GLOBAL WORK AND ORGANIZATIONAL PSYCHOLOGY (G-WOP) CONFERENCE PROGRAM

Thursday 17th September
Times listed in ET

Time: 8:00 a.m. – 9:00 a.m. (12:00 -13:00 UTC)
Presenters: Conference Launch
Track: IO in Space
Session Title: Conference Launch > Space Launch
Session Description:

Time: 9:00 a.m. – 10:00 a.m. (13:00 -14:00 UTC)
Presenters: Nancy Doyle and Clare Mottram
Track: N/A
Session Title: Neurodiversity Friendly Psychometrics
Session Description: A session run and curated by Nancy Doyle and Clare Mottram discussing neurodiversity friendly psychometrics and the analysis of everyday task performance

Time: 10:00 a.m. – 11:00 a.m. (14:00 -15:00 UTC)
Presenters: Zeynep Aycan (Loughborough University)
Track: N/A
Session Title: Reimagining leadership: A call for collective co-creation
Session Description:

Time: 11:00 a.m. – 12:00 p.m. (15:00 -15:30 UTC)
Presenters: TBD
Track:
Session Title: TBD
Session Description: TBD

Time: 12:00 p.m. – 12:30 p.m. (16:00 – 16:30 UTC)
Presenters: SIOP Teaching Committee Chair, Clair Reynolds Kueny
Track: Students
Session Title: Rapid Student Thesis - PhD
Session Description: After submissions are evaluated against a rubric, Students present dissertation in 3-minute sessions

Time: 12:30 p.m. – 1:00 p.m. (16:30 – 17:00 UTC)
Presenters: TBD

Track:
Session Title: TBD
Session Description: TBD

Time: 1:00 p.m. – 2:00 p.m. (17:00-18:00 UTC)
Presenters: Jutta Tobias Mortlock and Jo Yarker
Track: IO in Military
Session Title: People issues in the armed forces
Session Description: Jutta & Jo will present and discuss their research programme on people issues in the armed forces.

Time: 2:00 p.m. – 3:00 p.m. (18:00-19:00 UTC)
Presenters: D'Artagnan Elliott
Track: IO in Healthcare
Session Title: Healthcare Track
Session Description: How does the role of I/Os within healthcare compare across countries? Join us as Steven J. Baines (USA) , Lewis Burton (UK), and others compare how I/Os show up across the world, specifically in hospital settings.

Time: 3:00 p.m. – 4:00 p.m. (19:00-20:00 UTC)
Presenters: Hannah Simpson, Nicklas Dahlstrom, Jenny Eaglestone, FlightPath + more TBC
Track: IO in Aviation
Session Title: Cleared for Takeoff: Psychology in Aviation and Aerospace
Session Description: A flying visit to organisational psychology in aviation and aerospace: real world case studies, the value this work brings to the industry, and practical advice on building a career in the aviation field.

Time: 4:00 p.m. – 4:30 p.m. (20:00 – 20:30 UTC)
Presenters: Stewart Desson
Track: N/A
Session Title: Beyond the Trait Scores: You're a Dynamic Personality
Session Description:

Time: 4:30 p.m. – 5:00 p.m. (20:30 – 21:00 UTC)
Presenters: Gail Wrogemann and Leon Van Vuuren
Track: N/A
Session Title: Where was the IOP?
Session Description: Ethics session

Time: 5:00 p.m. – 5:30 p.m. (21:00 – 21:30 UTC)

Presenters: Rigo Baeza and Yass Rad
Track: N/A
Session Title: Translating I-O Insights to organizational impact (for early career)
Session Description: Two 15-min sessions; 1) focused on communicating the value of I-O to business leaders, 2) "We Were Unpublished" for uncovering knowledge that hasn't found a home in traditional academic publishing

Time: 5:30 p.m. – 6:30 p.m. (21:30-22:30 UTC)
Presenters: TBC
Track: IO in Emergency Services
Session Title: TBD
Session Description: A visit to organisational psychology in emergency services: real world case studies, the value this work brings to the industry, and practical advice on building a career in the emergency services field.

Time: 6:30 p.m. – 7:00 p.m. (22:30 – 23:00 UTC)
Presenters: Julie Freeborn
Track: IO in Media
Session Title: TBD
Session Description: IO and Reality TV - Duty of care for participants

Time: 7:00 p.m. – 7:30 p.m. (23:00 – 23:30 UTC)
Presenters: SIOP Teaching Committee Chair, Clair Reynolds Kueny
Track: Students
Session Title: Rapid Student Thesis - MA
Session Description: After submissions are evaluated against a rubric, Students present thesis in 3-minute sessions

Time: 7:30 p.m. – 8:30 p.m. (23:30 – 00:30 UTC)
Presenters: Sertrice Shipley
Track: N/A
Session Title: Beyond Mentorship: Using Sponsorship and Allyship to Advance Career Growth
Session Description: Mentorship helps people grow, but sponsorship supports advancement. This presentation will explore the value of investing in sponsorship and allyship to create access, visibility, and opportunity while strengthening leadership pipelines and career mobility.

Friday 18th September

Time: 8:30 p.m. – 9:00 p.m. (00:30 – 01:00 UTC)
Presenters: Nikita Mikhailov
Track: N/A
Session Title: Networking
Session Description: An opportunity to network and engage with our global IO community!

Time: 9:00 p.m. – 9:30 p.m. (01:00 – 01:30 UTC)
Presenters: Arushi Aggarwal
Track: N/A
Session Title: Invisible Work, Broken Promises: The Psychological Contract of Volunteers in I/O
Session Description: Volunteering in I/O psychology is often sold as a route to motivation, employability, and self-fulfilment, in exchange for experience, networks, and references. Yet in the absence of clear rules or protections, many volunteers experience a fragile psychological contract and poor treatment - so what do we, as I/O practitioners and leaders, really owe our volunteers?

Time: 9:30 p.m. – 10:00 p.m. (01:30 – 02:00 UTC)
Presenters: Anahí Van Hootegem (University of Canterbury, Christchurch, New Zealand); Josh Darby (Fire and Emergency New Zealand, Auckland, New Zealand); Lisa Mackay (Auckland University of Technology, Auckland, New Zealand); Sanna Malinen (University of Canterbury, Christchurch, New Zealand); Katharina Näswall (University of Canterbury, Christchurch, New Zealand)
Track: N/A
Session Title: The Whanaungatanga Programme: A Participatory Organisational Intervention To Enhance Mentally Healthy Work Among First Responders in Aotearoa New Zealand
Session Description: First responders are frequently exposed to traumatic incidents and demanding organisational environments that increase the risk of mental ill health. Although many workplace interventions focus on individual resilience or trauma management, organisational factors which influence wellbeing are often overlooked. In response, Fire and Emergency New Zealand (FENZ) developed the Whanaungatanga Programme, a participatory organisational intervention aimed at strengthening mentally healthy work through enhancing connection, trust, communication, and belonging across the organisation.

The programme was informed by organisation-wide survey findings and qualitative consultation identifying key psychosocial stressors within the work environment. Across four districts in a pilot region, 51 co-design workshops involving more than 500 firefighters and commanders were conducted using non-violent communication principles. These workshops identified

organisational challenges and collaboratively generated locally relevant solutions, which were synthesised into eight intervention initiatives by an Intervention Development Team. Initiatives included improving leadership visibility, strengthening recognition systems, enhancing communication between management and unions, and fostering stronger relationships between operational and non-operational staff.

The programme evaluation spans multiple years and compares changes in the pilot region with the wider organisation through follow-up surveys, interviews, focus groups, and qualitative feedback collected across multiple time points. Preliminary findings indicated small but positive improvements in perceived organisational and manager support, psychological safety, and preparedness to serve, particularly within the pilot region. Open-text responses suggested greater optimism and improved communication, although some scepticism regarding organisational follow-through remained. More recent findings highlight the challenges of sustaining improvements during periods of broader organisational strain, including industrial action and negotiations, as well as organisational restructuring, which appeared to coincide with declines across several indicators of workplace experience and wellbeing. At the same time, the programme has continued to evolve, with increasing attention being paid to Communications Centres personnel, whose experiences have historically received less visibility within the organisation despite also being exposed to a large number of potentially traumatic events.
The presentation will provide an overview of the final evaluation wave of the programme and draw on both survey findings and qualitative data to explore how organisational interventions are experienced within complex and changing workplace contexts.

Time: 10:00 p.m. – 10:30 p.m. (02:00 – 02:30 UTC)
Presenters: Nikita Mikhailov
Track: Assessments
Session Title: Innovation in Psychometrics
Session Description:

Time: 10:30 p.m. – 12:00 a.m. (02:30 – 04:00 UTC)
Presenters: Vijai Pandey
Track: IO in Finance
Session Title:
Session Description: A visit to organisational psychology in finance: real world case studies, the value this work brings to the industry, and practical advice on building a career in the field.

Time: 12:00 a.m. – 12:30 a.m. (04:00 – 04:30 UTC)
Presenters: Shamim Ibrahim
Track: N/A
Session Title: Building Cross-Border Collaboration

Session Description: Introducing the Africa Association For Business Psychology

Time: 12:30 a.m. – 1:00 a.m. (04:30 – 05:00 UTC)
Presenters: John Eatwell (Strategic People Group)
Track: N/A
Session Title: The Impact of Strengths-Based Approaches in Leadership Coaching
Session Description: This study explores the role and impact of strengths-based coaching within leadership development programmes, drawing on principles from positive psychology and contemporary coaching research. While traditional leadership coaching often emphasises deficit reduction, emerging evidence suggests that a focus on individuals' strengths significantly enhances engagement, motivation, and performance.

The research was conducted within an MBA Agile and Innovative Leadership programme, where executive coaching is provided to supports participants in implementing their leadership development plan. Data were collected across six cohorts over three years (2023, n=28; 2024, n=37, 2025=25), involving a total of six executive coaches. Participants evaluated their coaching experience using key outcome measures, including perceived progress, achievement, and likelihood to recommend.

Findings indicate that strengths-based coaching contributes positively to multiple dimensions of the coaching experience. In particular, leveraging participants' signature strengths was significantly associated with higher levels of trust, perceived quality of questioning, accountability, and feeling genuinely heard. Strengths use also demonstrated meaningful correlations with overall coaching effectiveness, including progress toward goals and achievement outcomes.

Regression analysis indicated having a strengths focused predicted unique variance over other factors such as asking good questions, sharing resources and holding the person to account.

The study also found that coaching modality (face-to-face vs. virtual) did not predict overall outcomes, reinforcing the viability of online coaching delivery. Interestingly, the provision of tools and resources was less strongly associated with perceived impact online, suggesting that process-oriented coaching behaviours may be more critical than content provision.

Overall, the findings support integrating strengths-based approaches as a core component of leadership coaching, while highlighting the importance of combining strengths awareness with high-quality coaching practices such as inquiry and accountability. This research contributes to the growing evidence base supporting strengths-focused leadership development and offers practical implications for coaching design and delivery in organisational contexts.

Time: 1:00 a.m. – 2:00 a.m. (05:00 – 06:00 UTC)
Presenters: TBD
Track: IO and Human Factors (high consequence)
Session Title: IO and Human Factors (high consequence)
Session Description: Potentially discussing 3D Jobs (dirty, degrading, dangerous)

Time: 2:00 a.m. – 2:30 a.m. (06:00 – 06:30 UTC)
Presenters: Mirela Bocu, Claudia Rus
Track: Coaching Leadership, AI Use and Employee Psychological Experiences
Session Title: Workplace AI Use and Employee Psychological Experiences: Challenge–Hindrance Appraisals and the Moderating Role of Coaching Leadership
Session Description:

Time: 2:30 a.m. – 3:00 a.m. (06:30 – 07:00 UTC)
Presenters: TBD (Lavinia Tanculescu-Popa)
Track:
Session Title:
Session Description:

Time: 3:00 a.m. – 3:30 a.m. (07:00 – 07:30 UTC)
Presenters: ABP
Track: N/A
Session Title: Introduction and Biz Psych Cup
Session Description:

Time: 3:30 a.m. – 4:00 a.m. (07:30 – 08:00 UTC)
Presenters: ABP
Track: N/A
Session Title: Biz Psych Cup
Session Description:

Time: 4:00 a.m. – 4:30 a.m. (08:00 – 08:30 UTC)
Presenters: ABP
Track: N/A
Session Title: Development of a Mentoring Scheme
Session Description:

Time: 4:30 a.m. – 5:00 a.m. (08:30 – 09:00 UTC)
Presenters: ABP
Track: N/A

Session Title: Being a Business Psychologist
Session Description:

Time: 5:00 a.m. – 6:00 a.m. (09:00 – 10:00 UTC)
Presenters: International/Turkish Society
Track: IO in Government
Session Title: Value of IOP and Impact
Session Description: Initiatives towards Governments/Policy makers for including IOP-related solutions and IO psychologists in work settings

Time: 6:00 a.m. – 7:30 a.m. (10:00 – 11:30 UTC)
Presenters: Prof Michelle May; Tamsen Saayman; Dr Frans Cilliers
Track:
Session Title: Social dreaming matrix
Session Description: Using the Social Dreaming Matrix method, this hosted session will explore shared associative material from the global I/O community to notice emerging themes shaping the field. see notes alongside

Time: 7:30 a.m. – 8:00 a.m. (11:00 – 12:00 UTC)
Presenters: G-WOP Team
Track: N/A
Session Title: Conference Closing
Session Description: A chance to recap the last 24 hours of IO sessions