

*All conference activities (with the exception of the Conference Dinner) will take place at  
INSEAD campus*

Boulevard de Constance  
F – 77300 Fontainebleau

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## **Thursday, July 17**

2.00pm – 4:30pm

### **PhD Student Research Workshop**

Please email us at [EMONET.VI@insead.edu](mailto:EMONET.VI@insead.edu) if you would like to participate

5.00pm – 6.30pm

### **Registration**

6.30pm – 8.30pm

### **Conference Reception**

Opening cocktails and buffet dinner

**LOCATION**  
*(see campus map)*

**Amphi Loudon**  
*East wing*

**Le Cercle**

**Le Cercle**

## **Friday, July 18**

**Session 1: 8:30 am – 9:00 am**

### **Opening Plenary Session**

Facilitators: Neal M. Ashkanasy, University of Queensland

Charmine E. J. Härtel, Monash University

Wilfred J. Zerbe, University of Calgary

**Session 2a: 9:00 am – 10:30 am**

### **Emotional Intelligence**

Facilitator: Neal Ashkanasy

Jochen Immanuel Menges, University of St Gallen and Heike Bruch

*Organizational Emotional Intelligence and Performance - An Empirical Study*

### **Winner of the Best Paper Award**

Laura Guillén Ramo, INSEAD

*How can we make sense of emotional and social competencies within organizational settings?*

Beverley Kirk, Nicole Schutte, and Don Hine

*The Role of Emotional Self Efficacy, Emotional Intelligence and Affect in Workplace Incivility and Workplace Satisfaction*

**LOCATION**  
*(see campus map)*

**Amphi A**

**Amphi Dean Berry**

**Session 2b: 9:00 am – 10:30 am**

**Amphi I**

**Emotions and Change**

Facilitator: Ronald H Humphrey, Virginia Commonwealth University

Quy Nguyen Huy, Taco H. Reus, Florida Atlantic University and  
Yongmei Liu, University of Texas at Arlington

*Emotional capability and post-acquisition integration*

Christina Kirsch, CTRE Research and Warren Parry,

*The Underlying Structure of Emotions during Organizational Change*

Roy Kark Smollan, Auckland University of Technology, Jonathan  
Andrew Matheny, and Janet Grace Sayers

*Personality, Affect and Organizational change*

**10:30 am – 11:00 am**

**South wing area**

**Break and Poster Presentations**

During each conference break poster presentations can be viewed in the break area. Poster authors will be available to allow conference participants to discuss poster presentations and authors can be approached at other times as they are available.

Papers accepted to the conference were organized into sessions based on their grouping with others of a similar theme. Papers chosen as poster presentations were those that represented unique or singular topics or approaches.

**Posters:**

Facilitator: Christina Kirsch

Ann Parkinson, Henley Management College and Jill Hender  
*Making a difference: Emotions and engagement at work*

Robert G. Jones, Missouri State University  
*Once More into the Gap: An Update on the Emotive Perception Model*

Greg J. Sears, Carleton University and Camilla M. Holmvall  
*The Joint Influence of Supervisor and Subordinate Emotional Intelligence on Leader-Member Exchange*

Sylvia Young Hee Hur, University of Twente and Celeste PM Wilderom  
*Leadership Style, Emotional Intelligence and Performance; Evidence and challenges reviewed*

Tori Yu-wen Huang, Cass Business School  
*Intuitive vs. analytic decision making: The role of self-regulatory focus and affective experience in decision making processes*

Wilfred Joachim Zerbe, Haskayne School of Business

*Grieving Emotions: Employee Deviance and Organizational Discipline*

**Session 3a: 11:00 am – 12:30 pm  
Emotions, Creativity and Learning**

**Amphi Dean Berry**

Facilitator: Tui McKeown, Monash University

Charmine E. J. Härtel, Monash University and Deshani B. Ganegoda

*Emotions as a Learned Outcome and Learning as an Affective Outcome*

Annefloor Heleen Maria Klep, Vrije University Barbara Van  
Knippenberg, and Henk Van der Flier

*The effects of affective sharing for the affective uncertain: Specifying  
the affect-creativity link*

Fabrizio Maimone and Marta Sinclair, Griffith University

*Affective climate, organizational creativity and knowledge creation:  
Case study of an automotive company*

**Session 3b: 11:00 am – 12:30 pm  
Emotions and Interpersonal Effectiveness**

**Amphi I**

Facilitator: Roy Smollan, Auckland University of Technology

Bjoern Michaelis, Heidelberg University Ralf Stegmaier, and Karlheinz  
Sonntag

*How leaders influence the impact of affective commitment to change on  
innovation implementation behavior in R&D teams*

Joel T. Nadler and Meghan R. Lowery, Southern Illinois University

*Emotional expression, gender, personality, and workplace appropriate  
behaviors*

Judith Volmer, University of Erlangen

*The negotiation opponent's discrete emotion: The role of anger,  
happiness, sadness, and surprise*

**12:30 pm – 1:30 pm  
Lunch**

**INSEAD restaurant  
(self service)**

**Session 4a: 1:30 pm – 3:00 pm**  
**Mood and Affect at Work**

**Amphi Dean Berry**

Facilitator: Judith Volmer, University of Erlangen

Remus Ilies, Nikolaos Dimotakis, and David Watson

*On the independence of Positive and Negative Affect: Evidence from mood at work*

Habibe Tugba Erol, Middle East Technical University and Hayriye Canan Sumer

*Individual differences in affective reactions to work events: Potential moderating effects of core-evaluations within the Affective Events Theory framework*

Stefanie K. Johnson, Colorado State University and Camille S. Johnson

*The secret life of mood: Causes and consequences of unconscious affect at work*

**Session 4b: 1:30 pm – 3:00 pm**

**Symposium: Cross-cultural research in emotion at work**

**Amphi I**

Chairs: Andrea Fischbach, Trier University and Charmine Härtel, Monash University

Andrea Fischbach, Trier University

*Cross-National Cross-Cultural Research of Emotions at Work: A Review and Some Recommendations*

Charmine E.J. Härtel, Monash University & Xiaoyu Liu, Monash University, Renmin University of China

*National Culture Influences On Workgroup Emotional Climate And Its Effect On Workgroup Effectiveness*

Veronique Tran, ESCP-EAP

*Emotions in Cross-Cultural/Cross Functional Teams: The Power of the Common Goal*

Paul J Hanges, Xiafang Chen, C. Ashley Fulmer, Peter W. Dorfman, Jon P. Howell and Mary Sully DeLuque

*Leadership, Emotional Intelligence, and Intelligence: A Cross-Cultural Exploration*

Petri Laukka, Hillary Anger Elfenbein, Wanda Chiu, Jean Althoff, Thomas Rockstuhl, Nutankumar Thingujam and Alfred Zengeya

*What The Voice Reveals: An Investigation Of Vocal Expressions Of Emotion In Five Cultures*

**3:00 pm – 3:30 pm**  
**Break and Poster Presentations**

**South wing area**

**Posters:**

Facilitator: Ethel Brundin, Jönköping International Business School

Kerri Anne Crowne, Widener University Arvind V. Phatak, and Uday Salunkhe

*Does culture influence intelligence? A study of the influence of cultural context*

Benedicte Gendron, University Montpellier III

*Why Emotional Capital is a Crucial Capital in Organizations and Human Resources Management?*

Charmine E. J. Härtel, Monash University, Rebekah Russell-Bennett, Queensland University of Technology, Shannon L. Lloyd, and Kay Russell

*Heart vs Mind: What Function Do Emotional and Cognitive Loyalty Serve?*

Pacevicius Jonas, Siauliai University

*Assessment of emotionality by the method of chronological registration of emotions*

Tui McKeown, Monash University

*Building Positive Responses to Bullying: Establishing the Framework*

Gérard Näring, Open University and Ilja Yntema

*The Distressed Personality and Emotional Labor: A Pathway to Emotional Exhaustion?*

Arie Shirom, Tel Aviv University and Ofira Shraga

*On the Directionality of Vigor-Job Satisfaction Relationships: A Longitudinal Study*

**Session 5a: 3:30 pm – 5:00 pm**

**Amphi Dean Berry**

**Emotions in Groups**

Facilitator: Neal Ashkanasy

Xiaoyu liu, James Jianmin Sun, and Charmine E.J. Härtel

*Development of the WECS: A Multidimensional Measure of Workgroup Emotional Climate*

**Winner of the Best Doctoral Paper Award**

Jacqueline Tanghe, Barbara van Knippenberg, and Henk van der Flier

*Emotional Convergence: The Role of Prototypicality and Identification*

Frank Walter and Bernd Vogel

*A theoretical exploration of mixed group mood: The construct and its performance consequences*

**Session 5b: 3:30 pm – 5:00 pm**

**Symposium: Through the Looking-Glass of Emotional Labor:  
Alternative Lenses and Perspectives**

**Amphi I**

Chair: Céleste M. Brotheridge, ESG-UQÀM

Ronald H. Humphrey, Virginia Commonwealth University:

*"Through the Looking Glass: Multiple Reflections on Emotional Labor."*

Catherine Jordan, Geoffrey Soutar, Sandra Kiffin-Petersen, University of Western Australia.

*Are There Different 'Types' Of Emotional Laborers?*

Robert G. Jones, Thomas Kane, Missouri State University; Jared Russo, Accenture, Inc.; Phillip Walmsley, U.S. Office of Personnel Management.

*What You See Is What You Feel: Leader Emotional Labor Is In the Eye Of The Beholder*

Robert G. Jones, Missouri State University, Michele Visio, Kyle Wilberding, Missouri State University, Heather King, U.S. Cellular.  
*Leader Emotive Awareness, Emotional Labor, Burnout And Work-Family Conflict*

Céleste M. Brotheridge, ESG-UQÀM, Jacqueline L. Power, University of Windsor, Silvia Inés Monserrat (Universidad Nacional del Centro, Argentina); Catherine Jordan (University Of Western Australia, Australia); Romina Mathew (ICFAI Business School, IIMT, India); Anthony Ugochukwu Obiajulu Nnedumm (Nnamdi Azikiwe University, Nigeria); Daria Golebiowska-Tataj (Warsaw University of Technology Business School, Poland); John Blenkinsopp (University of Teesside, U.K.); Christine A. Sprigg, Carolyn Axtell, & David Holman (University of Sheffield, U.K.), and Dawn Fischer (Texas Tech University, U.S.A.).

*Does one's culture influence how emotional labor is performed with customers, coworkers, and supervisors?*

Moira Mikolajczak, Université catholique de Louvain, Véronique Tran, ESCP-EAP, Céleste M. Brotheridge, ESG-UQÀM.

*From Emotional Labour to Emotion Regulation: Enlarging the Perspective on Emotion Management in the Workplace*

Discussant: Véronique Tran, ESCP-EAP

## **Bus transfer to Samois sur Seine: 6.30 pm**

Bus will pick up participants at the Mercure hotel and then at the Ibis hotel

## **Conference Dinner: 7:00 pm – 10:00 pm**

Maison de Champgosier in Samois sur Seine

## **Saturday, July 19**

## **LOCATION**

*(see campus map)*

**Amphi Dean Berry**

### **Session 6a: 8:30 am – 10:00 am**

#### **Emotions and Entrepreneurship**

Facilitator: Paul Harvey, University of New Hampshire

David Goss, University of Surrey

*Putting emotion at the heart of agency*

Ethel Brundin, Jönköping International Business School Veronica

Gustafsson, Holger Patzelt, and Dean Shepherd

*Escalation of commitment in investment decisions: The role of emotions under uncertainty*

Marina Biniari, Cass Business School

*Corporate envy and emotional dynamics in the internal selection process of corporate venturing initiatives*

### **Session 6b: 8:30 am – 10:00 am**

#### **Emotional Labor and its Effects**

**Amphi I**

Facilitator: Ann Parkinson, Henley Management College

Carmen Binnewies, University of Konstanz Nadja Metzler, Annika

Scholl, and Sabine Sonntag

*Teaching with a Smile. A Diary Study on Emotion Regulation and Its Short-Term Outcomes at Work and at Home.*

Sandra Kiffin-Petersen, University of Western Australia Catherine

Jordan, and Geoffrey Soutar

*The mediating role of surface and deep acting in the relationship between the big five, emotional exhaustion and citizenship behaviors*

Janis Kay Hinson, Royal Brisbane and Women's Hospital

*When two worlds collide: Social work, trauma and the complex hospital organisation*



# Emonet VI

*The Sixth International Conference on  
Emotions and Organizational Life  
July 17-19, 2008 in Fontainebleau, France*

**10:00 am – 10:30 am**  
**Break**

**South wing area**

**Session 7: 10:30 am – 12:30 pm**  
**Research Incubator and Closing Plenary**

**Amphi A**

Moderators:

Neal M. Ashkanasy, University of Queensland

Charmine E. J. Härtel, Monash University

Wilfred J. Zerbe, University of Calgary

Discussion of participant research ideas and projects

Report outs by tables

Full Group discussion

Plenary and Summary

**12:30 pm to Close**  
**Buffet Lunch**

**INSEAD Restaurant**  
**(Cash Purchase)**