

Lea Loncar

University Lecturer, PhD.
HR & COM consultant.
Yoga Professional.



Personal details



Lea Loncar



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April 16, 1971



Norwegian/Croatian



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Skills

Scientific research

Teaching and facilitation

Health promotion

Organisational psychology

Social and cultural psychology

Qualitative methodology

AI in research practice

Project Management

Team Leadership

Profile

Visionary and forward-leaning lecturer, researcher, consultant and entrepreneur. PhD in health and organisational psychology, with over 13 years of teaching, supervision, and curriculum development in academia. Extensive experience in qualitative research, stress and resilience, media and communication psychology, and embodied approaches to well-being. Teaching across bachelor, master, and professional programmes, with documented pedagogical impact and digital teaching innovation. First or co-author of peer-reviewed articles in SAGE Open, Scandinavian Journal of Psychology, Cogent Psychology and others. Combines strong academic grounding with over 15 years of applied experience in HR, communication, cultural change and health promoting consultancy. Founder of Zenit Yoga, one of Scandinavia's most established centres for integrative yoga education and applied wellbeing, bridging psychology, medical sciences, embodiment, and health promotion.

Employment

University Lecturer – Research Design and Qualitative Methods, Health Psychology, Social and Cultural Psychology

Aug 2025 - Present

[Department of Psychology, NTNU, Trondheim](#)

Academic responsibility for curriculum development and quality assurance in *Prevention and Health Promotion: System and Governance I, II*. Contributing with planning and teaching Master's level Health Psychology course.

Contributes to teaching and coordination in research design and qualitative methodology, with emphasis on workshops in data collection, analysis, NVivo, and the integration of AI in psychology education. Teaching spans both bachelor and professional levels, with active involvement in supervision, grading, and exam coordination.

Leads teaching preparation for upcoming modules in *Social, Community and Cultural Psychology* and *Prevention and Health Promotion: System and Governance I and II*.

Member of the VaDi and Regulation and Health (Re-He) research groups.

Authored one peer-reviewed article and received partial funding for a book project starting in September 2025.

PhD candidate (Stipendiat)

Oct 2019 - Jul 2025

[NTNU, Department of Psychology, Trondheim](#)

Beyond my PhD, I contributed to NTNU's VaDi and Reg-He research groups, focusing on knowledge production and dissemination. I've co-authored one published article, with two more under peer review in *Frontiers in Psychiatry and Culture & Psychology*.

Two clinical research proposals, developed in collaboration with NTNU and St. Olavs Hospital, are currently under review by the Central Norway Regional Health Authority (Samarbeidsorganet): • *Somatic regulation and recovery: Evaluating a complementary yoga-based program in addiction treatment* – conceptually initiated and developed by me. • *Group-based rehabilitation in the early phase after stroke: A feasibility randomised clinical trial* – co-developed with the lead research team, with significant contributions to application content and design.

Responsible for NTNU courses Media Psychology and Qualitative Methodology at

Nvivo

Fluidsurveys/SurveyMonkey

HR Cloud

Kaltura

Maxhire

Salesforce

Statwing

SPSS

Wrike

Languages

Norwegian

English

Croatian

Spanish

Hobbies

■ Yoga practice

the master's level. Collaborated with interdisciplinary teams to facilitate innovative research on low-threshold interventions for emotional and cognitive regulation.

Responsible for supervising (7 Master students), as well as exam preparation, administration, and grading.

Independent Researcher, Lecturer & Consultant - Social sciences **Nov 2016 - Oct 2019**
[Self Employed, Croatia](#)
Assisted consulting companies and institutions in need of HR advisory, communication improvements, organisational change implementation, education, analysis and reporting, as well as concept development. Designed and delivered workshops and training sessions to enhance team communication, collaboration, and culture building.

- Sample projects included:
- *Academic contribution:* University lecturer at NTNU, member of examination boards, delivery of workshops and lectures in social and cultural psychology and research methodology.
 - *Examinations:* Supervision and examination at bachelor's and master's levels within organisational psychology and applied psychology (including interview skills workshops and online exams).
 - *Retreat development:* Advisory on health retreat conceptualisation, including strategy, operations, and concept development for retreat centres. Example: Divota Hotel Retreat Centre (Croatia), tailored for integrative health programmes.
 - *Quality assurance:* Development of an online HR Cloud tool (USA).
 - *Process implementation:* Wrike management tool implementation and training at Divota Hotel (Croatia).

Senior Consultant HR and Communication **Dec 2011 - Nov 2016**
[IMG Norway, Oslo](#)
Advised on and managed international HR and communication projects, bridging communication and HR practices. Led the measurement and analytics department, leveraging qualitative and quantitative data collection and analytics, including video analytics, to provide strategic advice and project leadership.

Reported to: CEO
People management: dotted line

- Sample of major projects:
- *Internal communication campaigns with an online video solutions approach to reduce safety risks for major national companies. Injury reduction by 50%. (Norwegian Post)
 - *Major Internal communication survey among employees and students (NTNU)
 - *Online video as an internal communication tool advisory for the national company (Norwegian Railways)
 - *Internal communication efficiency improvement for several multinational companies through interviews, surveys, results presentation, strategic advice and follow-up on action planning. (Statoil)
 - *Onboarding process improvements for a major international recruitment company (Adecco)
 - *Customer satisfaction research and improvements advisory for a multinational company (Equinor/Statoil)

Senior International Consultant**Jul 2008 - Nov 2011**[SBR, Southwestern Business Resources, Barcelona/London/Nashville](#)

Attracted top talent, from senior managers to VPs, across EMEA with a focus on retained search in the FMCG retail sector. Developed negotiation, leadership, and in-depth interviewing skills, applying qualitative methodologies to collect, analyse, and report data to advise strategic approaches.

Reported to: Managing partner Europe and VP SBR USA.

People management: 2 people, dotted line

Sample of last searches completed (average fee 30K € +):

*Channel Operations Director, Ireland Media Director, Switzerland International

*Retail Operations Director, Turkey AFME

* Procurement Director South Africa/Dubai

*Procurement Manager, Switzerland

Team Billings 2010 (3 people): \$550K Group billings (35 people): \$5.5mil

Creative Director**Oct 2006 - Jul 2007**[Nobisbrand, Ltd, Barcelona](#)

A short-term assignment due to maternity leave. Made a choice of which brands to feature, negotiated purchasing contracts and managed and ensured companies' profiles.

Reported to: CEO

Sponsorship Executive**Feb 2006 - Oct 2006**[GBG Europe - Global Benchmarking Group, Amsterdam/Barcelona](#)

A short-term project due to maternity leave. Exercised strong negotiating practices within key areas of e-marketing and negotiated deals with sponsors.

Founder**Jan 2006 - Sep 2025**[Samvid Yoga, Netherlands/Croatia/Norway](#)

Samvid Yoga primarily provided yoga education services across Europe. Activities included educational training in integrative health and well-being, as well as advising on Retreat Centre projects. Wrote and co-wrote three books, one of which reached the top 10 on Yoga books in the Netherlands. Held full P&L responsibility, overseeing strategic and operational aspects. Recently merged with Zenit Yoga.

Founder and Co-owner**Jan 2001 - Present**[Zenit Yoga AS, Norway](#)

Board member, advisor, and co-owner; education board member and lead teacher trainer. Built a thriving yoga community and a leading Scandinavian yoga center. Has spearheaded numerous projects with private and governmental organizations, including collaborations with Trondheim Municipality to reduce rehabilitation time through yoga, "Back in the Ring" yoga for drug abuse sufferers, and yoga programs in Norwegian prisons. Initiates and manages health-focused public events and retreats featuring prominent figures in complementary health. Recent event (2025): Hosted Lama Tulku Lobsang Rinpoche's visit to Trondheim, including a lecture and workshop on burnout at the Archbishop's Palace, Trondheim (140 participants).

Average annual number of members: 350

Operating Revenue 2024: NOK 4.6 mil

University lecturer**Jan 2000 - May 2006**[NTNU, Trondheim](#)

Lectured in human development, media studies, qualitative methodologies/hermeneutics and phenomenology, and social psychology at both bachelor's and master's levels. Managed two assistants.

Trustee responsibilities included:

Coordinator and lecturer for the Developmental Psychology Section, NTNU; Lecturer in Social Psychology; Member of the Human Development Master's Programme workgroup at NTNU; Coordinator for the FO Course in Scientific Methods for Psychology Master's Programme; Contributed to new curriculum development, pioneered new exam forms and teaching strategies (PBL), and taught qualitative data elaboration (NUDIST); Member of the international research workgroup "Communication with self and others"; Coordinator for the Distant Learning Programme, Psychology Department NTNU, contributing to e-learning development for psychology students; Exam sensor for psychology undergraduate and graduate exams; and Supervisor for the ERASMUS Programme for psychology students.

Teacher primary school**Sep 1993 - Dec 1994**[Trondheim Municipality, Trondheim](#)

Co-developed a community-based integration program for refugee children, incorporating cultural psychology principles. This involved organising activities and trauma decompression programs focused on community building, cultural belonging, health promotion, and psychological support within an intercultural setting.

Translator**Jan 1992 - Jan 1999**[Norwegian Police, Trondheim](#)

Norwegian police translator for sensitive refugee and criminal cases, specialising in interview translation, case management, stress management, and mediation in culturally sensitive situations. Facilitates understanding of cultural nuances and reactions.

Voluntary work**Sep 1991 - Present**[Zenit Yoga/Freelance, Norway](#)

Contributed to health and well-being projects, including fundraising for Yoga University (YREC) in the USA and supporting yoga education in Mumbai slums via the Tata Fund.

Promoted healthy slow-food by teaching cooking courses, authoring a booklet in Norway, and assisting with health-food store openings in Norway during the 1990s.

Supported health initiatives in Split, Croatia, through the Institute for Health Association, including public speaking and workshops.

Mentored mental health coaches for youth through WMA Norway (Wake me up Norway).

Advised a Croatian political party on video communications.

Education

PhD candidate**Oct 2019 - Jul 2025**[NTNU, Trondheim](#)

Thesis: *Organisational Support and Mental Health Resources in Policing*

The research examined stress, secondary traumatisation, and resilience in emotionally demanding police roles, using qualitative and mixed-methods designs.

Conducted through the STRESOB research group in collaboration with Norwegian Police Districts (NPDs), Police University College (PHS), University of Oslo (UiO), and NTNU. The work applied theories on stress and resource preservation, highlighting cumulative strain, internalised stigma, and the need for structured organisational mental health support. The thesis includes four published peer-reviewed articles. Coursework included *Advanced Qualitative Methods*, *Research on Health Promotion / Positive Health Research*, *Doctoral Training in Psychology*, *Theory of Science*, and *Communicating Science*, among others.

The PhD period included one year of obligatory academic service and a period of parental leave.

Cand.Polit Psychology

Aug 1996 - Jan 1999

[NTNU, Trondheim](#)

The Cand.Polit degree in psychology covers developmental, health, environmental, and theoretical psychology, alongside quantitative and qualitative methods. The thesis, "Yoga - an ancient tool for human development. A qualitative field research in India on experiences of yoga among yoga practitioners," pioneered the exploration of complementary self-regulation and well-being practices from a psychological perspective in Norway. The undergraduate degree included media and communication studies, statistics, social anthropology, Indian religions, history of religions, pedagogy, and psychology.

Graduate Classical Gimnasium

Sep 1986 - Jun 1990

[Zagreb](#)

Classical studies with emphasis on languages (English, Latin, French) and social sciences.

Courses

Certified Yoga Education

Present

Certified and authorised yoga teacher in several yoga fields. Member of Yoga Alliance (E-500+ RYS, RYT) and the International Association of Yoga Therapists (IAYT). Yoga certificates: Sivananda Yoga 200hrs; Integral Yoga 300hrs; Vinyasa, Ashtanga, Yin Yoga 200 + 300hrs; Raja Yoga certified; Lu Jong Tibetan healing yoga certified; Yoga therapy certified.

Publications

- Loncar, L., Fiskum, C. (2025): Detached Self-Observation as a Developmental Catalyst: Theoretical Insights from Dynamical Systems Thinking, Cultural Mediation, and Contemplative Practice. *Front. Psychol.* 16:1659774. doi. org/10.3389/fpsyg.2025.1659774
- Loncar, L., Fiskum, C. (2025): Liberation or Dissociation? Reinterpreting Jivanmukti through Cultural Psychology and Embodied Development. *Culture & Psychology*. ID: CAP-25-0150 (in review).
- Fiskum, C., Fadaei, Z., Loncar, L., Skalica, V., Asgarabad, M.H. (2025): Non-pharmacological treatment and self-regulation strategies for adult attention-deficit/hyperactivity disorder: A qualitative registered report protocol for the ADAPT-ADHD Project. *Frontiers in Psychiatry - ADHD*. Manuscript ID: 1700429 (in Review)

- Loncar & Fiskum (preliminary shared first authorship) (2025): The Importance of Cultural Competency in Preventive work with At-risk Youth (manuscript in prep for submission to Cultural Diversity & Ethnic Minority Psychology)
- Loncar, L.: (forthcoming, 2026). Through the Whirlwinds of the Mind: A Female Perspective on Patanjali's Yoga Sutras. Preliminary publishing agreement with Flux Forlag. Funded by the Brekke Foundation. Additional funding application pending with the Research Fund of the Royal Norwegian Society of Sciences and Letters (DKNVS).
- Loncar, L., Rostad, I.S., Saksvik-Lehouillier, I., Langvik, E. (2025): Resources to mitigate health impairment among police employees investigating child abuse: a qualitative study exploring the availability of organisational support. *Cogent Psychology* 12.1 (2025): 2449733. doi: 10.1080/23311908.2025.2449733
- Loncar, L., Rostad, I. S., Saksvik-Lehouillier, I., Sørengaard, T., Langvik, E. (2025): Organisational Support for Police Employees Investigating Child Abuse in Norway. *Nordic Journal of Studies in Policing* Vol. 12, no. 1-2025, pp. 1–16. doi:10.18261/njsp.12.1.1
- Langvik, E., Loncar, L., Rostad, I. S., Eraker, Y., & Saksvik-Lehouillier, I. (2022): Hoping for the best but unprepared for the worst? Explorative analysis of police students' encounter with child abuse investigation. *Cogent Social Sciences*, 8(1) doi:10.1080/23311886.2022.2127210
- Loncar L, Langvik E, Rostad IS, Saksvik-Lehouillier I, Bjørkelo B. (2025): Work Stressors and Resources Among Police Emergency Dispatchers. Exploring Opportunities for Improving Working Conditions for Employees Critical for Public Safety. *Scand J Psychol.* 2025 Jun 16. doi: 10.1111/sjop.70001
- Langvik, E., Rostad, I. S., Loncar, L., Lervåg, I., Nordnes, A.M., & Saksvik-Lehouillier, I. (2025): Conducting investigative interviews with children. A qualitative study of moral stress among police employees working in the special victim unit in Norway. *SAGE Open*, doi: 10.1177/21582440251324762

Other - Books, papers, reports

- 2011-2016: Production of 100 + analysis reports for industry research. Clients: Statoil (Equinor), Posten & Bring, NSB.
- 2002-2006: Self-realization in mystical traditions. An insight into the psycho-spiritual dimension of human development. Paper presentation Psykoaktiv, Psychology Department NTNU
Don't worry, be happy! Om lykkebegrepet I østlig psykologi og en av dets motpoler: depresjon. *Psyk. Tidskrift* 6,1,8-12
Co-wrote 3 books on Yoga: Yoga for Pregnancy (2007); Yoga for kids (2008); Yoga for travelers (2008). Netherlands, Karakter Uitgevers B.V. Uithoorn.
- Loncar, L. (2002): Is the system of yoga relevant knowledge for modern psychology? Some challenges and implications regarding relation between psychology science and the Indian system of yoga. *Scandinavian journal of cross-cultural ethics and value studies, SJOCEVS Issue1, November 2002*
- Loncar, L. (2002): Why meditate? The significance of detached self-observation for inter and intrapersonal development as well as social well-being. Paper presentation at the International Conference of Social and Community Psychology, Trondheim, NTNU, November.

- Loncar, L. (2002): Regler og spor: nye koblinger og ny kreativitet. Paper presentation for Oasis project, Trondheim, NTNU, May
- Loncar, L. (1999): Spiritualitet og psykologi. Psykologisk tidskrift 2
- Loncar, L. (1998): Yoga- An ancient tool for human development: A qualitative field research in India on experiences of yoga among yoga practitioners. Master's thesis, Trondheim, NTNU, November

References

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