# 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.

The first set of workshops to be organised is as follows and this **link** will take you to a description of these workshops:

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| --- | --- | --- | --- | --- | --- | --- |
| **Title** | **Presenter/s** | **Affiliation** | **Date/s** | **Time (CET)** | **Number of Places** | **Booking weblink** |
| Risk Type Compass Qualifying Workshop | Louisa Bülow & Geoff Trickey | Psychological Consultancy Limited | 3rd March 2022 | 09:00-17:00 | 15 | <https://forms.office.com/r/JGdkxxZzvq> |
| Introduction to Multilevel Modelling | Vicente González-Romá | University of Valencia | 4th March 2022 | 09:00-13:00 | 25 | <https://forms.office.com/r/ucdyisgiid> |
| How Psychology Can Influence Policy - A Practical Exploration of Theory and Practice | Ashley Weinberg | University of Salford | 10th March | 11:30-14:00 | 50 | <https://forms.office.com/r/bHxDyWtrZA> |
| Listen! Say Yes! Commit! Improvisation Skills – Theory into Practice | Julia Knight & Harry Puckering | DEJA People | 18th March | 11:00-13:00 | 16 | <https://forms.office.com/r/JbwxzCx0rb> |
| Systematic Review Methodology for Beginners | Céline Rojon | CBS International Business School | 30th March 2022 | 09:00-11:30 | 25 | <https://forms.office.com/r/A5vNZP4bEW> |
| HUCAMA Factors Personality, Ability, and Competency Assessment Accreditation | Rainer Kurz & Michele Guarini | HUCAMA Analytics | 7th April 2022 | 09:00-17:00 | 20 | <https://forms.office.com/r/LH9PVaUkqk> |
| Working in a World of Uncertainty | Terri Morrissey, Richard Plenty & Stephanie Duffy | This Is International | 12th April 2022 | 09:00-13:00 | 50 | <https://forms.office.com/r/w6BJHUifub> |

#### **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.

#### **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.