The Research Incubator forum encourages individuals with mutual interests with a given research field to combine efforts to expand cross-cultural research. This year at 27th ICAP IAAP Div.1 organizes two research incubators in cooperation with EAWOP and SIOP in the context of the Alliance for Organizational Psychology. We want to invite you to participate.

The GOAL of both sessions is to connect individuals, both practitioners and researchers, interested in cross-cultural research involving WorK, Organization and/or Human resources strategies.

**HOW THE CCRIs WORK:** ***SCHEDULE OF ACTIVITIES***

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| **PHASE** | **ACTIVITIES** |
| Phase 1:  10 Minutes | -Session organizers offer a “General Welcome” and the facilitators and participants introduce themselves.  -Session organizers provide an overview of the process.  -Participants break into clusters of 3 or 5, categorized based on their initially expressed interests (prior to attending the session) or those suggested by the facilitators. |
| Phase 2:  20 Minutes | -Cluster members take a few minutes to elaborate more on their own research interests and ideas. The cluster will brainstorm on current trends in the area, problems that need to be solved, and ideas about addressing research agendas. Individuals will be encouraged to migrate to other clusters to offer opportunities for cross-collaboration. The focus of various clusters will be prominently displayed by facilitators on a flip chart.  -Clusters of members will refine and focus their ideas into a detailed list of top three priorities or top three research questions the area faces. |
| Phase 3:  35 Minutes | -Clusters will present specific research questions/hypotheses to the larger group, where questions and feedback can be provided. Session organizers will record ideas and group discussion on flip charts.  -Facilitators and participants will identify key areas that require attention in the field. Small teams of 2 or 3 will be formed based on participants’ top choices. Where more than 3 to 4 individuals wish to pursue the same idea, session facilitators will encourage the formation of another team. Those teams may elect to take different angles on the problem however, they may decide later to get back together to form one larger group. In essence, this session will serve as a task force for advancing the state of research beyond realms that are available to any given researcher within any given country. |
| Phase 4:  35 Minutes | -Working groups will discuss specifics for carrying out a research project that tackles the specific research question devised by the group in phase 3 (e.g., possible methods, operationalization of key variables, data collection opportunities, time frames, etc.).  -Facilitators may join specific projects, roam from group to group, and/or provide feedback, procedural guidance, editorial suggestions, or any other help that motivates progress. |
| Phase 5:  10 Minutes | -The Plenary Session will pull everyone together to provide overarching direction based on the summary feedback from facilitators. |
| Phase 6: Beyond the session | -Working groups will continue their discussion and, ideally, put their project into effect. |

**Anticipated OUTCOMES AND BENEFITS:** The research Incubator are designed to generate a rich vein of ideas and proposals for the development of international collaborations in a psychologically safe and non-threatening climate. It is further aimed at extending and progressing existing collaborative projects that are underway as a result of earlier sessions and contacts. Participants will receive a summary of the overall process and outcomes following the sessions. With the involvement of several key researchers within the field, this Incubator is designed to move the literature forward substantially and provide participants with a genuine sense of involvement and contribution to the critical design phases of this program of research. In addition, this session brings together researchers from around the world, and also helps bridge the gap between academics and practitioners. Finally, this research incubator can serve as the basis for a rotation of research collaboration sessions with IAAP, EAWOP, and SIOP, thereby directly meeting the objectives of the **Alliance of Organizational Psychology** between all associations signed into effect in 2009.