



Forth European Work and Organisational Psychology Practitioner Conference

May 17 – 19, 2004, in Hamburg

Preliminary Programme

Sunday, 16 May, 2004

from 19.00 h on

Informal get together

Monday, 17 May, 2004 - Morning

Taking part in the interactional opening of the Fifth ABO Congress

congress in motion[®]
Gemeinsam statt allein

(together instead of on your own)



Monday, 17 May 2004, Block E - Afternoon

[Europa I](#)

13.30 h

Round Table and discussion on the Euro Diploma in Psychology
and its impact on the work of WOP practitioners in Europe
with expert speakers and plenum

15.30 to 16.00 h Common Coffee Break

16.00 h

Henry Honkanen, Arena Nova Ltd / Finland

Paper: The challenges to develop a consulting training programme for change agents.

The presentation describes structure and content of a 2 years' consulting training programme that has rolled now over 10 years time in the Continuing Education Centre of Helsinki University. The consulting competencies and training needs are analysed. The experiences of the training course are evaluated. Implications for further development are suggested.

16.30 h

Jana Schmidt, Kathrin Hänel, Eva Bamberg, Brigitte Steinmetz, Jeanine Grimm, University of Hamburg – BMBF Research Project „alubia“ / Germany

Symposium: Learning processes of consultants.

The aim of the symposium is to present results of a two and a half year research project by a research team of the University of Hamburg. The research project aimed to investigate important learning strategies of consultants and effective supporting measures for consultants' learning. These results will be discussed with the help of the client's view on what they demand from their consultants as well as with the help of consultants who will report their experiences during the symposium.

19.00 h Common Dinner of the European participants or Hamburg by night on your own

Tuesday, 18 May 2004, Block A - Morning

Europa II

8.00 h

Stephan Dilchert, Deniz. S. Ones, University of Minnesota / USA, Chockalingam Viswesvaran, Florida International University /USA

Paper: Realizing the Full Potential of Human Capital at Work: The Case of Conscientiousness in Personnel Selection

The personality trait of conscientiousness is related to a wide variety of organizationally important behaviors and outcomes such as productivity, job performance and avoiding counter-productivity. Our objective is to review recent scientific evidence supporting the use of conscientiousness measures in making personnel selection, placement and promotion decisions. We will also discuss how conscientiousness is best measured and how to integrate this assessment into an already existing selection system.

8.30 h

Thomas Kieselbach, University of Bremen / Germany

Paper: Occupational Transitions: Contributions from Applied Psychology.

More and more employees and executives experience occupational transitions, not all of them voluntarily. This paper will provide a concise basis for the following symposium regarding the phenomenon from the Applied Psychology perspective.

9.00 h (with integrated Coffee break)

Thomas Kieselbach, Sabine Mader, Peter Kruythoff, Bill Pitcher, et al., University of Bremen, European Research Project SOCOSE / Germany and other European countries

Symposium: Counselling in occupational transitions - new challenges and research results.

Resuming that career counselling and outplacement are new challenges for practitioners the symposium will present key results of the European Research Project SOCOSE leading towards a broader perspective of transition counselling. The symposium will provide experiences from outplacement practice, recommend a European framework for occupational transition counselling and present a new on-line curriculum in order to harmonise the professional background of outplacement counsellors.

11.30 h

Kristiina Fromholtz-Mäki, Nokia Oy / Finland

Paper: Leadership development in a globally working mobile communications company.

This paper will especially focus on executive development and will show grounds and means of the Nokia way of competence development which is closely aligned to the company strategy and planning processes.

12.00 h

Erika Nemeckova, Hewlett-Packard s.r.o. /Czech Republic

Paper: Effective development of employees inside the organisation.

The paper will highlight the HP way of personnel development in the Czech Republic and will by that emphasise the following topics: development needs analysis - processes and tools, effective development planning inside the organisation, mapping developmental needs of the individuals - interviews, assessments, on-line tools..., alignment of the organisational and individual development needs, communication of large development projects inside the organisation.

12.30 to 13.30 h Common Lunch Buffet

Tuesday, 18 May 2004, Block E - Afternoon

Europa III

13.30 h

Zoltán Bogáthy, Cristian Popescu, West University Timisoara / Romania

Paper: Hazardous consulting: moral hazard and ethical considerations.

The consultant's role becomes more and more important in the evolution of a business. Our scope was to study the effects of moral hazard conditions, and ethical considerations on the decision to implement organisational consultancy services with quality problems. The results indicated that the presence of private information, and personal incentives lead to consultants implementing projects that could prejudice the company.

14.00 h

Wolfgang Scholl, Humboldt University Berlin / Germany

How to promote - or destroy - innovations. An empirical investigation.

There is evidence that innovation ideas which are properly promoted through expert and informational influence and creative energy have a high chance of success. In contrast, failure is highly likely if organisational members use their institutional power resources against or not seldom even for the respective innovation. The well known innovation models, which highlight innovation "champions" or "promoters", have to be differentiated with respect to the special use of power by managers disposing of hierarchical or departmental power resources.

14.30 h

Katarzyna Poliołek, Krystyna Balawajder, Silesian University Katowice / Poland and Genk / Belgium

The practical implications of escalation theory.

People often repeat ineffective behaviour, they continue unsatisfactory undertakings, they stick to realising wrong decisions even in the face of clear failures. Such behaviour is particularly dangerous in the case of managers of organisations. Escalation theory tries to explain the mechanism of such behaviour and thus suggests possible approaches to cope with the problem.

15.00 h

Vivienne Soykova, Ministry of Health / Czech Republic

Paper: Aspects from the field of Crisis Management Psychology and solving the situation in crises.

The Czech Ministry of Health is systematically developing and managing a voluntary database for professional help by psychologists and psychiatrists throughout the Czech Republic. In order to provide a comprehensive expert service, training is planned. Work and organisational psychologists should adopt Management of Crisis as a genuine field of work.

15.30 h (with integrated Coffee break)

Quasi Open Space: "Professional perspectives for WOP practitioners across the borders – e.g. ways of working, collaboration, focus of work, self-conception and image"

– you may bring in your current themes in a self-structuring way and find colleagues to discuss them.

In the evening

Taking part in the "Social Night" of the congress, mixing up with German colleagues, eating, drinking, dancing ...

Wednesday, 19 May 2004, Block E - Morning

Europa IV

8.30 h

Gail Lincoln (London Borough of Redbridge), Almuth McDowall (Goldsmiths' College London), Ray Randall (University of Nottingham) / U.K.

Valuing your employees – and how to go about it. A case study from the UK public sector.

The session will introduce diverse initiatives implemented in the UK public sector, linking government sponsored programmes, such as 'Investors in People' to initiatives at 'shop floor' level, such as the implementation of a bespoke appraisal toolkit and sensitive stress management programmes. Practical concerns, such as how the success of these initiatives can be evaluated, will be addressed.

10.00 h

Cornelia Nussle-Stein, PSYCON / Switzerland

Application and evaluation of standardised tools in Team Development.

The paper reports on practical experiences in using the Bochum Inventory to Describe Profession Related Personality (BIP) and the Team Climate Inventory (West et al.) for auditing purposes and in order to analyse team conditions. The experiences will be highlighted by hands-on examples.

10.30 to 11.00 h Common Coffee Break

11.00 Uhr

Ulrich Schweiker, CBS (Switzerland) Ltd. / Switzerland

Evaluating Company Success - Ratings Including Soft Facts

Although there is no doubt that at least two of the four dimensions contributing to failures of complex business change and transformation programmes are psychological in nature, the dominant ratings all focus on financial and administrative aspects only. Sarbanes-Oxley Act, Basel II, as well as the Enron, Worldcom, and Swissair disasters and the corporate governance codices established in several countries have changed the rhetoric around these phenomena, but there is still no shift of perspective when it comes to ratings and media coverage. This contribution demands a supporting role of psychologists in this situation.

12.30 to 13.30 h Common Lunch Buffet

Wednesday, 19 May 2004, Block E - Afternoon

[Europa V](#)

13.30 h

Teresa Chirkowska-Smolak, University of Poznań • / Poland and Ute Schmidt-Brasse, PSYCON / Germany

Bi-national facilitator tandems - creating ease and sustainable efficiency in bi-national workshops.

The contribution will share the authors' assumptions and experiences in working as a bi-national consulting tandem with mixed groups of Polish and German managers. It will regard similarities and differences in their professional performance and learnings from each other as well as the benefits and reactions of their customers.

14.00 h

Ingrid Ebeling, EBUS / Germany

Installing a new business concept in an intercultural context.

It is a long way from vision and strategy to an intercultural learning organisation – this interactive session will share main steps, learning loops, process reflection.

16.00 to 16.30 h Common Coffee Break

16.30 h

Closing the congress

congress in motion[®]
Gemeinsam statt allein

(together instead of on your own)



In this last phase we are remembering the motto of the opening of the congress. How did we experience the congress? Did we have much in common? What did inspire us?

