



VII Biennial Conference International Academy for Intercultural Research



Leadership in the Multicultural World:

Exploring New Frontiers of Leadership Theory, Method and Practice

24-28 JULY 2011

Regional Language Center, SEAMEO

SINGAPORE

Conference Venue

RELC International Hotel
30 Orange Grove Road (off Orchard Road), Singapore.

Tel: (65) 6885 7888 Website: www.relcih.com.sg

Organized by:

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International Academy for
Intercultural Research



Conference Secretariat: Stevens Room, 5th Floor
Registration Hours: 8am – 4pm (24th - 27th July)

Unless otherwise stated, all presentations will take place on the 5th Floor (Chancery, NAPIER & Dalvey Rooms).

All keynotes/special presentations will take place in the Auditorium.

Coffee/Tea Breaks and Lunch will be served in Stevens Room on the 5th Floor.

JULY 24, SUNDAY
9.00am - 4.30pm: Fellow's Day Workshop
Room: Ardmore (18th Floor)

Convenors: Dr. Rosita Albert and Dr. Dan Landis

9.00am	Registration
9.10 – 9.25am	Overview of the Handbook of Ethnic Conflict: International Perspectives Rosita Albert
9.25– 9.45am	Theories of Ethnopolitical Conflict Dan Landis
9.45 – 10.30am	India and the Culture of Peace: Beyond Ethnic, Religious, and Other Conflicts Dharm P.S. Bhawuk
10.30 -11.15am	Frictions between Muslims and non-Muslims in the Netherlands Jan Pieter van Oudenhoven
11.15– 12.00pm	Ethno-cultural Conflict in Aotearoa/New Zealand: Balancing Indigenous Rights and Multicultural Responsibilities Colleen Ward and James H. Liu
12.00 – 12.45pm	Ethnic Relations in Malaysia: The need for “Constant Repair” in the spirit of Muhibbah Vijayan Munusamy
12.45 – 1.45 pm LUNCH	
1.45 – 2.30pm	Ethno-political Conflict in Kosovo: Cultivating Trust in Serbian-Albanian Post-conflict Peace-building Ulrike Schwegler and L. Ripley Smith
2.30 – 3.15pm	Ethno-cultural Conflict and Cooperation in Hawai`i Michael B. Salzman
3:15 – 4.00pm	Sendero Luminoso (Shining Path) and the Conflict in Peru Marisa Mealy and Carol Shaw Austad
4.00– 4.30pm	Lessons learned from twenty ethnopolitical conflicts and recommendations for conflict amelioration and Peacebuilding Rosita Albert, Susanne Gabrielsen and Dan Landis

JULY 24, SUNDAY

5.30pm - 8.30pm: Opening Ceremony

Venue: Auditorium

5.30pm – 6.30pm – Cultural Performance

Master of Ceremony: Meena Wilson and Sukkrivaa Vijayan

Veena Performance – Swati Vijayan with Gridhar Prasad (Tabla) - Maithri Vidhya Kendram

LAA Ballerinas – Little Arts Academy

Fresh Vibe – Little Arts Academy

Light Dance – North View Primary School

剪车儿(Dance of Joy) - North View Primary School

Inang Seri – North View Primary School

Bharathanatyam - Dr. Jaya Natya Vidhushi

6.30pm – 7.00pm Welcome Address

Dr. Colleen Ward (President, IAIR)

Dr. Dan Landis (Executive Director, IAIR)

Dr. Jennifer Martineau (Global Research Director, CCL)

Mr. Sureish Nathan (Vice President, CCL APAC)

7.00pm – 8.30pm Reception

JULY 25, MONDAY

Venue: Auditorium

Chair: Chan Hoong Leong

8.30am – 9.15am – Presidential Address

Rethinking 'Integration': Big Questions, Little Answers

Dr. Colleen Ward

President, The International Academy for Intercultural Research

9.15am – 10.00am – Keynote Address

Weaving the Fabric of Diversity: A Communication Perspective

Dr. Young Yun Kim

Professor of Communication, University of Oklahoma

10.05am – 10.15 am - Lifetime Achievement Award Presentation

Dr. Paul Pedersen

Convenor: Dr. Gary Fontaine

TEA/ COFFEE BREAK 10.30 –10.45AM (Stevens Room)

	Room CHANCERY	Room NAPIER	Room DALVEY
10.50-11.50 am July 25 Monday	Paper Session 1: Intercultural Relations and Acculturation Chair: Nigar G. Khawaja	Paper Session 2: Intercultural Relations and Adaptation Chair: David Lackland Sam	Paper Session 3: Student's Attitude on Achievement – A cross-cultural perspective Chair: Marta Fülöp
	The Impact of Acculturation Stress on Marital Relations: A Sudanese Perspective Nigar G. Khawaja, Karla Milner	Adaptation of youth from immigrant families: The role of society of settlement David Lackland Sam, Gabriel Horenczyk	Chinese and Hungarian high school students' attitude towards business competition Marta Fülöp
	The Construction and Validation of a Revised Measure of Sociocultural Adaptation Jessie Wilson	Overseas Adaptation: Foreigner Volunteering and Sense of Community Chin Fang Wang, Wei-Wen Chang, Maria Jadwiga Nawrocik	The Relation Between Taiwanese Parental Influences and Academic Achievement: The Effects of Students' Academic Beliefs Wei-Wen Chen, Hsiu-Zu Ho
	Issues of Overseas Citizens' Acculturation in Russian Big Cities: Cultural Assimilator Methodology Rimma K. Tangalycheva	Cross-Cultural Adaptation of Hispanic Youth: A Study of Communication Patterns, Ethnic Group Strength, and Intercultural Transformation Kelly McKay-Semmler, Young Yun Kim	Cognitive and Behavioral Assessment of Intercultural Communication Competence in China's College English Test Band Four (CET-4) Yanhong Hu Weiwei Fan

12.00-1.00pm July 25 Monday	Room CHANCERY	Room NAPIER	Room DALVEY
	Paper Session 4: Cross – Cultural Adjustment Chair: Adam Komisarof	Paper Session 5: Developing Intercultural Leadership through education Chair: Janos Gordon-Gyori	Paper Session 6: Leadership and Multiculturalism Chair: Eddy S.W. Ng
	Are Americans Really More “Successful” Intercultural Communicators than Japanese? An Analysis of Acculturation Outcomes and Processes Adam Komisarof	Teachers as leaders of multicultural classrooms Janos Gordon-Gyori, Erzsébet Czachesz , Lan Anh Nguyen Luu, Mónika Szabó, Ágnes Szabó	Twenty-one years of Employment Equity: Towards a Multicultural Canada Eddy S.W. Ng
	International students’ stories: A qualitative approach Nigar G. Khawaja, Helen Stallman	Experiences of international high school pre-service teachers as leaders in the Australian classrooms Lee Huei (Hannah) Soong	Socioeconomic Change and Postmaterialist Values: A Comparative Analysis of Taiwan Chung-Li Wu
	Cross-cultural Adjustment of Nigerian International Students in Malaysia Ohaeri Michael Chidiebere, Malini Ratnasingam	Students as future leaders and morally responsible citizens in a multicultural world Min Yang, Albert Chau, Beverley Webster	Educating for Leadership in a Divided Country: Educational Practices for a new Nigeria Hasan Aydin, Stephen lafer
How they want it: A case study on Chinese students’ preferred learning methods Deniss TC Yeung			

LUNCH 1.00 – 2.00PM (Stevens Room, 5th Flr)

2.10 – 3.10pm July 25 Monday	Room CHANCERY	Room NAPIER	Room DALVEY
	Paper Session 7: Intercultural Contact, Collaboration and Friendship Chair: Peter Woods	Paper Session 8: Developing Cross- Cultural Competence Chair: Jennifer Mahon	Paper session 9: Intercultural Relations through Community Activities and Sports Chair: Elirea Bornman
	Building friendship through a cross-cultural mentoring program Peter Woods, Arthur Poropat, Michelle Barker, Ray Hibbins, Sally Borbasi, Ruth Hills	The Inventory of Cross-Cultural Sensitivity: Updates and revisions Jennifer Mahon, Ken Cushner	Soccer and national identification: The case of the 2010 Fifa World Cup in South Africa Elirea Bornman
	How does the Japanese international volunteer project leader interpret her experience of intercultural collaboration? Tomomi Deguchi	Cultural Competence of Workers in the Multicultural Environment: A Study in Taiwan Wei-Wen Chang, Kai-Ling Wu, Pai-Po Lee, Shir-Tau Tsai	Sports and intercultural relations: The meaning of sports for the social integration of immigrant youth Elena Makarova, Walter Herzog
	Contact, Threat and Emotion as Predictors of Attitudes toward Majority and Minority Groups Colleen Ward, Malia Tatafu, Adrienne Girling, Jessie Wilson	Cross-cultural Training Effectiveness in Tertiary Education Setting Alison Sit	Getting involved, doing well, feeling connected: How participation in community activity groups may help build leadership resources and enhance wellbeing in a culturally diverse sample of young New Zealanders Seini O'Connor
TEA/COFFEE BREAK		3.15 – 3.30PM	

	Room CHANCERY	Room NAPIER	Room DALVEY
3.40-5.00pm July 25 Monday	Paper Session 10: Culture and Identity Chair: Nan M Sussman	PANEL #1 Student intercultural exchange programs: Developing multicultural leaders of the future Convenor: Jason Lee	Symposium #1: Alliance of Civilizations: Relations between Muslim and Western Worlds Convenor: Jan Pieter van Oudenhoven
	Cultural identity: Comparison of Hong Kong and Mainland Chinese Remigrants Nan M Sussman	Student intercultural exchange programs: Developing multicultural leaders of the future	Muslims and non-Muslims in the Netherlands Jan Pieter van Oudenhoven
	Re-entry Adaptation of Chinese Succeeding Sojourn Overseas Fan Lei		The role of NGO's in building inclusive neighborhoods. The experience of AMAL Manuel García-Ramírez, Virginia Paloma
	Impact of Sense of Place on the Community Identity and Possible Selves among Vietnamese Americans Brian Lam		Threat and Emotion as Predictors of Attitudes toward Muslim Immigrants Colleen Ward Jaimee Stuart
	Social markers of integration: A new perspective to acculturation and intergroup research Chan-Hoong Leong		Risk and Protective Factors for Positive Adjustment in Muslim Youth Jaimee Stuart Colleen Ward
END OF DAY ONE			

JULY 26, TUESDAY

	Room CHANCERY	Room NAPIER	Room DALVEY
8.30-9.30am July 26 Tuesday	Paper Session 11: Culture, Values and Virtues Chair: Steve Kulich	Paper Session 12: Cross-Cultural Leadership and Management Chair: Hora Tjitra	Paper Session 13: Leadership In the Context of Culture Chair: Romie Frederick Littrell
	Can the Chinese Mind be Mapped? MDS analysis of indigenous self-generated value lists and sayings using the Schwartz SVS Steve Kulich, Liping Weng	Challenges and Potentials of Asian Expatriates in China Hora Tjitra, Dan Zhao	History, Systems, and Contemporary Research: The Multifactor Leader Behaviour Theory with Culture as a Contingency Romie Frederick Littrell
	Asian Values and Well-being: Multidimensional and Contextual Perspectives Joel Wong	Job satisfaction and Engagement Shin Aoyama, Rihyei Kang	Creating New Type of Leadership as a Result of the Contact with Other Cultures: the Huaorani Case Aleksandra Wierucka
	Cross-national differences in importance of virtues Jan Pieter van Oudenhoven	Effects of Emotional Intelligence and Leadership Style on work behavior Ke Guek Nee, Fatimah Omar, Zainal Arifin	Lessons in Leadership: Balancing Steward Leadership while Navigating Multicultural Relations in Global NGOs Chris E. Stout

TEA/COFFEE BREAK 9.35-9.55AM

	Room CHANCERY	Room NAPIER	Room DALVEY
10.00am - 12.00pm July 26 Tuesday	Paper Session 14: Organizational Diversity Chair: Daniela Groeschke	Symposium #2 & 3: Culture and Creativity Convenor: Ai-Girl Tan	Symposium #4 & 5: Developing Intercultural Competence and Sensitivity across Different Cultures Convenor: Hora Tjitra
	Organizational approaches to managing culturally diverse workforces: Pre- requisites and consequences of different diversity perspectives Astrid Podsiadlowski, Daniela Groeschke	Culture and creativity: A process model Chi-yue Chiu	Intercultural Employability in German- Chinese Cooperation □ Stefan Kammhuber, Hora Tjitra
	Shared team leadership in multicultural work situations – Are two better than one? Daniela Groeschke, Thomas Schäfer	Ecology, History, Culture, Zeitgeist, and Geniuses: A General Model of Creativity from Indigenous Perspectives Dharm P. S. Bhawuk	Building Global Competence for Asian Leaders □ Mano Ramakrishnan, Hora Tjitra
	Recruiting Diverse Personnel: Best Practices for HRM - Anita Rintala-Rasmus		
	Paper Presentation 15: Culture and Leadership Styles Chair: Justice Owusu-Bempah	Culture and Creativity: A social adaptive view Kwok Leung	A teamwork-based experiential training program for developing intercultural team competencies □ Siegfried Stumpf ,Stefanie Gruttauer
	Exploratory Study of Leaders and Followers Perceptions of Authentic: A Comparative Study of Two Organisations in New Zealand. Justice Owusu-Bempah	Culture and Creativity and Culture: Theoretical Perspectives from Leisure Studies Yuh-cheng Fan	Development of Culture Specific intercultural Sensitivity for Indonesian Leaders □ Hana Panggabean, Jiewei Zheng
	Transformational leadership dimensions and Chinese operational team performance Peter K.C. Lee	Creativity and Culture: Toward a Synthesized Model for Human Development Ai-Girl Tan	Intercultural Sensitivity of Chinese Leadership in Contemporary Asia Quan He Teng Shentu
	Transformational Leadership in Publishing Industry. Rihyei Kang		
LUNCH 12.00 – 12.45pm (Stevens, 5th Floor) Brown Bag Lunch – “Meet the Editor” Session – Dr. Dan Landis (Room Chancery)			

July 26th, Tuesday

Venue: Auditorium

Researchers Meet Practitioners Session 1.00pm - 7.00pm

Jointly organized by:

IAIR, Center for Creative Leadership and The Human Capital Leadership Institute

Chair: Vijayan P Munusamy

1.05pm – 1.50pm –Keynote Address

Leadership in Multicultural Team: Chinese Perspective

Dr. Kwok Leung

Chair Professor of Management, City University of Hong Kong

President of the International Association for Cross-Cultural Psychology

Moderator: Dr. Mano Ramakrishnan

Head of Research

Human Capital Leadership Institute, Singapore

2.00pm – 2.50pm –Keynote Address

Leadership: What's Diversity Got To Do With It?

Dr. Marian Ruderman

Senior Fellow, Center for Creative Leadership

Director, Americas and EMEA Research

Moderator: Dr. Astrid Tuminez

Vice-Dean of Research

Lee Kuan Yew School of Public Policy

TEA/ COFFEE BREAK 2.50 – 3.10PM

July 26th, Tuesday

Venue: Auditorium

3.15pm – 4.15pm Symposium #6: Leadership Development – Past, Present and Future

Chair: Dr. Jennifer Martineau

Panelists: Dr. Marian Ruderman, Dr. Emily Hoole, Dr. Meena Wilson,
Dr. Vijayan Munusamy, Dr. Zhao Sophia, Lyndon Rego, Anand Chandrasekar

4.20 – 5.20 pm Special Panel (Panel #2)

Innovation in Asia: Leaders as Catalysts

Moderator: Mr. Kwan Chee Wei

Executive Director, Human Capital Leadership Institute

Dr. Kwok Leung

Chair Professor of Management, City University of Hong Kong

President of the International Association for Cross-Cultural Psychology

Dr. Jennifer Martineau

Group Director of Global Research at the Center for Creative Leadership

Mr. Howie Lau

Vice President of Marketing and Communications, Lenovo (Emerging Markets)

5.30PM – 7.00PM

ROUNDTABLE CONVERSATIONS AND DINNER

Stevens Room (5th Floor)

End of Day Two

JULY 27, WEDNESDAY

Venue: Auditorium

Chair Jan Pieter van Oudenhoven

8.30am – 9.30am –Special Key Note Address by Lifetime Achievement Award Winners

Dr. Walter Stephan and Dr. Cookie Stephan

Dissertation and Early Career Award Winner Presentations

Chair: Dr. Walter Stephan

9.30 – 10.00am – Early Career Award Presentation

When we say “yes” and you say “no”: Dialectical Thinking and Managing Conflict and Contradiction

Julie Spencer-Rodgers

COFFEE/TEA BREAK 10.10 – 10.30AM

10.30– 11.00am –Early Career Award (Honorable Mention) Presentation

Ethnic group labels and intergroup attitudes in New Zealand:

Naming preferences predict distinct ingroup and outgroup biases

Chris G. Sibley

Chair: Dr. Dharm P.S. Bhawuk

11.00 – 11.30am – 2011 Rae and Dan Landis Dissertation Winner Presentation

The Effect of Organizational Diversity Management Approach on Potential Applicants' Perceptions of Organizations

Jesse Olsen

11.30am – 12.00pm – Dissertation Award Winner (Honorable Mention)

Victim and perpetrator perspectives in post World War II Contexts: Intergroup forgiveness and historical

closure in Europe and East Asia

Katja Hanke

12.00pm – 12.15pm – Eulogy Dr. D. Ray Heisey (Will be read by Dr. Wenshan Jia and Dr. Steve Kulich)

LUNCH 12.25 – 1.25PM STEVENS ROOM

1.30-2.50pm 27 Wednesday

	Room CHANCERY	Room NAPIER	Room DALVEY
	Paper Session 16: Dialogues and Discourses Chair: Jason Lee	Paper Session 17: International and Exchange Education and Multicultural Competence Chair: Anita Mak	Symposium #7: Leading Fair Multicultural Health Care in the European Union Conveners: Manuel Garcia-Ramirez and David Ingleby Discussant: Colleen Ward
	Staying motivated during an intercultural exchange program: An investigation on the use of Facebook as a tool for social support Jason Lee	International Students' Internal and External Coping Resources and Satisfaction with University Life Anita Mak	Is health literacy the other side of the cultural competence coin? Lai Fong Chiu
	Cross-Cultural Comparisons of Interactivity on U.S. and Chinese Corporate Websites Zhang Yingfeng, Wu Xi, Hu Yanhong	Cultivating Leadership in a Multicultural World: An Odyssey Model Linda Longmire, Timothy Smith	Defining and Assessing Community Cultural Competence Manuel García Ramirez, Maria-Jesus Albar Marin & José-Manuel Sevillano
	Comparison and Evaluation of Resources in Databases on Cross-Cultural and Intercultural Research Ruobing Chi	Intercultural Competence learning during a cultural immersion study abroad sojourn Leo Hitchcock	Deconstructing violence in a Norwegian-Pakistani Community in Norway – A Joint Effort to enhance Pakistani Women’s Quality of Life Arild Aambø
	Canadian Discourses Framing Cultural Diversity in English and French Language Print Media Adrienne Girling, James H. Liu, Colleen Ward	Developing Multicultural Competence in Counseling: A Study of Culturally Competent Exemplars Michael Goh, Ava Yang	Health Promotion at the Margin Ursula Karl-Trummer, Sonja Novak-Zezula

TEA/COFFEE BREAK 2.55 – 3.10PM

	Room CHANCERY	Room NAPIER	Room DALVEY
3.15-4.15pm July 27 Wednesday	Paper Session 18: Culture and Skills Development Chair: Jason le Grange	Paper Session 20: Culture and Health Chair: Tahereh Ziaian	SYMPOSIUM #8: Young Muslim Leaders Confront the AIDS Pandemic in Indonesia Chair: Larry Marshall
	Bridging the Skills Gap in South Africa through Recognising Prior Learning in first line managers in diverse industries Jason le Grange	Psychological health issues and service utilization among children and adolescents of refugee background living in South Australia. Tahereh Ziaian, de Anstiss, H., Baghurst,P., Sawyer,M., Antoniou,G	Report on the four years of an innovative Leadership Training Program for Young Muslims (YMLP) from Australia and the Asia Pacific region run by the Centre for Dialogue at Latrobe University in Melbourne. Larry Marshall
	The impact of the entrepreneur's multiple intelligences and managerial activities on the new venture performance Hiro Higashide	Mental health outcomes of immigrant youth in New Zealand: Exploring the Immigrant Paradox Floor E. Spijkers, Colleen Ward, Taciano L. Milfont, Elizabeth Robinson, Simon J. Denny, Sue Crengle, Shanthi N. Ameratunga	The role of Young Muslim Leaders in fighting the spread of HIV/AIDS in Indonesia Najmah Usman
	Paper Session 19: Corruption – Cross-Cultural Perspective Chair: Chan-Hoong Leong		
	A Multi-level Study on Attitudes to Corruption Chan-Hoong Leong, Peter B. Smith, Claudio Torres, Pawan Budhwar, Mustafa Achoui, Nadezhda Lebedeva	Mind the gap: risk perception of breast cancer and screening amongst migrant and minority ethnic (MME) and professional groups. Lai Fong Chiu	A Proposal for Inter-Faith work on HIV/AIDS Erifah Hidayati
How does power corrupt? A dynamic culture-based model Valerie Rosenblatt			

July 27, Wednesday

Conference Banquet and Award Ceremony

4.50PM – 10.00 PM

4.50pm – Bus leaves for “The Jewel Box” Mount Faber

5.30 – 6.15pm Cocktail Reception

6.15pm – 8.00pm Dinner and Award Presentations

8.00 – 8.30pm Cable Car Ride

(Mt. Faber to Imbiah Lookout)

8.30 – 9.00pm Award Winning Songs of the Sea Performance

9.30 Return to hotel

END OF DAY THREE

JULY 28, THURSDAY

8.30-9.30am July 28 Thursday	Room CHANCERY	Room NAPIER
	Symposium #9: Culture and Leadership Education Chair: Vijayan Munusamy	Paper Session 21: Culture and Intercultural Exchange Chair: Phiona Stanley
	What Topics Should Be Taught in Leadership Development: A Qualitative, Cross-Country Investigation Vijayan Munusamy, William Gentry, Regina Eckert, Sarah Stawiski, Jacob Martin	Interculturality with Chinese characteristics: Westerners teaching culture at a Chinese university Phiona Stanley
	Return on Experience: A Cross Cultural Comparison of How Managers Learn to Lead Anand Chandrasekar, Corey Criswell, Ellen Van Velsor, Meena S. Wilson, Xiuxi Zhao	Cultivating Students' Interculturalism and Internationalism at a Taiwanese University Wen Ling Lou
	Leadership Coaching in Asia – Integrating a Multicultural Perspective Ajay Nangalia, Lina Nangalia	Significance of Gestural language in effective multicultural communication Jaya Natyavidushi

	Room CHANCERY	Room NAPIER
9.30-10.30am July 28 Thursday	Paper Session 22: Leadership – Indigenous Perspective Chair: Ruth Anaya	Symposium #10: Cultural Neuroscience and Intercultural Research Convenor: Dan Landis Discussant: Dharm Bhawuk
	A Kenyan Perspective on Effective Leadership Ruth Anaya	Culture shapes a mesolimbic response to signals of dominance and subordination that associates with behavior Jonathan B. Freeman, Nicholas O. Rule, & Nalini Ambady
	The image of a political leader in the Republic of Sakha (Yakutia) Valentina Davydova, Tujaara Sidorova, Nadezhda Vasiljeva, Natalja Prokopjeva	Cross-cultural Reading the Mind in the Eyes: An fmri Investigation Reginald B. Adams, Jr., Nicholas O. Rule, Robert G. Franklin, Jr.1, Elsie Wang,, Michael T. Stevenson1, Sakiko Yoshikawa, Mitsue Nomura, Wataru Sato, Kestutis Kveraga,and Nalini Ambady
	Indonesian Leadership Styles: A Mix Method Approach Angela Oktavia Suryani, Fons J. R. Van de Vijver, Ype H. Poortinga, Bernadette N. Setiadi	The cognitive neuroscience of cultural differences Chih-Mao Huang, Denise C. Park
10.30am-11.00am TEA/COFFEE ~~~END OF CONFERENCE~~		