

Invited foreign scholars

Adrienne Bennett

Bachelor of Arts (Honours Class 1 in Psychology), PhD in Psychology, University of Sydney, Fellow of The Australian Psychological Society Ltd. Consultant & Research Associate (e.g. for DDI, Ernst & Young, Environmetrics, Honorary Supervisor and part-time Lecturer, Masters of Organisational Psychology Programs (Macquarie University and University of NSW), Executive Director, The Australian Psychological Society Ltd (1989 – 1995), Lecturer in Psychology at University of Sydney and Lecturer/Senior Lecturer Macquarie University (1963 – 1991).

Relevant expertise

- Job Analysis and Competency Profiling; role descriptions; mapping competencies
- Use of competencies in recruitment, performance management, development planning
- Designing and assessing Assessment Centre exercises
- De-briefing senior managers/executives on assessment results and development planning
- Training of role-players and assessors
- Interviewing skills - accredited in Behavioural Interviewing
- Succession management programs: identification and assessment of high potential staff
- Teaching students at all university levels from introductory to postgraduate
- Supervisor of Masters and PhD students; examiner of Masters and PhD theses

Alberto Crescentini

PhD, is Researcher at the Department of Learning and Training of SUPSI, Locarno (Switzerland) and visiting professor at the Faculty of Economics at the Università Cattolica S.C. of Milan. In these institutions he teaches course on Qualitative Search Methodologies and Work and Organizational Psychology. Since 2001 he has given courses on qualitative data analysis in Phd Courses in Italy and Switzerland and is member of the scientific board of the annual congress on Computer-Aided Qualitative Research. His research interests lay in research design and innovation topics, and their application to organizational field. Actually he is researching on qualitative content analysis and ethnographic research in organizations. He has published more than 50 works and has presented more than 60 papers in scientific congresses.

Hans De Witte

<http://www.kuleuven.be/wieiswie/en/person/00013982>

Hans De Witte is full professor at the Department of Psychology of the Katholieke Universiteit Leuven (K.U.Leuven). He teaches Work (and Organizational) Psychology and is member of the Research Center Work-Organizational and Personnel psychology (WOPP) of his Department. His research includes the study of the psychological consequences of job insecurity, unemployment, temporary employment and downsizing, as well as mobbing and stress versus engagement at work. Other topics include attitudes towards work, participation in trade unions and the impact of job characteristics on social attitudes (such as working class cultures and political attitudes). he is involved in (national and European) research regarding temporary contracts, restructuring of plants, mergers of banks, mobbing at work and well-being at work. He is also involved in comparative research with South Africa regarding the consequences of unemployment and job insecurity.

Rob Hall

<http://www.environmetrics.com.au/rob.html>

Rob Hall, Director of Environmetrics, holds a PhD in psychology from Macquarie University (Sydney-Australia). He is a member of a number of professional organizations including the Australian Psychological

Society, the Ergonomics and Human Factors Society, an Associate of the American Psychological Association and a Member of the Australian Social and Market Research Society and the Statistical Society of Australia. He has had a long academic career in which he was co-founder of the Architectural Psychology Research Unit at the University of Sydney, and has been a visiting scholar at the University of California. He has held teaching positions in psychology and marketing at a number of Australian universities including Macquarie University and The University of New South Wales. He has been an Honorary Visiting Fellow in both the Schools of Marketing and Psychology at The University of New South Wales. Currently he is an Honorary Associate in the Division of Linguistics and Psychology at Macquarie University and an Adjunct Professor in the Sydney Graduate School of Management, University of Western Sydney. He combines academic expertise with the practical knowledge gained from his work with range of public and private organizations, assisting them to develop appropriate policies to meet their strategic goals. His strengths are his sophisticated grasp of strategic implications and his creative expertise in quantitative data analysis and modelling. His high-level skills are recognised by the profession in the extent to which he is retained to advise on analysis and to teach advanced analytics. He has also acted as an expert witness in a number of significant court cases dealing with consumer perceptions of products and services.

Sílvia Costa Agostinho da Silva

PhD in Social and Organizational Psychology, Associate Professor in the Human Resources and Organizational Behavior, Department, ISCTE-IUL Business School, Lisbon, Portugal
Member of the Direction/Executive Committee of the European Association of Work and Organizational Psychology (EAWOP), Vice-director of the Department of Human Resources and Organizational Behavior, ISCTE-IUL Business School, Member of the Academic Commission of the Colegio Doctoral Tordesillas de Psicología de las Organizaciones, del Trabajo y de los Recursos Humanos. At the moment the protocol includes 6 universities: Universidad de Sevilla (Spain); Universidad de Valencia (Spain), Universidade Presbiteriana Mackenzie (Brazil); Universidad de Sao Paulo (Brazil), Universidade de Coimbra (Portugal) and ISCTE-IUL (Portugal), Member of the European Research Network –“OPEN “(Organizational Participation European Network). Teaching in several Undergraduate Degrees and also in Master and PhD Programs in ISCTE-IUL (Portugal) and in other Universities. Mainly in Psychology; Sociology and Management Degrees and courses related with Work Psychology, Organizational Behavior, and Research Methods.

José Maria Peirò

<http://www.uv.es/~jmpeiro/>

Director of University Research Institute of Human Resources Psychology, Organisational Development and Quality of Working Life, President-elect of International Association of Applied Psychology (IAAP), Professor of Social and Organizational Psychology of University of Valencia (Spain).

Ricardo Pietrobon

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