration with RED DESIS Lab (Faculty of Architecture, University of Lisbon).
- NOVA Vista, a program that promotes community engagement through art and design, with a focus on social impact and sustainable development (September 2022).
- Number of workshops in collaboration with other groups at Nova SBE as well as outside organizations.

Qualitative Methods Workshop (June 2022):

Anne-Laure Fayard along with 4 other international experts in qualitative methods, Beth Bechky (NYU / UC Davis), Ruthanne Huising (EM Lyon), Melissa Mazmanian (UC Irvine) and Hila Lifshitz-Assaf (Harvard / Warwick) offered an intensive 4-day experiential workshop in qualitative research methods at NOVA SBE. The goal of this workshop, open to doctoral students, post-doctoral fellows and early-career faculty, was to provide **project-based, interactive training in qualitative research methods and build community and networks across qualitative researchers**. We hosted 30 participants (from top international schools such as Harvard, MIT, McGill, UCLA, NYU, Oxford, Cambridge, ESSEC, VU, etc.).



Inclusive Community Forum

» SOCIAL INNOVATION

The Inclusive Community Forum (ICF) promotes a more inclusive community for people with disabilities, challenging all those who play a role in these people's lives to actively participate in cocreating solutions.

So far, the ICF has been working on two topics: Employability and Education of people with disabilities, given the urgency of both and the context of Nova SBE. Under these topics' scope, the ICF develops programs and initiatives that aim to promote a more inclusive society for people with disabilities.

[Website](#) 

Team



Isabel Almeida e Brito
Coordinator



Frederico Oliveira Pinto
Project Manager



Margarida Castro Caldas
Project Manager



Maria Castro Almeida
Project Manager

Numbers



5

Years of Activity

±300

Participants in Inclusive Talks 2022

2

Research Projects Ongoing

2

Students Engaged with Master Thesis

55+

Participants in Council of Families & Council of Institutions



Employability Projects

Journey to Inclusion

The path designed and proposed by ICF to companies that want to be more inclusive regarding people with disabilities.

- The ICF challenges companies to sign the Commitment to Inclusion, where they declare their interest and commitment in promoting the employability of people with disabilities. In 2022, the project supported and followed 45 companies trailing their path towards inclusive recruitment;
- During this journey, the team provides companies with services like awareness-raising sessions for their team leaders and HR teams, where myths related with inclusive recruitment are deconstructed, and shares strategies and partnerships for companies to go forward in this topic. This year, 7 companies benefited from these sessions.

Peer2Peer

Peer2Peer, launched in 2018 by ICF, is a preparation program for the job market, based on a one-to-one dynamic between a university student and a person with a disability looking for a job.

- In 2022, the program started its expansion from Nova SBE to 3 new higher education institutions: Nova School of Law, Nova Medical School and Psychology Faculty of Lisbon University;
- 2 National Coordinators took the lead of this project, managed entirely by students, by being fully responsible for the project's continuity and growth at national level.
- Peer2Peer was distinguished by **Financial Times** as one of the world's best student-led projects of 2022, in partnership with socially impactful organizations.

Education Projects

Journey to Empowerment

The Journey to Empowerment is the set of 4 initiatives that emerged from the Inclusion LABs sessions, as a response to the main challenges on the Education of people with disabilities in Portugal, identified by the team during the diagnosis phase.

- Empower to Employ was created to develop the social skills of people with disabilities - a must in the job market. This year, around 100 people with disability had training on social skills with Accenture and Millennium BCP.
- Empowering in Higher Education: +35 professors from Nova SBE and Sciences Faculty of Lisbon University were trained.

Through awareness-raising sessions, this initiative keeps on preparing higher education faculty to teach their students with disabilities.

- Learning While Teaching: an initiative that aims to empower teachers from compulsory school to prepare their students with disabilities for an active life, where 4 more primary teachers were trained this year;
- ComPIT - Platform that connects companies interested in receiving students for vocational experiences and PIT (Individual Transition Plan) students thriving to have professional experience in these companies. In 2022, there were 4 new vocational experiences.

[Website](#) 

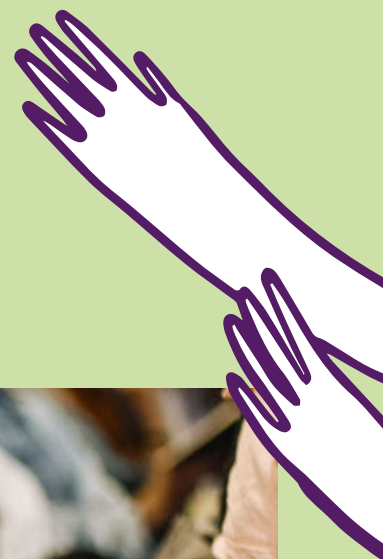
Inclusive Campus

Helped Nova SBE to be more inclusive in its infrastructures and in pedagogical terms, by promoting the installation of new automatic doors and training 25 faculty members on how to better teach their students with disabilities.

Special Projects

The Russian invasion of Ukraine, the civil war in Syria, the war in Afghanistan and many more have increased the **influx of refugees around the globe.**

Millions of people were forced to leave their country to escape war, persecution, or natural disasters to usually find themselves unable to rent a house in the accepting country, which is the case in Portugal.



FIA-TE

› SOCIAL INNOVATION

Would an **insurance** work as an **alternative to the guarantor**?

Typically, a guarantor is required when renting a house. For those who are refugees, this requirement makes it difficult to have a place to live. To overcome this obstacle, FIA-TE associates have been studying an alternative to the conventional guarantor. So far, we narrowed our options and now stick to the question, would an insurance product work as an alternative to a guarantor? All options stand, between testing existent insurance products and drawing one specific to our need.



The project results from the partnership between the Leadership for Impact Knowledge Center and the NGOD Pão a Pão, the Jesuit Refugee Service (JRS), CRESCER, Lisbon Project and the law firm Vieira de Almeida (VdA). It also counts on the collaboration of a national insurance company and an insurance mediator.

Team



Miguel Pita
Coordinator



Teresa Franco
Project Manager



“Housing is a universal right, unfortunately not one that exists without barriers. This is more so true for refugees and migrants. It’s not many times where cooperation, commitment and drive to create impact truly make sense. But the consortium of organizations that have been moving FIA-TE forward - the project that aims to develop a new approach for the housing problem within the migrant communities - is the best possible representation of it. It has truly been a pleasure and an honour to be part of this path alongside Nova SBE’s LFI.”

Nuno Mesquita Co-founder & Board Member of NGOD Pão a Pão

Bootcamp for Refugee Integration

› SOCIAL INNOVATION

Nova SBE Leadership for Impact Knowledge Center, in partnership with IES Social Business School and the Municipality of Cascais, organized a bootcamp for refugee integration on July 5-7, 2022.

The event engaged beneficiaries and stakeholders that together co-created solutions to integrate the needs of Ukrainian refugees in Portugal. The sessions involved understanding the roots of the problem, pitches of the solutions created, and a special guest speaker.



Team



Cláudia Pinhal
Project Manager

Numbers

17

Participants

5=3

Five projects merged
into three

Refugee Integration Solutions in Portugal

- Students without borders: a mentoring program to guide students through academic and early professional life;
- Share: a social app for refugees to access a psychological education program;
- Never too late: A website that aggregates all the services available for elderly people to connect with others;
- Life here and now: An online platform informative about processing documents for temporary protection and recognition and validation of professional qualifications;
- You have arrived: Roadmap with all the information on what to do upon arrival in Portugal and “how to” videos to easily rebuild a life here.

Master's in Impact Entrepreneurship & Innovation



› SOCIAL INNOVATION

For those who have a social innovator mindset and a desire to positively impact the world, Nova SBE Leadership for Impact has supported the launch of a master's degree tailored to future agents of change.

The Master's in Impact Entrepreneurship and Innovation is designed for students who want to develop social innovation projects (either launch a new business or implement within an existing organization) to tackle societal challenges. It uses a practical approach and real-world perspective that imprints in students both technical and personal learnings.

Calouste Gulbenkian Foundation supports by, amongst other things, offering scholarships and awards to students.

Website



Main Activities

- **5 webinars** hosted with external guests that shared their experience and their view on social innovation and entrepreneurship;
- Preparation and kick-off of the **2nd edition of the master's program**;

Team



Pedro Oliveira
Academic Director



Rita Nascimento
Program Coordinator



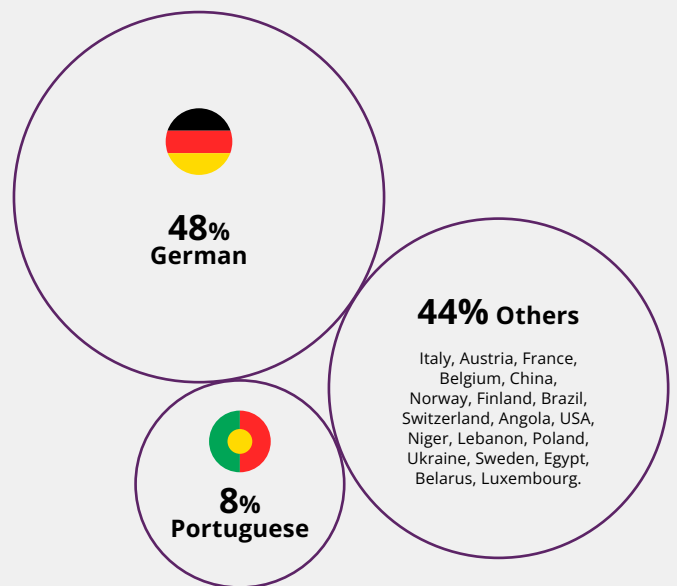
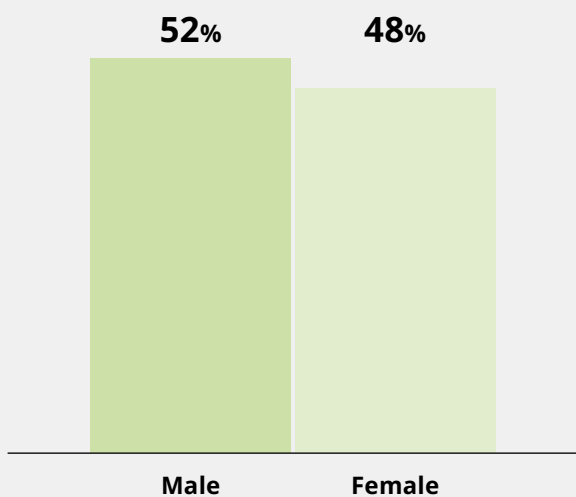
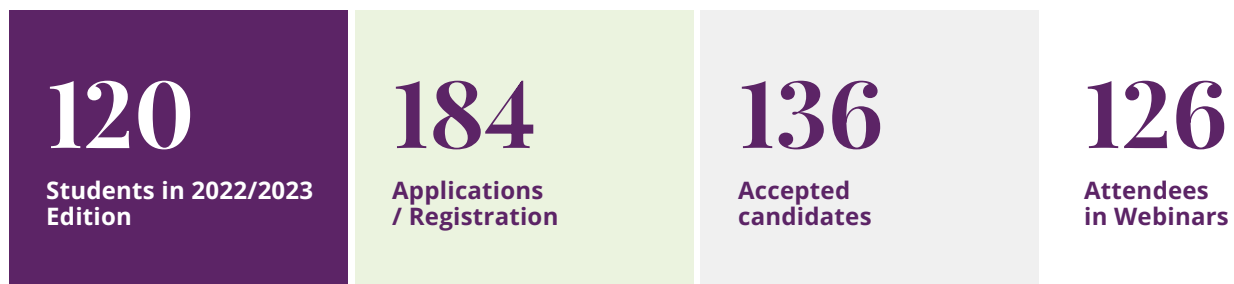
- **Program promoted** in different newsletters, online events, and relevant networks, as well through organic content and sharing and paid campaigns on social media.

Numbers

1st edition



2nd edition



Public-private Social Partnership Investments

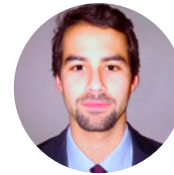
› SOCIAL INNOVATION

Project based on the analysis on the new financing instruments for social organizations. In full harmony with the vision of European public policy for the Social Economy sector, the project discovered a positive conceptual recommendation regarding the creation of a credit line aligned with the transversal priorities of European and national public policy.

Team



**Filipe
Alfaiate**
Coordinator



**João
Sáãgua**
Senior Consultant



**Teresa
Franco**
Consultant

Education Market Study

› CORPORATE SUSTAINABILITY

A study about the education sector in Portugal was conducted to better understand the aspirations, necessities, and requirements of teachers, future teachers, and parents with children from pre-primary to secondary levels, across different school curriculums (Portuguese and International) for the years to come.

Team



**Miguel
Pita**
Academic
Director



**Rita
Aragão**
Senior Consultant



**Teresa
Franco**
Consultant

Paradigm Shift



› CORPORATE SUSTAINABILITY

Created in 2018, the partnership between Nova SBE and the Calouste Gulbenkian Foundation became aims to prospect the field of Impact Economy in Portugal through research in areas such as Open Innovation, Leadership for Impact and Entrepreneurial Learning.

One of the results of this synergy is the executive education program, Paradigm Shift, which encourages leaders from different sectors of activity to bring sustainability to the center of dialogue and organizational action.

Team



Rita Nascimento
Project Manager



3rd Edition

- 3-day program that gathered national and international speakers;
- Participants were helped to identify challenges, risks and projections in their organizations in order to make them more sustainable;
- Participating leaders gained an understanding of global trends, best practices and networks of sustainability leaders.

Numbers

45

Participants

20

Companies

Social Leapfrog Program



› CORPORATE SUSTAINABILITY

The Social Leapfrog is a pioneering 3-year program that aims to promote the leapfrog of social organizations in terms of impact and financial sustainability, by offering a wide range of activities:

Master courses and executive education programs, mentoring and coaching programs, projects with students, workshops with school teachers, among others. Implemented for 5 semesters with Nova SBE's community support, this is a tailor-made program designed for hybrid social organizations.

[Website](#)

Team



Carmen Lages
Academic Director



Talita Feliciano
Coordinator



Catarina Roosebom
Program Manager



Cláudia Pinhal
Program Manager



Numbers

+400

People Involved

15 Consulting Projects with Students
16 Mentoring & Coaching Process
60 Students Involved
& others



3981

Training hours

Our Journey



1st edition

2019-2022

Frog Tank: Event where supported social organizations of the 1st edition presented pitches to social impact investors;
Graduation: At the end of the 1st edition, the organizations received a certificate of participation.

2nd edition

2020-2023

In 2022, the second edition of the Social Leapfrog program was based on the continuity of activities planned for each organization.

"Seeing the impact that we can create with our work project, reflected in the outcomes for the organisation, together with the great learning experience, makes the choice of this field lab and non-regrettable move! I can only advise it!"

Francisca Gomes Monteiro Sanhudo

Master student whose thesis was developed with U.Dream, a social organization of the 2nd edition.



3rd edition

2022-2025

- Kick-off 3rd edition: 10 pre-selected organizations;
- Management, legal, fiscal and accounting diagnoses: support by Nova Junior Consulting, Vieira de Almeida, Sociedade de Advogados and KPMG companies;
- Experience phase of the program - 9 organizations selected: Academia Ten, AMUT, APPDA, ATNP, Cadin, CDI Portugal, CJSJ, Comunidade de Vida e Paz, Prevenir.



4. Student Club

Leadership for Impact Student Club

The Nova SBE LFI Student Club is a group of multidisciplinary students focused on impacting the civil society sector with the knowledge and skills developed at Nova SBE. The club's focus is to promote the sustainable development of knowledge and reduce social inequity by stimulating initiatives that inspire the creation of more articulated and efficient responses to societal issues.



Nova SBE Leadership for Impact Student Club



Numbers

10 Projects Developed



61 Students Involved



6 Social Organization Clients

2 Social Organizations
4 Nova SBE Internal Clients



Projects Highlights

- Cooperation in the organization and planning effort of the events scheduled for the European Forum on Paradox and Pluralism;
- ComPIT: ComPit website design, a project by Inclusivity Community Forum.



5. In the Media

ERA Chair in Social Innovation

Anne-Laure Fayard

ERA Chair Professor in Social Innovation,
NOVA School of Business and Economics, Portugal

Dr Fayard researches how space collaboration (both in person and virtual) and innovation. She has published on distributed collaboration, how to effectively nurture collaboration and idea generation.



The Economist

In Making Hybrid Work Human, she argued that “by challenging our definition of work, the pandemic has created an opportunity for redefining power and roles within organizations.”

Financial Times

About privacy and silence the offices of the future and she claimed that the design of spaces requires more imagination so that we are not restricted to “telephone booths and sofas”.

CNBC

Musk clearly has an eye for products that seize the imagination of the public: commercial space travel, fully self-driving cars and, now, humanoid robots. “Robots are a prevailing object used to evoke our technological future.”

Público

Público journal interviewed Anne-Laure Fayard alongside with Lisbeth Shepherd (MIT) during her visit to Nova SBE, where they talk about green economy and the Green City Force “case study”.

Leadership & Well-Being Observatory

“Technostress – Use of Technology and Well-Being in the Context of Work”

The growing impact of technology on work, aggravated by periods of confinement and the consequent spread of teleworking, motivated researchers Filipa Castanheira, Pedro Neves and Inês Dias da Silva to develop this study. Several media reported the results released in 2022.

Business IT

Jornal de Notícias

Visão

WestObserver

Nova SBE: sobrecarga da tecnologia é cada vez mais sentida pelos profissionais

O estudo mostra que uma parte substancial dos inquiridos sentem níveis elevados de tecnosobrecarga (35%) e tecno-invasão (42%).



Mafalda Freire

Publicado a Mar 16, 2022 às 13:27 min



4th edition of the Social Leadership for Managers Program

Nova School Business and Economics launches the 4th edition of the “Social Leadership for Managers” programme, which aims to provide private sector professionals with the knowledge and network necessary to make their experience available to the social economy sector.

The “Social Leadership for Managers” program is part of the Social Equity Initiative, a partnership between Nova SBE, Fundação “la Caixa” and BPI.



Human

Link to Leaders

ECO/Pessoas

Our Members

Joana Castro e Costa

Observador

The executive director of the Leadership for Impact Knowledge Center reflects on the global movement “The Economy of Francesco”, which emerged with an appeal by Pope Francis to young economists, entrepreneurs and change-makers around the world to think about a fairer, more humane economy, inclusive and regenerative for our planet.

Miguel Pinha e Cunha

TSF

Miguel Pina e Cunha gave an interview to TSF about the children’s book “Perguntas no Ar”, edited by Nova SBE Leadership for Impact Knowledge Center, as part of the Twinning project.

Le Monde

“Elgar Introduction to Organizational Improvisation Theory”, book co-authored by Miguel Pina e Cunha, was quoted in the french journal.



Pedro Oliveira

Rádio Renascença

The projects of the 3rd edition of the Patient Innovation Bootcamp were mentioned on Rádio Renascença as solutions created by caregivers and patients for their health problems.

Planeta A, RTP 1 series

In Episode 8, “Inovação, Infraestructuras e Comunicação”, Pedro Oliveira is interviewed about the Patient Innovation project.



Our Members

Pedro Neves

Sociedade Civil, RTP2

Pedro Neves was one of the guests on Sociedade Civil (RTP), episode on productivity around the question: How do you evaluate and improve a country's productivity? What does it mean to be productive anyway?

ECO

Pedro Neves and Gokhan Karagonlar (Dokuz Eylul University) study, "Does leader humor style matter and to whom?", was quoted on ECO magazine.



Ricardo Zózimo

Visão magazine

Ricardo Zózimo, with Marta Everard e Rita Mendes (Nova SBE students from the Nova Women in Business club) talked about why although mentalities have evolved, women continue to be discriminated against in the labor market; third episode of Zona de Impacto, the Nova SBE and Expresso podcast.

Rádio Renascença

Ricardo Zózimo, in an interview with Rádio Renascença, talked about the priorities that should be included in the next State Budget, in the light of what Pope Francis proposes.





6. Our Team

Executive Team



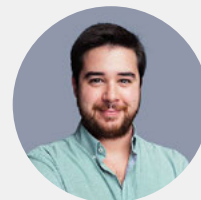
Aníbal Lopez
Project Manager



Catarina Rooseboom
Project Manager



Cláudia Pinhal
Project Manager



Frederico Oliveira Pinto
Project Manager



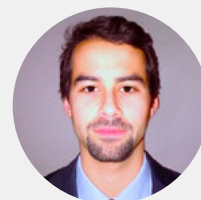
Inês Dias da Silva
Project Manager



Isabel Almeida e Brito
Program Coordinator



Joana Castro e Costa
Executive Director



João Sàágua
Senior Consultant



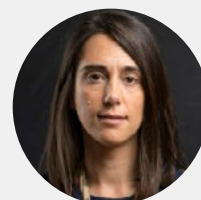
Luciana Pires
Project Manager



Margarida Castro Caldas
Project Manager



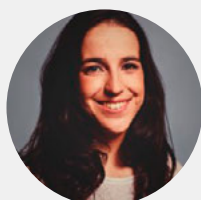
Maria Castro e Almeida
Consultant



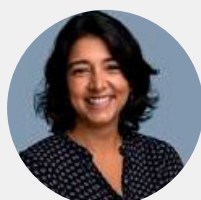
Rita Aragão Ramos
Senior Consultant



Rita Diniz
Project Manager



Rita Nascimento
Project Manager



Talita Feliciano
Program Coordinator

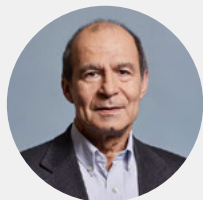


Teresa Franco
Consultant

Faculty Members



Alison Holm
Assistant Professor
Management and
Organizations



Álvaro Ferreira da Silva
Associate Professor
Business History



Aníbal Lopez
Assistant Professor
Entrepreneurship



Anne-Laure Fayard
Full Professor
Social Innovation



Carmen Lages
Associate Professor
Social Marketing



Claire Bright
Assistant Professor
in Private Law
Nova Law School



Filipa Castanheira
Associate Professor
Human Resource
Management



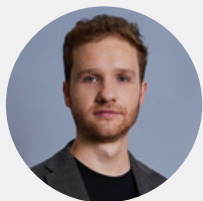
Jenny Hoobler
Full Professor
Management and
Organization



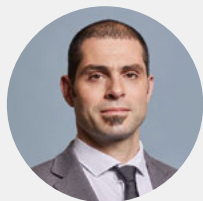
Miguel Pina e Cunha
Academic Director of LFI
Full Professor in
Leadership



Milton de Sousa
Associate Professor
(Adjunct)
Servant Leadership



Paolo Leone
Associate Professor
Management and
Organizations



Pedro Neves
Associate Professor
Organizational Behavior



Pedro Oliveira
Full Professor
Innovation and
Operations



Ricardo Zózimo
Assistant Professor
Social Entrepreneurship



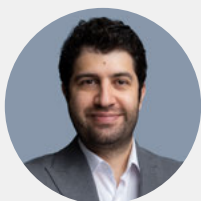
Rita Cunha
Associate Professor
Human Resources
Management



Samantha Sim
Assistant Professor
Social Psychology



Sofia Kousi
Assistant Professor
Marketing



Utku Serhatli
Assistant Professor
Sustainable Operations

Invited Faculty Members



Alexandre Dias da Cunha
Family Business



Filipe Alfaiate
Impact and Sustainability



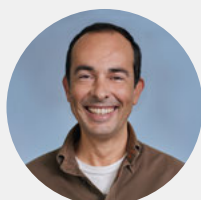
Loïc Pedras
Social Entrepreneurship



Laurinda Alves
Communication and Ethics



Miguel Alves Martins
Social Entrepreneurship



Miguel Pita
Strategy



Paula Marques
Future of Work



Silvia Lopez Herrero
Management of Non-profit
Organizations

Post Doc



Bárbara Leão
Postdoc in Regenerative
Marketing



Filipa Lancastre
PhD in Social
Entrepreneurship



Patrícia Pedrosa
Paradoxes of Authentic
Leadership

PhD Students in Management



Anne-Sophie Hann

Research focus on AI and Future of Work



Amélia Monteiro

Research focus on Organizational Behavior and Job Crafting



Isabel Carvalho

Research focus on Social Business Hybrids and Paradoxes



Liliana Dinis

Research focus on Family Business



Miguel Fernandes

Research focus on Organizational Behavior



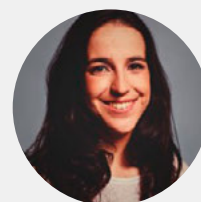
Pedro Sena Dias

Research focus on Organizational Behavior and Hidden champions



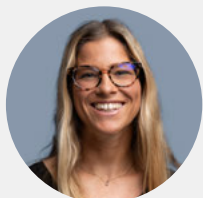
Radek Oros

Research focus on Innovative Education, Organizational Behaviour and Positive Psychology



Rita Nascimento

Research focus on Hybrid Organizations



Teresa Mannebach

Teaching Assistant
Research focus on Green Innovation



Tomé Salgueiro

Research focus on Leadership and Sustainability



Yulia Vachevskikh

Research focus on Social Innovation

Advisory Board



Alexandra Machado

Founder of Girl MOVE
LFI Leander in Residence



Andreas Heinecke

CEO & Founder of Dialogue
Social Enterprise



João Gunther Amaral

Chief Development Officer
at SONAE



Johanna Mair

Professor at
Hertie School



Jorge Quintas

General Secretary at Amélia
de Mello Foundation



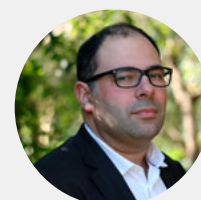
José Pena do Amaral

Member at BPI's Executive
Committee of the Board
of Directors



Lars Bo Jeppesen

Professor at Copenhagen
Business School



Luís de Melo Jerónimo

Director of Sustainable
Development Program at
C. Guilbenkian Foundation



Rui Diniz

Vice-President at
José de Mello Saúde



Ursula Muehle

Senior Health, Innovation
& Education Professional



Wendy Smith

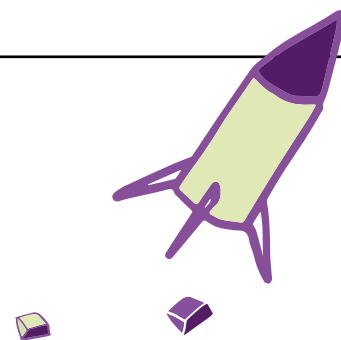
Professor at University
of Delaware



Zoltan Syposs

Vice President QSE at
The Coca-Cola Company

People Who Especially Marked our 2022



Johnson Semedo

One of the events that marked our 2022 was the death of Johnson Semedo, the activist for inclusion that founded the Academia do Johnson, a place that promotes education, values of citizenship, sport, development and social integration of children and young people who live in the neighbourhoods of Amadora, in Lisbon. We pay homage to the man we were lucky enough to meet and who transformed dozens of lives through his message of family values, resilience and hope. Rest in peace, Johnson Semedo.



Daniel Traça

We cannot pass up the tribute to Daniel Traça in the last year of his term as Dean of the Nova School of Business and Economics. We give a special thanks to the man who was at the origin of the Leadership for Impact Knowledge Center and inspired us with his vision "Every CEO should be a social entrepreneur and every social entrepreneur should be a CEO". After 5 years of existence of the center, we continue to follow his steps towards a future with an open and hopeful horizon.





7. Our Close Community



Partners



Student Clubs



Nova SBE Leadership for Impact
Student Club



Academic Partners



Networks

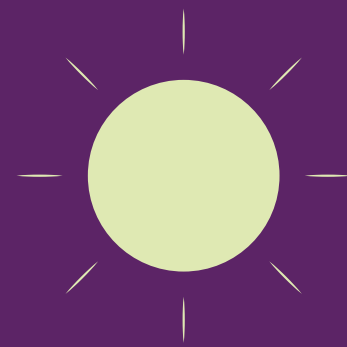




8. Upcoming Events

Upcoming Events

Subscribe



January

Inclusive Talks -
Commitment to Inclusion



February

Research Seminar with Johanna Mair
Workshop with Johanna Mair



March

Council of Families
Council of Institutions



April

Design Jam for Impact
Open Call | 4th edition of the Social Leapfrog
6th Edition of the Social Leadership for Managers
Becoming Blue
Workshop with Isaac Jumba (SIIR)



May

Let's talk about: Servant Leadership
Research Seminar with Christine Beckman
VCW Conference - Roundtable



June

Frog Tank
Research Seminar with Martin Kornberger
6th Paradox and Pluralism Annual Meeting
League of Intrapreneurs



July

Leapfrog Graduation
EGOS attendance with Rita Nascimento
Leapfrog Annual Meeting



August

Bootcamp MIEI



September

Social Leapfrog Kick-off
Social Leadership for Managers
Social Leadership Book Release
Workshop with Elizabeth Gerber (SIIR)
Nova School of Law's 3rd Annual
Conference on Business and Human Rights



October

Let's talk About: Advisory Boards



Don't miss any of our events and subscribe to get the latest information right to your inbox.



