



# 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](http://www.relcih.com.sg)

**Organized by:**

**Hosted by:**

**Sponsors:**



International Academy for  
Intercultural Research



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

Unless otherwise stated, all presentations will take place on the 5<sup>th</sup> 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 5<sup>th</sup> Floor.

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

**Convenors: Dr. Rosita Albert and Dr. Dan Landis**

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

**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)**

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

**12.00-1.00pm July 25 Monday**

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

**LUNCH 1.00 – 2.00PM (Stevens Room, 5<sup>th</sup> Flr)**

<b>2.10 – 3.10pm July 25 Monday</b>	<b>Room CHANCERY</b>	<b>Room NAPIER</b>	<b>Room DALVEY</b>
	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
	<b>Building friendship through a cross-cultural mentoring program</b> Peter Woods, Arthur Poropat, Michelle Barker, Ray Hibbins, Sally Borbasi, Ruth Hills	<b>The Inventory of Cross-Cultural Sensitivity: Updates and revisions</b> Jennifer Mahon, Ken Cushner	<b>Soccer and national identification: The case of the 2010 Fifa World Cup in South Africa</b> Elirea Bornman
	<b>How does the Japanese international volunteer project leader interpret her experience of intercultural collaboration?</b> Tomomi Deguchi	<b>Cultural Competence of Workers in the Multicultural Environment: A Study in Taiwan</b> Wei-Wen Chang, Kai-Ling Wu, Pai-Po Lee, Shir-Tau Tsai	<b>Sports and intercultural relations: The meaning of sports for the social integration of immigrant youth</b> Elena Makarova, Walter Herzog
	<b>Contact, Threat and Emotion as Predictors of Attitudes toward Majority and Minority Groups</b> Colleen Ward, Malia Tatafu, Adrienne Girling, Jessie Wilson	<b>Cross-cultural Training Effectiveness in Tertiary Education Setting</b> Alison Sit	<b>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</b> Seini O'Connor
<b>TEA/COFFEE BREAK</b>		<b>3.15 – 3.30PM</b>	

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

## JULY 26, TUESDAY

	<b>Room CHANCERY</b>	<b>Room NAPIER</b>	<b>Room DALVEY</b>
<b>8.30-9.30am July 26 Tuesday</b>	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
	<b>Can the Chinese Mind be Mapped? MDS analysis of indigenous self-generated value lists and sayings using the Schwartz SVS</b> Steve Kulich, Liping Weng	<b>Challenges and Potentials of Asian Expatriates in China</b> Hora Tjitra, Dan Zhao	<b>History, Systems, and Contemporary Research: The Multifactor Leader Behaviour Theory with Culture as a Contingency</b> Romie Frederick Littrell
	<b>Asian Values and Well-being: Multidimensional and Contextual Perspectives</b> Joel Wong	<b>Job satisfaction and Engagement</b> Shin Aoyama, Rihyei Kang	<b>Creating New Type of Leadership as a Result of the Contact with Other Cultures: the Huaorani Case</b> Aleksandra Wierucka
	<b>Cross-national differences in importance of virtues</b> Jan Pieter van Oudenhoven	<b>Effects of Emotional Intelligence and Leadership Style on work behavior</b> Ke Guek Nee, Fatimah Omar, Zainal Arifin	<b>Lessons in Leadership: Balancing Steward Leadership while Navigating Multicultural Relations in Global NGOs</b> Chris E. Stout
<b>TEA/COFFEE BREAK 9.35-9.55AM</b>			

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

**July 26<sup>th</sup>, 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 26<sup>th</sup>, 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 (5<sup>th</sup> 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**

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

**TEA/COFFEE BREAK      2.55 – 3.10PM**

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

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

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