

EAWOP 2022 Workshop Programme – Legacy Events

A number of our congress workshop providers have kindly agreed to run their workshop as an on-line event. Only EAWOP members will be able to book and while preference will be given to those who originally booked these events during registration, anyone can put their name forward. There is no cost to attend but please do not sign up for more than 2 workshops.

This [link](#) will take you to a description of these workshops:

Title	Presenter/s	Affiliation	Date/s	Time (CET)	Maximum Number of Places	Booking weblink
Risk Type Compass Qualifying Workshop	Louisa Bülow & Geoff Trickey	Psychological Consultancy Limited	3 rd March 2022	09:00-17:00	15	https://forms.office.com/r/JGdkxxZzvq
Introduction to Multilevel Modelling	Vicente González-Romá	University of Valencia	4 th March 2022	09:00-13:00	Fully booked	
How Psychology Can Influence Policy - A Practical Exploration of Theory and Practice	Ashley Weinberg	University of Salford	10 th March	11:30-14:00	50	https://forms.office.com/r/bHxDyWtrZA
PhD Consortium: What is the societal impact you can have?	pHReshPhD Network	University of Amsterdam	14 th March 2022	10:00-14:30	40	https://forms.office.com/r/jeY4LLOuDW
Listen! Say Yes! Commit! Improvisation Skills – Theory into Practice	Julia Knight & Harry Puckering	DEJA People	18 th March	11:00-13:00	16	https://forms.office.com/r/JbwzCx0rb
Systematic Review Methodology for Beginners	Céline Rojon	CBS International Business School	30 th March 2022	09:00-11:30	Fully booked	
HUCAMA Factors Personality, Ability, and Competency Assessment Accreditation	Rainer Kurz & Michele Guarini	HUCAMA Analytics	7 th April 2022	09:00-17:00	Fully booked	
How to Publish in High-ranking Academic Journals	Sandra Ohly & Despoina Xanthopoulou	University of Kassel & Aristotle University of Thessaloniki	5 th April	09:00-12:00	60	https://forms.office.com/r/GK9F38MFsX
Working in a World of Uncertainty	Terri Morrissey, Richard Plenty & Stephanie Duffy	This Is International	12 th April 2022	09:00-13:00	50	https://forms.office.com/r/w6BJHUifub
Supporting Effective Teamwork in Hybrid Teams through the Visualization of Relational Data	Radwan Bahboub & Rudolf Kubik	QED Group	19 th April 2022	15:00-17:00	30	https://forms.office.com/r/n1wHaeZv01
Development of Practice for Impact	Vicki Elsey, Richard Kwiatkowski, Ingrid Covington	Northumbria University, Cranfield University, Centre for Psychology at Work.	27 th April 2022	09:00-11:00	50	https://forms.office.com/r/G9SSmsZ5gk

Risk Type Compass Qualifying Workshop

Louisa Bülow & Geoff Trickey

The main learning objectives of this workshop are to:

- appreciate the importance of risk in the workplace
- understand fundamental principles and concepts relating to risk
- see how the Risk Type Compass can be used to support organisational interventions
- understand how Risk Types apply to a variety of industries, professions and roles
- deliver feedback to Risk Type Compass participants
- interpret Risk Type Compass group reports and facilitate team workshops

This workshop will attract practitioners looking for a practical tool to support interventions where risk-taking is an important factor, as well as academics interested in personality assessment, risk or decision-making. No previous experience with the subject matter is assumed.

Abstract

The Risk Type Compass (RTC) is a globally used personality assessment that uses evidence-based science to improve decision-making in a broad range of workplace interventions. It was developed during a 3-year research program to identify risk-related themes from the five-factor model of personality.

Experienced psychologists from the Psychological Consultancy Limited, the creators and international publishers of the RTC, will guide delegates through case studies and interactive exercises to enhance their understanding of how individuals perceive, react to, and manage risk, and explore the practical implications.

The workshop will provide opportunities for personal development through exploring one's own decision-making style as well as acquiring the skills needed to become a certified user of the tool. Note that participants will be expected to take the RTC online prior to attending the workshop and should be prepared to discuss their reports with other participants on the day.

Successful completion of a post-course knowledge test will lead to full RTC certification, qualifying the recipient to purchase RTC reports going forward. This training is offered at EAWOP 2022 at a fraction of the normal price and is only available from distributors of the RTC tool. Enquiries about this workshop from prospective participants may be emailed to Louisa Bülow at louisa@psychological-consultancy.com.

Introduction to Multilevel Modelling

Vicente González-Romá

The main learning objectives of this workshop are to:

- understand the logic underlying multilevel modelling methods
- learn how multilevel models are constructed
- learn the meaning of their parameters
- understand their usefulness in applied research
- be able to build multilevel models adapted to specific research questions

This workshop is relevant to researchers at any stage of their careers who want to understand how multilevel modelling works. Participants should have a basic knowledge of multiple regression and have their laptop with them.

Abstract

Professional practitioners look to scientific research to help provide answers to significant practical issues. Some of these questions – for example, how team leadership influences employee performance – are multilevel in nature and can only be resolved using appropriate modelling methods.

Professor Vicente González-Romá has been teaching introductory and advanced courses on multilevel modelling across Europe for the last 15 years and will be presenting a customized version of this training at EAWOP 2022. This session includes a blend of instruction and practical exercises and will be structured into two modules:

1. Learning the logic and rationale underlying multilevel modelling methods.
2. Learning how to build multilevel models.

Compared with other similar, more extended programs, this workshop enables participants to learn the essentials of multilevel modelling in just one session.

PhD consortium: What is the societal impact you can have?

pHResh PhD Network

The main objectives of this event are to:

- develop a supportive multidisciplinary PhD community
- learn how to communicate successfully to increase the impact of your research on society
- foster a spirit of collaborative research across countries, institutions and disciplinary backgrounds

This event is intended for PhD students and is organized by the pHResh network. It does not require any preparation and you have only to sign-up for it. However, some time before the event takes place, we will contact you with the question to indicate your preferred workshop. In addition, we ask all participants to actively engage in the workshop discussions.

Abstract

“What is the societal impact you can have as a PhD student?” – the answer to that question is an important consideration when attempting to integrate science and practice.

During the consortium we will arrange a variety of activities that will help you develop as scientist and inspire you to contribute to society with your research. Not only will we connect you with like-minded people to broaden your network, but we will also work on important skills that will help you to become a societal impact-maker.

Specifically, the program includes two workshop sessions: one session which focuses on engaging with the general public, and one session that focuses on an academic audience. Participants will be able to follow 2 of the 3 workshops. We have arranged exciting workshops that will be provided by true experts on the topic!

- Ella Rhodes, Dr Jon Sutton, and Dr Annie Brooman-Byrne from The Psychologist magazine will offer a workshop on “Writing for a non-scientific audience”
- Dr Omar Solinger (VU University Amsterdam) will host a workshop on “Making a theoretical contribution”
- Prof. Joeri Hofmans (Vrije Universiteit Brussel) will offer the workshop - “How methods and theory can strengthen each other”

Throughout the program you will be able to meet other PhDs from multiple disciplines and make valuable personal and professional connections. pHResh is a free-to-join network for PhD students in the fields of human resource management (HRM) and organisational behaviour (OB) with its roots in The Netherlands and Belgium. Our mission is to “boost the well-being and academic careers of doctoral students in the field of HRM and OB throughout their doctoral journey”. Since 2010, we have expanded our scope and now PhD students all over Europe are more than welcome to join our network. The organisation aims to unite PhDs to support their well-being, career experiences and opportunities.

How Psychology Can Influence Policy? – A Practical Exploration of Theory and Practice

Ashley Weinberg

The main learning objectives of this workshop are to:

- take the opportunity to consider and discuss the politics of policy change in one's chosen context
- learn from the facilitators and other participants about real-world examples of influencing policy
- recognise the role of political skills in organisational practice in a way intended to further strengthen one's skillset
- receive support with generating a bespoke plan for influencing policy based on one's own experience of the workshop

This event is designed to appeal to practitioners, academics and students who desire to bring about changes to policy and practice within their chosen organisation. It would help to have an initial idea of a policy context in which you would like to see change and potential thoughts about a partner or 'target' organisation or government that could help facilitate such change.

Abstract

The purpose of the workshop is to help delegates devise strategies for influencing policy in a specific context of their own choosing.

This is a topic that is widely debated in organizational and political life, drawing variously on theories of leadership, communication, and political ability and awareness. The presenter will open the workshop by conveying a flavour of this theoretical context, and then to build on this for the remainder of the session by focusing on practical case studies and experience.

Delegates will be encouraged to identify approaches to influencing policy and practice that can work and to enable them and their partner/target organisations to take steps towards positive change. The approach to highlighting cognitive strain in the parliamentary settings will be used as a case study to inform and stimulate the participants' own plans for influencing policy, whether in mental health, national and international government, or another context chosen by them.

Listen! Say Yes! Commit! Improvisation Skills – Theory into Practice

Julia E. Knight & Harry Puckering

The main learning objectives of this workshop are to:

- discover how theatrical improvisation techniques can be applied to improve communication, creativity, teamwork and leadership at work
- appreciate how operating in the moment can help in one's professional practice
- apply these lessons to increase effectiveness at work

This workshop will be relevant to anyone who facilitates or leads teams or groups. This may include practitioners and academics looking for an alternative and effective approach to facilitation, especially those interested in learning a new and practical set of skills. No previous experience is necessary.

Abstract

Interest in improvisation skills has increased as more organizations operate in VUCA environments (Volatile, Uncertain, Complex and Ambiguous).

This promises to be a high-energy, interactive, and experiential workshop that uses theatrical improvisation techniques to focus on the collaborative aspects of communication, creativity, teamworking and leadership.

The session will mix whole-group activities with short presentations and exercises in pairs and smaller groups. It will conclude with opportunities to discuss and reflect on how improvisation might be applied in one's own professional practice, and to prepare action plans in small groups. The facilitators have a wealth of experience in using improvisation skills for organizational change and are co-authors of the book *Listen! Say Yes! Commit! Improvisation for Communication, Creativity, Teamworking and Leadership at Work* (2015).

Links will be made to current theory and research on the use of improvisation in organizations, including evidence that interventions based on improvisation can have a positive impact on subsequent behaviour and performance.

Participants will be provided with resources and references to support them as they put their action plans into practice. Julia Knight is happy to answer any queries about the workshop from potential attendees and may be contacted via email at julia@dejapeople.co.uk.

Systematic Review Methodology for Beginners

Céline Rojon

The main learning objectives of this workshop are to:

- gain knowledge of the principles, methods, and applications of systematic reviews
- explore how systematic reviews can be used within work and organisational psychology, business and management
- learn practical tips for conducting systematic reviews
- engage in hands-on practice and develop skills in key aspects of systematic reviewing

The workshop lends itself mainly to academics (including students) although practitioners may also benefit from some aspects of the training. The workshop is targeted towards individuals with little or no prior knowledge and experience of carrying out systematic reviews.

Abstract

Systematic reviews can assist in answering academic, practical and policy questions and therefore contribute to integrating science and practice. In this workshop, Céline will explain the principles of systematic review and provide an insight into the methodology required.

Understanding this is valuable because systematic reviews can help in determining “what do we know?” and “where could we go next?”. Such knowledge may be relevant to a standalone project or as part of a larger study such as at the outset of a PhD.

The workshop will consist of short informational inputs from the facilitator, opportunities for discussion among participants, and hands-on practice, possibly using participants’ own laptops. Practitioners are welcome to attend but need to be aware that systematic reviews deal typically with academic literature, which tends to be difficult for them to access, and they may lack the time and resources to carry out full systematic reviews.

Despite these challenges, practitioners may, however, benefit from certain aspects of the workshop, such as how to search for literature and how to evaluate papers that they can then translate into their practice. Delegates with further questions about the workshop are invited to contact Céline by email at c.rojon@cbs.de.

HUCAMA Factors Personality, Ability, and Competency Assessment Accreditation

Rainer Kurz & Michele Guarini

The main learning objectives of this workshop are to:

- obtain HUCAMA Personality Factors accreditation
- learn about contemporary perspectives on personality, ability, and competency as well as the interplay between them
- explore the impact of normative and ipsative measurement, granularity of construct hierarchies, and the nature of related constructs such as emotional intelligence and learning agility

This workshop is aimed at experienced psychometric test users who want to discover more about this new tool suite. Delegates will be expected to share their own report in small group breakout activities and to engage with the learning process.

Abstract

HUCAMA Factors integrates leading science and practice in personality, ability and competency assessment to power interventions across the employee life cycle. Unveiled by Dr Rainer Kurz at The Psychometric Forum in November 2020, it is a comprehensive tool set that covers the ground of the academically leading Big 5 personality factors model and the Great 8 Competencies.

The workshop will include an overview of the HUCAMA model and the research behind it, followed by a walkthrough of samples of each report type and facilitated small group discussions based on participants' own reports.

Please note that some pre-work is required for this workshop (circa 2 hours 30 mins to complete assessments online) and potentially some post-course work for those not already certified at EFPA level 2 or BPS Test User (Occupational).

Working in a World of Uncertainty

Terri Morrissey, Richard Plenty & Stephanie Duffy

The main learning objectives of this workshop are to:

- learn ways in which we can deal with the impact of uncertainty on ourselves and on the work environment
- develop practical strategies, skills and competencies for navigating in an uncertain world
- reflect on these applications in relation to a newly developed conceptual model of uncertainty

This is primarily a practical 'how to' workshop of interest to those who want to learn more about how to work with uncertainty; acquire new tools and techniques to use with their clients or within their own organisations; and for those working on research into uncertainty.

Abstract

We live in an increasingly complex, interconnected, and uncertain world, where the relationship between cause and effect is becoming more and more difficult to see.

The presenters have developed a model to deal with this uncertainty: The Richmor Model, which they will outline in the workshop. This model proposes positive and proactive ways of dealing with uncertainty which enables people and organisations to take advantage of the opportunities inherent in uncertain times. It also outlines both logical and psychological strategies useful for navigating through uncertainty and making sense out of our environment. It describes the key principles and qualities that are important in making the most out of uncertainty: courage to think; accepting responsibility; preparedness to take a risk; being proactive; and the ability to collaborate and build relationships.

Dealing with uncertainty is a major human challenge, requiring a combination of intuition, logic, resilience, and self-awareness. As practitioners or researchers in the world of work and organisation, it will be critical that we ourselves feel more comfortable in this uncertain world; recognise our own predispositions and learn how to make the most of the opportunities that uncertainty can bring. In this way we will be better equipped to enable others to work in uncertainty.

This workshop is designed to help you become more skilled in dealing with uncertainty in both yourself and in others. It is therefore experiential and practical with some theory thrown in! The workshop is based on the tools, techniques and models outlined in the book "Uncertainty Rules?: Making Uncertainty Work for You" by Richard Plenty & Terri Morrissey. The workshop will be facilitated by the book's authors, along with their colleague Stephanie Duffy, who will draw on a combination of research and practice and their collective years of experience working in this area. The workshop will consist of a blend of theoretical input, small group exercises and plenary discussions.

The workshop will conclude with some useful tips (takeaways) for dealing with uncertainty in an increasingly complex and interconnected world. It will be helpful if participants have read the book, but not essential. Please contact Terri Morrissey (terri@thisis.eu) if you need further information or want to discuss if the workshop is right for you.

How to Publish in High-ranking Academic Journals

Sandra Ohly & Despoina Xanthopoulou

The main learning objectives of this workshop are to:

- appreciate the key issues in getting research published
- avoid common pitfalls while preparing a scientific paper for submission
- gain insight into one's own strength and weaknesses in the process
- enhance feelings of cohesion and self-efficacy by sharing stories

Academic psychologists, typically early-career researchers, who are keen to get their work published in academic journals and might in some cases be finding this challenging will find this session invaluable. A basic understanding of research methodology is desirable.

Abstract

Many delegates at congress are naturally interested in seeing their work published in quality journals, but do not always find this as straightforward as they had hoped. This workshop focuses on helping researchers improve their publishing skills and guiding them through the publication process.

The expectations concerning submissions to scientific journals will be clarified, and common pitfalls and how to avoid them will be discussed in detail. Participants will also learn the tips and tricks of revising their papers in accordance with reviewer comments.

The workshop will be facilitated by the Editor and Associate Editor of The European Journal of Work and Organizational Psychology (EJWOP). The EJWOP is a target outlet for many European researchers and the guidance given during the workshop will also be applicable to other journals in this field.

Supporting Effective Teamwork in Hybrid Teams through the Visualization of Relational Data

Radvan Bahbouh & Rudolf Kubík

The main learning objectives of this workshop are to:

- discuss the presenters' research work on team dynamics
- introduce frameworks on how to work with relational data in teams
- provide the participants with a practical methodology they can use to analyse and interpret relational data to improve teamwork

This workshop will be of interest to practitioners, for example coaches and HR professionals, who are involved in developing teams and facilitating effective teamwork. It will also be relevant to academic and research workers who are interested in hybrid and remote collaboration.

Abstract

The focus of this workshop is the use of innovative visualization tools and related intervention techniques to support building shared mental models and improving team communication and collaboration.

The facilitators aim to address two main topics: how to visualize team relational data and how to use it to support teamwork in (hybrid) teams. They will use their findings from twenty years of sociomapping research covering more than 1,000 work teams and several isolated teams examined during the simulated long-flight space missions, MARS500 and SIRIUS.

At the same time, they will share their best practices from more than ten years of team coaching and development based on real-time relational data visualization, focusing mainly on their most recent experiences with hybrid and virtual teams. The workshop will include a real-time application of a sociomapping tool to demonstrate data collection, data interpretation, and how to facilitate a workshop.

Development of Practice for Impact

Ingrid Covington, Richard Kwiatkowski & Vicki Elsey

The main objectives of this fringe event are to:

- join an international community of practice to share insights and experience in the core areas of WOP
- learn from data on the application of WOP gathered from around the world and by listening to experienced practitioners
- enhance your cultural sensitivity and awareness to achieve more effective collaboration across boundaries
- strengthen your impact and credibility when working with the media and getting published
- develop an action plan to future-proof your development by self-auditing your professional practice
- form peer-to-peer learning support groups for giving and receiving coaching on live workplace issues and dilemmas
- explore the importance of reflective practice for underpinning ethical and impactful ways of working

This workshop has been designed for people who have at least 5 years' experience of applying WOP in organisational settings. It is open to both academics and practitioners who want to maximise the impact of their psychological knowledge in the real world.

Abstract

The Development of Practice for Impact event links directly to the 2022 Congress theme of Interventions at Work – Integrating Science and Practice. The focus of the session will be on developing practice for maximum impact now and in the future.

It will explore key aspects of impactful practice, including boundary management, establishing your own independent practice, ways to measure effectiveness, developing confidence in using evidence from your own practice, understanding the different ways in which you can integrate evidence into your practice, and how to apply this in different cultures and countries.

If you attend this workshop, you will be joining an international community of practice. Being part of this community will allow you to keep abreast of relevant research and practice in the field of WOP and will enable you to attend networking activities and peer-to-peer learning support events.

The workshop will be highly interactive. It will involve a 10-minute presentation from an expert in each area of practice, such as cross-boundary working, followed by skills practices and peer-to-peer discussions in small group. The line-up of speakers is expected to include Dr Vicki Elsey from Northumbria University; Richard Kwiatkowski from Cranfield University; and Ingrid Covington from the Centre for Psychology at Work.
