

# EVANDRO BOCATTO



## Contact

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## Education

Ph.D. Candidate in Management Sciences, ESADE Business School, Barcelona, Spain (estimated completion: February, 2008)

DEA in Management Sciences, ESADE, 2006

Spanish Homologation of the Graduation in Psychology, 2006

Master of Science in Business Administration, EAESP - Fundação Getúlio Vargas, São Paulo, Brazil, 2002

Specialization in Clinical Psychology, Institute for Integrative Psychotherapy, New York, USA, 2002

Specialization in Organizational Psychology, UNAT, São Paulo, Brazil, 1998

Psychologist, Pontifícia Universidade Católica de Campinas (PUC), Brazil, 1995

Undergraduate in Psychology, PUC, Brazil 1994

## Research Areas

Human Resources Management, Organizational Behaviour and Learning

## Working Papers

Managing and Learning Citizenship: Comprehending the Participatory Budget in Brazilian Municipalities, Thesis, 229pp

An Existential-humanistic Framework to Organizational Learning, ESADE, GRACO research group, 35pp

Citizens Typology's Matrix, GRACO, 50pp

## Publications

### ✉ Academic publications

#### Articles

Bocatto, E. and Perez-de-Toledo, E., A Democratic Story: collaboration in the use of public budget. *International Journal of Sociology and Social Policy* (pre-accepted, 2007)

Perez-de-Toledo, E. and Bocatto, E. (2007): Quality of Governance and the Construction of Governance Indices: evidences from Spain. *Journal of Corporate Ownership and Control*, Vol. 5 (2), November (ISSN 1727-9232)

## Book chapters

Bocatto, E. and Perez-de-Toledo, E. (2007): An Existential-Humanistic Framework to Organizational Learning. In Blanca Martins and Dan Remenyi (eds.), *8<sup>th</sup> European Conference on Knowledge Management (ECKM)*, Vol. 1, pp. 125-130 (ISBN 978 1 905305 53 7)

Bocatto, E. and Perez-de-Toledo, E. (2007): Reverse Engineering of Moral Discussion: from symptoms to moral foundations. In Marie-Laure Djelic and Radu Vranceanu (eds.) *Moral Foundations of Management Knowledge*. Cheltenham: Edward Elgar Publishing (ISBN 978 1 84720 477 6)

Bocatto, E. and Perez-de-Toledo, E., Impacts of Enterprise Systems on Organizational Transformation. In Teresa Torres-Coronas and Mario Arias-Oliva (eds.) *The Encyclopaedia of Human Resources Information Systems: Challenges in e-HRM: Idea Group* (ISBN forthcoming 2007)

Bocatto, E. and Perez-de-Toledo, E., E-learning as a tool for community learning and development. Peter Lang (Publisher) (ISBN forthcoming 2007)

Bocatto, E. and Cascón-Pereira, R., The Ethical Dilemmas of Performance Appraisal: a case study. Universidad Politécnica de Valencia (ISBN forthcoming 2007)

Bocatto, E. and Perez-de-Toledo, E. (2006): Learning from the practice: fostering critical education and local development through e-learning. In Khalid S. Soliman (ed.) *Managing Information in the Digital Economy: Issues & Solutions*, pp. 486-493 (ISBN: 0-9753393-5-4)

Bocatto, E. (2002): The Impacts of the *Enterprise Systems* on the Organizational Change. (M.Sc.'s dissertation) In the libraries of EAESP/FGV and FEA/USP, 228pp

## ➤ Other publications

### Articles published in conference proceedings

Bocatto, E. (2007): **Can Human Resources Management promote democratic actions?** VI International Workshop on Human Resources Management, May 17-18, Universidad de Cadiz, Spain

Bocatto, E. and Perez-de-Toledo, E. (2006): **Reverse Engineering of Moral Discussion: from symptoms to moral foundations.** European Institute for Advanced Studies in Management (EIASM) Seminar, Moral Foundations of Management Knowledge, October 13-14, ESSEC Cergy-Pontoise, France  
([http://www.eiasm.org/frontoffice/event\\_download.asp?item=DOWN&event\\_id=462](http://www.eiasm.org/frontoffice/event_download.asp?item=DOWN&event_id=462))

Bocatto, E. (2006): **Learning and Managing Citizenship: understanding the participatory budget process in the Brazilian municipalities.** 2<sup>nd</sup> International Doctoral School in Organizational Learning *Knowing in Practice: How to Study it?* April 09-12, Trento University, Italy

Perez-de-Toledo, E. and Bocatto, E. (2001): **Private Equity Funds in Brazil: Analysis of the Governance Model.** II New Institutional Economy Brazilian Seminar, pp. 203-217, Universidade de Campinas, Brazil

Bocatto, E. and DiSerio, L. C. (2000): **Organizational Design Facilitating Flexibility and Innovation.** III Symposium of Production, Logistics and Industrial Operations Management, September 25-28, EAESP/FGV, São Paulo, Brazil

Bocatto, E. (1999): **Applicability of National Quality Prize Criteria on a Small Enterprise from Consulting and Training Sector.** V Management Studies' Week, October 25-29, Faculdade Santa Lúcia, Mogi-Mirim, Brazil

Bocatto, E. (1998): **Structural and Conjectural Premises Determining the Organizational Transformation**. I Symposium of Production, Logistics and Industrial Operations Management, September 24-25, EAESP/FGV, São Paulo: Plêiade, pp. 206-213.

Bocatto, E. (1997): **Analyzing Business Administration**. XVI Brazilian Transactional Analysis Congress (CONBRAT), August 27-30, Belo Horizonte, Brazil

## Congress presentations

Bocatto, E. and Perez-de-Toledo, E. (2007): An Existential-Humanistic Framework to Organizational Learning. **8<sup>th</sup> European Conference on Knowledge Management (ECKM)**, September, 6-7, Consorci Escola Industrial de Barcelona, **Spain**

Bocatto, E. (2007): Can Human Resources Management promote democratic actions? **VI International Workshop on Human Resources Management**, May 17-18, Universidad de Cadiz, **Spain**

Bocatto, E. and Cascón-Pereira, R. (2006): The Ethical Dilemmas of Performance Appraisal: a case study. **XIV Congreso Nacional de Ética, Economía y Dirección (EBEN)**, December 15-16, Universidad Politécnica de Valencia, **Spain**

Bocatto, E. and Perez-de-Toledo, E., (2006): Practising Democracy, Improving Quality, Reducing Costs and Corruption in the use of Public Budget through Government, Community and Company Collaboration. **13<sup>th</sup> International Conference on Multi-Organisational Partnerships, Alliances and Networks (MOPAN)**, November 30 - December 2, Victoria University of Wellington, **New Zealand**

Bocatto, E. and Perez-de-Toledo, E., (2006): Reverse Engineering of Moral Discussion: from symptoms to moral foundations. **European Institute for Advanced Studies in Management's (EIASM) Seminar, Moral Foundations of Management Knowledge**, October 13-14, ESSEC Cergy-Pontoise, **France**

Bocatto, E. and Perez-de-Toledo, E., (2006): E-learning as a tool for community learning and development. **7<sup>th</sup> International conference of the Utopian Studies Society (USS)**, July 6-8, Universitat Rovira i Virgili, Tarragona, **Spain**

Bocatto, E. and Perez-de-Toledo, E., (2006): One for all and all for one: practising democracy, improving quality and reducing costs and corruption in the use of public budget through government, local communities and private sector collaboration. **2<sup>nd</sup> Workshop on 'Storying Collaboration'**, June 19-20, London School of Economics and Political Science, **Great Britain**

Bocatto, E. and Perez-de-Toledo, E., (2006): Diagnostic Analysis: triangulating at epistemological level. **6<sup>th</sup> European Academy of Management (EURAM) Conference**, May 17-20, Norwegian School of Management, Oslo, **Norway**

Bocatto, E. (2006): Narratives Biological *a priori*: the reconciliation of competing paradigms. **1<sup>st</sup> Conference on Rhetoric and Narratives in Management Research**, May 11-13, ESADE Business School Barcelona, **Spain**

Perez-de-Toledo, E. and Bocatto, E. (2003): The Psychodynamics of Corporate Governance. **XIX CONBRAT Brazilian Transactional Analysis Congress**, June 15-17, São Paulo, **Brazil**

Bocatto, E. (2003): Organizational Psychology and Information Systems. **XIX CONBRAT Brazilian Transactional Analysis Congress**, June 15-17, São Paulo, **Brazil**

Bocatto, E. (2001): Integrative Psychotherapy and Transactional Analysis as Management Premises. **I São Paulo Congress of Transactional Analysis**, June 2-3, São Paulo, **Brazil**

Bocatto, E. (1999): The Leadership Style as an Evolutionary Process. **XVII CONBRAT Brazilian Transactional Analysis Congress**, May, 26-29, Porto Alegre, **Brazil**

## 📌 Teaching

**Universitat Rovira i Virgili** ([www.urv.es](http://www.urv.es))

**Assistant Professor**

Under-graduate courses: HR Management; Performance Appraisal and Compensation; and, Organizational Learning

Master: HR Management

Period: September, 2004 to present time

**Escola Superior Balear** ([www.escolasuperiorbalear.com](http://www.escolasuperiorbalear.com))

**Director of the Master in HR Management**

**Associate Professor**

Master and MBA: HR Management; and, Organizational Behaviour

Period: January, 2004 to present time

**Escola Superior de Propaganda e Marketing** ([www.espm.com.br](http://www.espm.com.br))

**Associate Professor**

Under-graduate courses: Organizational Behaviour, Organizational Theory

Master: Human Factor, Consumer Behaviour

Period: 1998 to 2003

## Other activities

### 📌 Professional experience

**HR Director – Human Structure Consulting** ([www.eh.com.br](http://www.eh.com.br))

I coordinated and participated on internal and external projects related to Organizational Change, Organizational Behavior and Learning, and Business Strategy (about 40 companies)

Provided training in topics like: coaching, interpersonal relationship, conflict and negotiation, leadership, motivation, performance assessment, organizational life cycles, teams' management, conflicts and succession processes on family business, etc. (about 5 thousand professionals among employees, top managers and entrepreneurs)

Coached corporate executives and entrepreneurs

*Industry sectors attended:* Telecommunications; Petroleum and Gas distribution; Electric Energy; Federal and Regional Fueling Associations; Automobilst; Clothing; Furniture, Heavy Warehousing; Education; Public Sector

Period: 1995 to 2003

### **Executive Coaching**

### **Psychotherapist**

### **International NGO's Cofounder**

Led and coordinated projects of Citizenship Learning via Internet

### 📌 Awards and distinctions

Top 10 Best Professors, FCEE, Universitat Rovira i Virgili, 2007

URV's Research Fellowship, 400,00 €, 2007

Honoured Professor, FCJ, RRL, Universitat Rovira i Virgili, 2006

Spanish Bureau of International Partnership Development Sponsorship, 1.000,00 €, 2006

ESADE's Research Fellowship, 300,00 €, 2006

ESADE's Research Fellowship, 2.900,00 €, 2004

Honoured Professor, Faculdades de Campinas, 2003

Honoured Professor, ESPM, 2002

Honoured Professor, Faculdades Santa Lúcia, 2001, 2000, 1999

International WHO'S WHO of Professionals, 2000, 1999 editions

## **Other information**

### **👉 Languages**

Portuguese – Mother tongue

English – TOEFL 597 TWA 4 (fluent)

Spanish – DELE (fluent)

Catalan – ESADE Idioms – intermediate

### **👉 Personal Data**

Birth – February 19<sup>th</sup>, 1971

Civil state – Married, two children

Nationality – Brazilian

NIF – X5340260-M

Social Security number – 431021476271