

Division of Occupational Psychology Annual Conference



Timetable


Please note that only the first authors are listed in the timetable, all authors will be listed in the abstracts

Topic Key	
Plenary Session in the Grand Ballroom	Well-being and Work
Leadership, Engagement and Motivation	Learning, Training and Development
Professional Affairs and Awards	Psychological Assessment at Work
Research Design, Analytical Techniques and Practical Applications	Work Design, Organisational Change and Development
Career Development	Pre and Post Conference Workshops
Collaborating Beyond OP: Bridging evidence and practice	

WEDNESDAY 08 JANUARY

	GRAND BALLROOM	CHARLECOTE	HAREWOOD	BLenheim	PACKWOOD	WARWICK	HIDCOTE
From 08:00	Registration - Hotel Reception Foyer						
Pre-Conference Workshops							
Please note that the below pre-conference workshops need to be pre-booked. Some require pre-reading/work so you will not be able to turn up and attend on the day. To book your place visit the conference website.							
09:00 12:00		Ref: 4090 CPD Workshop How to use Acceptance and Commitment Theory (ACT) in Coaching to Enhance Performance Wellbeing <i>Rachel Skews,</i>	Ref: 4047 CPD Workshop Risk Type Compass Accreditation Workshop <i>Geoff Trickey, Psychological Consultancy Ltd</i>	Ref: 4088 CPD Workshop A New Approach to Evaluating the Dark Triad at Work <i>Nicola Brazil, Hogrefe Ltd</i>	Ref: 4033 CPD Workshop Personal Resilience and Wellbeing <i>Frances Dodd, The Wellbeing Project</i>	Ref: 4092 CPD Workshop Positive Organisational Development <i>Sarah Lewis, Appreciating Change</i>	Ref: 4111 CPD Workshop An introduction to the Open Source R Statistics Software Package <i>Mark Andrews, Nottingham Trent University & BPS Mathematics & Statistics Section</i>


WEDNESDAY 08 JANUARY

	GRAND BALLROOM	CHARLECOTE	HAREWOOD	BLenheim	PACKWOOD	WARWICK	HIDCOTE
		Goldsmiths University of London					
11:45 12:45	Lunch – Hotel Restaurant & Exhibition Areas						
12:00 12:30	Networking & Support Programme Welcome Session – Anteroom Bar (next to Grand Ballroom) (30 minutes during lunch)						
12:00 12:30	Great moves to stay active at work – Hidcote (Fringe Event) Harry Cox, Coached by Cox (30 minutes during lunch)						
12:45	Chief Exec’s Welcome – Grand Ballroom Sarab Bajwa						
12:55	Conference Chairs Welcome – Grand Ballroom Ian Bushnell, University of Glasgow						
13:00	Keynote Session – Grand Ballroom Checking in - What evidence do we have for redesigning performance management systems? Professor Frederik Anseel EAWOP President; Kings College London						Sponsored by 
14:00	<p>Ref: 4028 Invited Speaker Well-being and Work Managing traumatic stress in the workplace <i>Neil Greenberg, King’s College London; Royal College of Psychiatrists</i></p>	<p>Workshop Creating the Digital You: A Personal Branding & Social Media Workshop <i>Liane Abrams, The Content Creator</i></p>	<p>Collaborating Beyond OP Cross-sector insights on enabling flexible working <i>Emma Donaldson-Feilder, Affinity Health at Work; Claire McCartney, The Chartered Institute of Personnel Development</i></p>	<p>Ref: 3962 Symposium Psychological Assessment at Work (S) Personality Assessment Science & Practice: Mapping Measures to the Periodic Table of Personality <i>Rainer Kurz, Cubiks</i></p> <p>Ref: 3964 Part of Symposia Psychological Assessment at Work 1) Locating Scales of a Multi-level ‘Big 5 + Achieving’ Measure on the Periodic Table of Personality <i>Rainer Kurz, Cubiks</i></p>	<p>Ref: 3809 Symposium Well-being and Work (S) Practicing Science Every Day: Case Studies of Occupational Psychology in the Civil Service <i>Antonia Dietmann, HM Courts & Tribunals Service</i></p> <p>Ref: 3792 Part of Symposium Well-being and Work (1) A randomised controlled trial of the Headspace meditation app <i>Antonia Dietmann, HM Courts & Tribunals Service</i></p>	<p>Ref: 3810 Impact Paper Learning, Training and Development Who Trains the School Governors - Does theory predict transfer <i>Brian Poxon, University of Leicester</i></p>	
14:30	<p>Ref: 3853 Standard Paper Well-being and Work The Association between Work-Related Rumination and Executive Function using the BREIF-A <i>Hannah Collis, University of Surrey</i></p>					<p>Ref: 3849 Impact Paper Leadership, Engagement and Motivation Identifying managerial practices related to identity leadership in managers <i>Shalin Gehlot, University of East London</i></p> <p>Ref: 3897 Impact Paper Learning, Training and Development</p>	<p>Workshop pre-booking is required for this workshop – limited places available</p> <p>WOOP (Wish, Outcome, Obstacle, Plan) <i>Professor Gabriele Oettingen, New York University</i></p>

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	GRAND BALLROOM	CHARLECOTE	HAREWOOD	BLenheim	PACKWOOD	WARWICK	HIDCOTE
				<p>Ref: 3968 Part of Symposia Psychological Assessment at Work (2) Mapping Hogan Bright Side, Dark Side and Inside Scales to the Periodic Table of Personality <i>Melanie Groenewald, Cubiks</i></p> <p>Ref: 3970 Part of Symposia Psychological Assessment at Work (3) Mapping Lumina Spark to the Periodic Table of Personality <i>Stewart Desson, Lumina Learning</i></p>	<p>Ref: 3807 Part of Symposia Well-being and Work (2) A grounded theory analysis of women's managerial career development after maternity leave <i>Heather Yaxley, HM Courts & Tribunals Service</i></p> <p>Ref: 3828 Part of Symposia Psychological Assessment at Work (3) Getting Prison Officer Recruitment Right <i>Felicity Hill-Miers, Ministry of Justice</i></p>	<p>Retraining and empowering older adults for employment: Overcoming stereotypes <i>Alma Au, Hong Kong Polytechnic University</i></p> <p>Ref: 3884 Impact Paper Work Design, Organisational Change and Development 'It's everything you need to do your job, that isn't your job': discourses of workplace politics <i>Kirsty Denyer, Birkbeck, University of London</i></p> <p>Ref: 3870 Impact Paper Research Design, Analytical Techniques and Practical Applications Mobile Technology for Well-being; Acceptability and Implementation <i>Catherine Smith, University of Nottingham</i></p>	
15:00	<p>Ref: 3833 Standard Paper Well-being and Work Developing self-compassion in healthcare</p>	<p>Ref: 3676 Workshop Learning, Training and Development Becoming an Occupational Psychologist - Stage 2</p>	<p>Ref: 3806 Standard Paper Work Design, Organisational Change and Development Building perspective-</p>	<p>Ref: 3871 Standard Paper Leadership, Engagement and Motivation Organisational Adaptivity: Starting</p>	<p>Ref: 3791 Standard Paper Research Design, Analytical Techniques and Practical Applications</p>	<p>Ref: 3866 Standard Paper Well-being and Work Evaluation of an Intervention to Promote Health and</p>	

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	professionals utilising a brief online intervention <i>Amanda Super, Amanda Super Consulting Ltd</i>	(2019) route information session <i>Gail Steptoe-Warren, Arden University</i>	taking as organizational capability: A change intervention in healthcare <i>Tom Calvard, University of Edinburgh Business School</i>	with One Relationship at a Time. <i>Eren Behget, University of Leicester</i>	Conducting a Systematic Review (Career decisions of working mothers) <i>Susie Phillips-Baker, SPB Work Psychology</i>	Wellbeing in Small and Medium Sized Enterprises <i>Laura Kudrna, University of Warwick</i>	
15:30 16:00	Refreshment Break - Exhibition Areas						
15:30 16:00	Writing for OP Matters – Hidcote (Workshop) Robert Goate, Hidcote (during Refreshment Break)						
16:00	Keynote Address – Grand Ballroom Future Thought and Behavior Change Professor Gabriele Oettingen New York University						Sponsored by 
17:00	Ref: 3794 Standard Paper Learning, Training and Development Carry on chatting: Do social conversations improve relationships, performance, & reduce loneliness? <i>Antonia Dietmann, HM Courts & Tribunals Service</i>	Ref: 3918 Standard Paper Learning, Training and Development Exploring the impact of a Reflective Goal Setting on students' academic growth <i>Cheryl Travers, Loughborough University</i>	Collaborating Beyond OP Neurodiversity Coaching at Work <i>Nancy Doyle, Genius Within CIC / Birkbeck; Janet Fox, Genius Within & Stephen Wanless</i>	Ref: 3908 Symposium Psychological Assessment at Work (S) Creating fairer and more accessible assessment content <i>Alex Livesey, SHL</i> Ref: 3894 Part of Symposia Psychological Assessment at Work (1) Mobile-first assessment design: encouraging diversity whilst retaining scientific rigour <i>Gerianne de Klerk - van Someren, SHL</i> Ref: 3905 Part of Symposia Psychological Assessment at Work	Ref: 3916 Impact Paper Psychological Assessment at Work Towards gender balance in police officers: A review of recruitment and promotion barriers <i>Andrew Clements, University of Bedfordshire</i> Ref: 3752 Impact Paper Well-being and Work Gender influence on perceptions of psychosocial risks & efficacy of stress-management interventions <i>Joanne Gray, Birkbeck, University of London</i>	Ref: 3966 Standard Paper Work Design, Organisational Change and Development Shifting horizons and life chances: interventions for social mobility <i>Philip Wilson, Civil Service Fast Stream and Early Talent</i>	Fringe Event Introduction to sleek technique ballet bootcamp <i>Almuth McDowall, Birkbeck University of London/Wrexham Glyndwr University</i> Loose clothing and bare feet or socks is recommended
17:30	Ref: 3940 Standard Paper Work Design, Organisational Change and Development Virtual Teams: Cohesion, Clarity and Communication	Ref: 3857 Standard Paper Research Design, Analytical Techniques and Practical Applications Language Matters: A Critical Discursive				Ref: 3861 Standard Paper Impact of Triple Bottom Line Approach on Employer Branding <i>Natasha Chaturvedi, The University of Edinburgh</i>	


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	<p><i>Helen Rayner, The Myers Briggs Company</i></p>	<p>Psychological Analysis of Managers' Talk about Young People <i>Emma Parry, University of Sheffield</i></p>		<p>(2) Autism and Recruitment: Considerations for Assessment Providers <i>Noma Khabo, SHL</i></p> <p>Ref: 3909 Part of Symposia Psychological Assessment at Work</p> <p>(3) A Culture-First Approach to Global Talent and Assessment Practice <i>Samantha Lonigro, SHL</i></p>	<p>Ref: 3954 Impact Paper Leadership, Engagement and Motivation</p> <p>How do Muslim women employees talk about voice and silence at work? <i>Muneerah Al-Ghamdi, University of East London</i></p> <p>Ref: 3851 Impact Paper Research Design, Analytical Techniques and Practical Applications</p> <p>Voice Behaviours: Exploring Migrant Narratives of Voice in the Land of a Hundred Thousand Welcomes. <i>Yvonne Tougher, University of East London</i></p> <p>Ref: 3888 Impact Paper Learning, Training and Development</p> <p>A thematic analysis of the experiences of women participating in returnships in the UK. <i>Lorena Gayoso-Aguado, UEL</i></p>		
18:00		DOP AGM					
18:45							
19:15	Drinks Reception – Terrace Lounge & Bar						

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	GRAND BALLROOM	CHARLECOTE	HAREWOOD	BLENHEIM	PACKWOOD	WARWICK	HIDCOTE
20:00							
20:00	Networking Dinner – Grand Ballroom <i>Pre-booking required</i>						

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	GRAND BALLROOM	CHARLECOTE	HAREWOOD	BLENHEIM	PACKWOOD	WARWICK	HIDCOTE
From 08:00	Registration - Hotel Reception Foyer						
09:00	Conferences Chair Welcome – Grand Ballroom Ian Bushnell, University of Glasgow						
09:10	Keynote Session – Grand Ballroom This is not working: An evolutionary mismatch perspective on job stress Professor Mark van Vugt Vrije Universiteit Amsterdam						Sponsored by 
10:10	Poster Snapshot Session						Workshop <i>pre-booking is required for this workshop – limited places available</i> WOOP (Wish, Outcome, Obstacle, Plan) Professor Gabriele Oettingen, New York University
10:40 11:00	Refreshment Break - Exhibition Areas						
10:40 11:00	Networking & Support Programme Welcome Session Anteroom Bar (next to Grand Ballroom) <i>(during Refreshment Break)</i>						
11:00	Ref: 4034 Invited Speaker Symposia Well-being and Work (S) Mental ill-health care, sickness absence and well-being: What	Invited Speaker Enhancing Career via Professional Doctorate Rachel Lewis, Affinity Health at Work/Birkbeck, Uni of London	Ref: 3882 Symposium Research Design, Analytical Techniques and Practical Applications (S) Psychology's Role	Ref: 3931 Impact Paper Psychological Assessment at Work Using Hogan Assessments to explore team culture	Awards Symposium <i>Within the winner symposium, our 2018 and 2019 winners will showcase their award winning work and we will</i>	Ref: 3959 Symposium Work Design, Organisational Change and Development (S) Too late to make a difference: How can	Invited Speaker Getting evidence-based practice into practice: What helps? What hinders? And the Evidence-Based HR Forum exemplar

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	<p>are the challenges and what works? <i>Roxane Gervais, Independent Practitioner; Gail Kinman, University of Bedfordshire</i></p>		<p>in Performance Management Transformation: Data and Theory Driven Case Studies <i>Ryan O'Leary, PDRI</i></p>	<p>and unconscious bias. <i>David Biggs, Advanced People Strategies</i> Ref: 3890 Impact Paper Well-being and Work The beliefs and attitudes of serving Irish Defence Forces personnel towards a resilience briefing <i>John Lalor, Self</i> Ref: 3876 Impact Paper Psychological Assessment at Work Impact of Rainbow Lanyards at University of Edinburgh <i>Thomas Calvard, University of Edinburgh Business School</i> Ref: 3874 Impact Paper Work Design, Organisational Change and Development The effect of visual distractions and workload on physiological stress levels <i>Nikita Jain, University of Leeds</i> Session ends at 11:50</p>	<p>celebrate the contributions our winners have made to the advancement of occupational psychology Lifetime Contribution Science and Practice to the Core! <i>Dr Angie Carter (2018)</i> Excellence in OP Practice Leading Change at LSBU <i>Sophie Seex (2018)</i> Excellence in OP Practice Early Career Science and Practice: Ideas, Action and Exchange Forum <i>Hoda Hussein (2018)</i> Excellence in OP Research Developing brief workplace interventions for working women and line managers on the topic of menopause in the workplace <i>Dr Claire Hardy (2018)</i> Excellence in Occupational Psychology Policy Impact Influencing Policy – getting the ears of those who can make things happen <i>Dr Nancy Doyle (2018)</i> Excellence in OP Research Early Career Employment,</p>	<p>Occupational Psychology contribute to going green? <i>Jan Maskell, Training and Development Solutions</i> Ref: 3943 Part of Symposia Work Design, Organisational Change and Development (1) Framing the issue – communicating for change <i>Jan Maskell, Training and Development Solutions</i> Ref: 3948 Part of Symposia Work Design, Organisational Change and Development (2) Leadership for rapid change <i>Louise Thomson, University of Nottingham</i> Ref: 3950 Part of Symposia Work Design, Organisational Change and Development (3) Role models for change – the impact of lifestyle choices <i>Jan Maskell, Training and Development Solutions</i> Ref: 3956 Part of Symposia Work Design, Organisational Change</p>	<p><i>Rob Briner, Queen Mary University, London; Emily Pepin, City University, London</i></p>
11:15	<p>Ref: 4029 Invited Speaker Part of Symposia Well-being and Work (1) Supporting return to work after ill health: Essential for high performing organisations <i>Roxane Gervais, Independent Practitioner</i></p>	<p>Professional Development & Networking Sub-Committee <i>Tammy Tawadros, Tammy Tawadros Coaching & OD</i></p>	<p>Ref: 3878 Part of Symposia Research Design, Analytical Techniques and Practical Applications (1) The Role of Agility in Competitive Success: Implications for Performance Management <i>Elaine Pulakos, PDRI</i></p>				
11:30	<p>Ref: 4030 Invited Speaker Part of Symposia Well-being and Work (2) Sickness presenteeism: causes, consequences and management <i>Gail Kinman, University of Bedfordshire</i> Ref: 4031 Invited Speaker Part of Symposia Well-being and Work (3) Developing and sustaining psychological resilience at work through peer support <i>Neil Greenberg, Kings College London</i></p>	<p>Ref: 3676 Workshop Learning, Training and Development Becoming an Occupational Psychologist - Stage 2 (2019) route information session <i>Gail Steptoe-Warren, Arden University</i></p>	<p>Ref: 3879 Part of Symposia Research Design, Analytical Techniques and Practical Applications (2) Performance Management at AbbVie: Building a High-performing Culture <i>Sergey Gorbатов, AbbVie</i> Ref: 3880 Part of Symposia Research Design, Analytical Techniques and Practical Applications (3) Implementing the PID Scheme in HM Courts & Tribunals Service <i>Antonia Dietmann,</i></p>				
12:00	<p>Ref: 4032 Invited Speaker Part of Symposia Well-being and Work (4) Transparency and Compassion in Workplace Mental Health</p>	<p>Invited Speaker An Inside Job <i>Marc Adams, University of Reading</i></p>		<p>Ref: 3969 Impact Paper Research Design, Analytical Techniques and Practical Applications The language of homecare: Exploring</p>			

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12:30	<p><i>John Gration, Representative member of the Mental Health (MH) Special Interest Group of the Society of Occupational Medicine (SOM)</i></p> <p>Discussant <i>Rachel Lewis, Affinity Health at Work/Birkbeck, Uni of London</i></p>	<p>Workshop Career Crafting <i>Vicky Elsey, Northumbria University</i></p>	<p><i>HM Courts and Tribunal Services</i></p> <p>Ref: 3881 Part of Symposia</p> <p>Research Design, Analytical Techniques and Practical Applications (4) Psychology's Role in the Implementation of Technology-supported Performance Management <i>Ryan O'Leary, PDRI</i></p>	<p>the role of language use in homeworkers' reflective diaries <i>Cheryl Travers, Loughborough University</i></p> <p>Ref: 3864 Impact Paper</p> <p>Work Design, Organisational Change and Development The Thinking, Intentions and Traits Behind Behaviours that Affect Safety at Work <i>Emily Kitson, University of Surrey</i></p> <p>Ref: 3798 Impact Paper</p> <p>Psychological Assessment at Work A Situational Judgement to Assess Mindsets: Are Firefighters Prepared to Learn from Mistakes? <i>Ali Brown, Coventry University</i></p> <p>Ref: 3796 Impact Paper</p> <p>Psychological Assessment at Work Best of both worlds: enhancing candidate experience while maintaining psychometric rigour <i>Gerianne de Klerk - van Someren, SHL</i></p> <p>Ref: 3797 Impact Paper</p> <p>Well-being and Work iAmAware: a coproduction evaluation to inform development of a</p>	<p>Employability and Identity of Occupational Psychology Graduates: from Professional Doctorate to DOP Award <i>Dr Victoria Elsey (2018)</i></p> <p>Lifetime Contribution Celebrating 25 years of Impact <i>Shelly Rubinstein (2019)</i></p> <p>Excellence in OP Practice Team Considerations for the candidate experience of video interviewing in graduate assessment <i>Kate Bradley (2019)</i></p>	<p>and Development (4) Eco Warrior or Eco Worrier? – managing eco-anxiety <i>Jan Maskell, Training and Development Solutions</i></p>	


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				computer-based psychoeducation tool <i>Trisha Forbes, Queen's University Belfast</i>			
13:00 14:00	<p align="center">Lunch – Hotel Restaurant & Exhibition Areas (Two servings – 13:00 & 13:30)</p> <p align="center">Poster Viewing Session – Terrace Atrium 13:00-13:30 <i>presenters to stand by their posters to discuss and answer questions about their research</i></p>						
13:00				(30 minutes during 1 st lunch serving) Ref: 3666 Workshop Learning, Training and Development Qualification in Occupational Psychology (Stage 2) Co-ordinating Supervisor Training <i>Gail Steptoe-Warren, Arden University</i>			(30 minutes during 1 st lunch serving) Great moves to stay active at work <i>Harry Cox, Coached by Cox</i>
13:30		(60 minutes – 30 minutes during 2 nd lunch serving) Marketplace Careers Forum	(30 minutes during 2 nd lunch serving) Ref: 3885 Standard Paper Learning, Training and Development Facilitating habit change via a smartphone app: user behaviour and the impact of repeated practice <i>Dan Hughes, PSI Services LLC</i>			(30 minutes during 2 nd lunch serving) Ref: 3906 Standard Paper Well-being and Work An exploration of employee experiences of working in a virtual team environment <i>Afshan Iqbal, University of Leeds</i>	

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	GRAND BALLROOM	CHARLECOTE	HAREWOOD	BLENHEIM	PACKWOOD	WARWICK	HIDCOTE
14:00	<p>Invited Speaker Ref: 4151 Symposia Psychological Assessment at Work (S) What Can Data Science Contribute to Assessment? <i>Helen Baron, Independent</i></p> <p>Ref: 4152 Part of Symposia Psychological Assessment at Work (1) Algorithms for Psychological Assessment: New Technology and Old Notions <i>Marise Ph.Born, Erasmus University Rotterdam</i></p> <p>Ref: 4153 Part of Symposia Psychological Assessment at Work (2) Pymetrics: Marrying IO Psychology with Data Science for improved volume assessment <i>Michael Callans, Pymetrics</i></p> <p>Ref: 4154 Part of Symposia Psychological Assessment at Work (3) From psychometrics to psychographics – emerging dystopias in the online world</p>		<p>Ref: 3960 Symposia Well-being and Work (S) Applications of Occupational Health Psychology to UK Policing <i>Laura Longstaff, Northumbria University</i></p> <p>Ref: 3887 Part of Symposia Well-being and Work (1) HSE Line Manager Stress Management Competency Framework in English Policing <i>Jonathan Houdmont, University of Nottingham</i></p> <p>Ref: 3892 Part of Symposia Well-being and Work (2) Bobby come back: Police leavers' attitudes to re-joining the police service <i>Natalie Wellington, Police Federation of England and Wales</i></p> <p>Ref: 3903 Part of Symposia Well-being and Work (3) Mindfulness in policing: A randomized</p>	<p>Ref: 3938 Discussion Psychological Assessment at Work Is behavioural assessment “robot-proof”? The role of humans vs machines in assessment centres. <i>Tom Parker, PSI Services</i></p> <p>Ref: 3814 Discussion Research Design, Analytical Techniques and Practical Applications What’s the future of work and organisational psychology? <i>Zoe Sanderson, University of Bristol</i></p>	<p>Awards Symposium Cont’d</p> <p>Excellence in OP Practice <i>Winner to be announced</i></p> <p>Excellence in OP Research Early Careers Connecting the dots between NHS Working Conditions, Doctor Wellbeing and Patient Care <i>Dr Kevin Teoh (2019)</i></p> <p>Excellence in OP Research How can we promote promote and protect the mental health of international business travellers? <i>Rachel Lewis (2019)</i></p> <p>Excellence in Occupational Psychology Policy Impact How political do we need to be in Occupational Psychology? <i>Dr Ashley Weinberg (2019)</i></p>	<p>Ref: 3763 Standard Paper Psychological Assessment at Work Learning Agility – Staying engaged as a leader through significant change <i>James Bywater, Korn Ferry</i></p> <p>Ref: 3965 Standard Paper Learning, Training and Development Development, Implementation, & Evaluation of a Coaching Program to Enable Leaders and Teams <i>Nicole Francavilla, Cisco</i></p>	<p>Workshop Courting Disaster or Embracing the Future? Going Digital with your Talent Assessments in 2020 and Beyond Claudia Nuttgens & Patrick Lockhart, Talent Collective</p>
14:30		<p>PhD Forum Careers Is there a doctor in the house? <i>Expert panel to answer all your questions about getting a PhD</i></p>					
14:45							

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15:00	<p><i>John Rust, Psychometrics Centre</i></p> <p>Ref: 4155 Part of Symposia Psychological Assessment at Work (4) Data Science and Workplace Analytics: Opportunities and Threats <i>Peter Saville, 10x Psychology</i></p>		<p>controlled trial of two online mindfulness resources <i>Helen Fitzhugh, College of Policing</i></p> <p>Ref: 3952 Part of Symposia Well-being and Work (4) Aspirations and expectations of White and BME Female Police Officers' Career Progression <i>Laura Longstaff, Northumbria University</i></p>		<p>Ref: 3924 Standard Paper Psychological Assessment at Work How secure are you? Links between personality and cybersecurity attitudes and behaviour <i>John Hackston, The Myers-Briggs Company</i></p>	<p>Ref: 3845 Standard Paper Research Design, Analytical Techniques and Practical Applications Qualitative study of diversity & inclusion in a complex organisation using a multi-disciplinary team <i>Natalie Fisher, QinetiQ</i></p>	
15:30	Refreshment Break – Exhibition Areas						
16:00	Poster Viewing – Terrace Atrium						
16:00	<p>Keynote Session – Grand Ballroom</p> <p>Meaningful work in contemporary digital society Professor Gillian Symon <i>Royal Holloway, University of London</i></p>						<p>Sponsored by</p> 
17:00		<p>Fringe Event Why and how to network <i>Tammy Tawadros, Tammy Tawadros Coaching & OD</i></p>	<p>Panel Discussion Occupational Psychology: Impact of International Working <i>Chaired by Ritsa International Working Group</i></p>	<p>Ref: 3834 Standard Paper Psychological Assessment at Work Under-representation of women and minority leaders, over time and with personality <i>John Hackston, The Myers-Briggs Company</i></p>	<p>Ref: 3883 Standard Paper Leadership, Engagement and Motivation Ready, steady, lead: In an evolving and complex market how do you prepare your leaders for success? <i>Nairita Paul, SHL & Simon Halls, Just Group</i></p>	<p>Ref: 3855 Standard Paper Learning, Training and Development Supporting employees with low self-confidence: A Delphi study to develop executive coach guidelines <i>Michelle Murtagh, Clavey Consulting</i></p>	
17:30				<p>Ref: 3911 Standard Paper Leadership,</p>	<p>Invited Speaker Psychological Ethics and Organisational Politics</p>	<p>Ref: 3847 Standard Paper Well-being and Work</p>	
18:00							

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				Engagement and Motivation Machiavellianism, ideal leadership concepts and organisational crisis on abusive supervision and OCB <i>Zainal Ezzat Adel Bin Zainal Azman, Birkbeck University of London</i>	<i>Richard Kwiatkowski, Cranfield</i>	Positive Thinking in organisations: to fake or not to fake? <i>Shafag Garayeva, Birkbeck, University of London</i>	Introduction to sleek technique ballet bootcamp <i>Almuth McDowall</i> <i>Loose clothing and bare feet or socks is recommended</i>
18:00 18:30					Dragon's Den <i>Janet Fraser & Laura Longstaff, DOP Professional Development and Networking Group</i>		
18:45	Pre-Dinner Drinks – Terrace Lounge & Bar						
19:30	DOP Awards and Recognition Ceremony Join us to celebrate the achievements of our members and support the winners of the awards <i>Pre-booking required (as part of the Awards Dinner)</i>						
20:00	DOP 2020 Awards Dinner – Grand Ballroom <i>Pre-booking required</i>						

FRIDAY 10 JANUARY

	GRAND BALLROOM	CHARLECOTE	HAREWOOD	BLLENHEIM	PACKWOOD	WARWICK	HIDCOTE
From 08:30	Registration - Hotel Reception Foyer						

FRIDAY 10 JANUARY

	GRAND BALLROOM	CHARLECOTE	HAREWOOD	BLenheim	PACKWOOD	WARWICK	HIDCOTE
09:00	<p>Ref: 3819 Symposia Well-being and Work (S) The Race Pay Gap: The Role of Occupational Psychologists <i>Binna Kandola, Pearn Kandola LLP</i></p> <p>Ref: 3822 Part of Symposia Well-being and Work (1) The Race Pay Gap: The Role of Occupational Psychologists. An Overview <i>Binna Kandola, Pearn Kandola LLP</i></p> <p>Ref: 3823 Part of Symposia Well-being and Work (2) Lessons from the Gender Pay Gap in Tackling the Ethnicity Pay Gap <i>Nic Hammarling, Pearn Kandola LLP</i></p> <p>Ref: 3818 Part of Symposia Well-being and Work (3) Race-related experiences of African & Caribbean professionals in the workplace <i>Ryan Lewis, Pearn Kandola LLP</i></p> <p>Ref: 3824 Part of Symposia Well-being and Work (4) Don't be racist towards the temp: Ethnicity difference in</p>	<p>Ref: 3914 Standard Paper Psychological Assessment at Work Reducing adverse impact of SJTs: Exploring the role of item design <i>Mary Mescal, PSI</i></p>	<p>Ref: 3922 Symposia Psychological Assessment at Work (S) Ensuring and Enhancing Fairness and Validity in Civil Service Recruitment and Selection <i>Paul Weldon, Civil Service HR</i></p> <p>Ref: 3930 Part of Symposia Psychological Assessment at Work (1) Blending Strengths- and Competency-Based Assessment in Interviews: A Predictive Validity Study <i>Carl Barnes, Civil Service</i></p> <p>Ref: 3927 Part of Symposia Psychological Assessment at Work (2) Ensuring fairness: making multimedia SJT assessments fully inclusive <i>Paul Weldon, PSI Services</i></p> <p>Ref: 3928 Part of Symposia Psychological Assessment at Work (3) Situational Judgement Tests and Neurodiverse Candidates – An Investigation into</p>	<p>Ref: 3929 Symposia Psychological Assessment at Work (S) Validity: The Long and Short of It <i>Rab MacIver, Saville Assessment</i></p> <p>Ref: 3935 Part of Symposia Psychological Assessment at Work (1) Validity – Are Candidates Really Bothered? <i>Katie Herridge, Saville Assessment</i></p> <p>Ref: 3936 Part of Symposia Psychological Assessment at Work (2) Taking Short Cuts <i>Rab MacIver, Saville Assessment</i></p> <p>Ref: 3932 Part of Symposia Psychological Assessment at Work (3) Scales of Potential <i>Lauren Jeffery-Smith, Saville Assessment</i></p> <p>Ref: 3934 Part of Symposia Psychological Assessment at Work (4) Short and Valid! <i>Jake Smith, Saville Assessment</i></p>	<p>Ref: 3782 Standard Paper Psychological Assessment at Work Using values fit to guide self-selection decisions <i>Alanna Harrington, Cubiks</i></p>	<p>Ref: 3790 Standard Paper Research Design, Analytical Techniques and Practical Applications Alternative perspectives in work and organisational psychology research <i>Zoe Sanderson, University of Bristol</i></p>	
09:30		<p>Collaborating Beyond OP Bringing together physical design & organisational psychology to build healthy workspaces <i>Joanna Yarker, Affinity Health at Work/Birkbeck University, Charlotte Hermans, AECOM</i></p>			<p>Ref: 3835 Standard Paper Work Design, Organisational Change and Development How to Develop Growth Mindset Attitudes and Behaviours to Improve Organisational Performance <i>Emma Lee, Matthew Syed Consulting</i></p>	<p>Ref: 3812 Standard Paper Research Design, Analytical Techniques and Practical Applications Do we know when we should take a break? Effect of fixed and discretionary break on creative thinking <i>Ut Na Sio, University of Sheffield</i></p>	


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	temporary employment <i>David Biggs, Advanced People Strategies Ltd</i>		Accessibility. <i>Katy Welsh, Civil Service</i>				
10:00			Ref: 3799 Standard Paper Well-being and Work Prison officers' experiences of aggression and quality of sleep: the importance of switching off <i>Gail Kinman, University of Bedfordshire</i>		Ref: 3848 Standard Paper Psychological Assessment at Work Lay theories and ageist attitudes towards older workers <i>Shaun Hiu, University of Exeter</i>	Ref: 3910 Standard Paper Well-being and Work Exploring the connection between Emotional Intelligence and work engagement <i>Stephanie Noble, PSI Services</i>	
10:30 10:50	Refreshment Break - Exhibition Areas						
10:50	Ref: 4082 Invited Speaker Work Design, Organisational Change and Development Working in a World of Uncertainty: The role of Responsible Disruption <i>Terri Morrissey, This Is</i>	Collaborating Beyond OP Keeping business travellers healthy, happy & engaged: At home and away <i>Rachel Lewis, Affinity Health at Work/Birkbeck University, Dr Rodrigo Rodriguez-Fernandez, International SOS</i>	Ref: 3913 Impact Paper Well-being and Work Attitudes between Generations in the Workplace <i>Lydia English, University of Leicester/Trans2 Performance</i> Ref: 3869 Impact Paper Leadership, Engagement and Motivation Paid charity work: 'A wee understanding of life choices' <i>Maria Falsone, Birkbeck University</i> Ref: 3933 Impact Paper	Ref: 3827 Symposia Psychological Assessment at Work (S) The Practice of Science in Candidate Assessment: Examples from high-profile recruiters <i>Martin Kavanagh, Saville Assessment</i> Ref: 3941 Part of Symposia Psychological Assessment at Work (1) The Practice of Science in Candidate Assessment: Are our choices informed by science? <i>Lisa Waugh, Saville Assessment</i>		Ref: 3862 Discussion Research Design, Analytical Techniques and Practical Applications What makes for successful (and scientific) projects? A 4 M's delivery approach? <i>Michael Towl, Arup</i>	Discussion Strengthening OP Communities and Careers <i>OP Careers Taskforce</i>
11:20	Ref: 3904 Standard Paper Psychological Assessment at Work Towards a more granular analysis of Emotional Intelligence and the Dark Triad <i>Jolyon Maddocks, PSI</i>				Ref: 3753 Standard Paper Well-being and Work Combining Mindfulness and Physical Exercise - a multi-tasking intervention at work <i>Nicki Tanner, Loughborough University</i>		

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			<p>Psychological Assessment at Work Making assessments innovative, digital and future focussed in a candidate driven Indian market. <i>Anneloes Hak, Royal Bank of Scotland</i></p> <p>Ref: 3899 Impact Paper</p> <p>Work Design, Organisational Change and Development Personality Change Following Job Transition: A Preliminary Analysis <i>Hannah Collis, University of Surrey</i></p> <p>Session finishes at 11:40</p>	<p>Ref: 3944 Part of Symposia Psychological Assessment at Work (2) Positive & negative prediction: a criterion-related validity study with a Global IT company <i>Hannah Mullaney, Saville Assessment</i></p> <p>Ref: 3945 Part of Symposia Psychological Assessment at Work (3) Introducing a candidate selection method in an evidence-based way: An example from a UK retailer <i>Martin Kavanagh, Saville Assessment</i></p>			
11:50	<p>Ref: 3841 Standard Paper Psychological Assessment at Work How do gendered stereotypes impact the careers of LGBT individuals? <i>Ashley Williams, Alliance Manchester Business School</i></p>	<p>Ref: 3901 Standard Paper Well-being and Work Understanding the Quality of Working Life and Well-being in Turkish Working Environments <i>Zeynep Mercan, University of Portsmouth</i></p>	<p>Ref: 3832 Standard Paper Psychological Assessment at Work “To boldly go where no psychologist has gone before”- Examining test impact on Deaf BSL users <i>Jenny Koehring, University of Wolverhampton</i></p>	<p>Ref: 3867 Standard Paper Research Design, Analytical Techniques and Practical Applications Pursuing organizational impact: A socio-technical approach <i>Helen Hughes, Leeds University Business School</i></p>	<p>Ref: 3942 Standard Paper Psychological Assessment at Work Emerging technology and the candidate experience: Are applicants and HR on the same page? <i>Tom Parker, PSI Services</i></p>	<p>Ref: 3844 Standard Paper Learning, Training and Development Understanding the impact of personality questionnaire feedback: the MBTI process <i>Nikhita Blackburn, The Myers-Briggs Company</i></p>	
12:20	<p>DOP Chair’s Address - Grand Ballroom Jon Cox, DOP Chair</p>						
12:30	<p>Keynote Session – Grand Ballroom</p>						

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	Public Lecture Culture change toward openness and reproducibility Prof. Brian Nosek <i>Centre for Open Science</i>						Sponsored by 
13:30	Grab 'n' Go Lunch						
13:30							Great moves to stay active at work Harry Cox, <i>Coached by Cox</i>
Post-Conference Workshops <i>Please note that the below post-conference workshops need to be pre-booked.</i> <i>Some require pre reading/work so you will not be able to turn up and attend on the day. To book your place visit the conference website</i>							
14:00 17:00			Ref: 4080 DOP CPD workshop What Leads to Organizational Agility? ... It's Not What You Think! <i>Ryan O'Leary, PDRI</i>	Ref: 4104 CPD workshop The A-Z of behaviour change <i>Brooke Ward, Mind Gym</i>	Ref: 3975 CPD workshop Organisation Design - Practical application of the what and the how <i>Peter Turgoose, On The Mark</i>	Ref: 4070 CPD workshop Resilience Quotient Inventory (RQi) Practitioner training <i>Matthew Critchlow, Thrive Training Ltd</i>	Ref: 3793 CPD workshop Lies, Damn Lies and Statistics <i>Helen Baron, Independent</i>