



LEADING HRD THROUGH RESEARCH

2018 AHRD

*International Research Conference
in the Americas*

February 14-17, 2018 | Richmond, Virginia, U.S.A.



Download the Conference Mobile App!

Welcome from the President



On behalf of the Academy of Human Resource Development (AHRD) Board of Directors and this year's Conference Team, welcome to the 2018 AHRD Research Conference in the Americas!

This conference is particularly special because we launch the celebration of AHRD's 25th anniversary at this conference! Ready for the anniversary celebration has provided a great opportunity for me and the Board of Directors to reflect on all that has happened to bring the vision of AHRD to life. You can read much more about that in *A History of the Academy of Human Resource Development (Advances in Developing Human Resources, volume 18, issue 4)*, edited by Karen E. Watkins and Gary N. McLean.

AHRD was created on May 7, 1983 based on the vision of a small assembly of professors and professionals involved in the HRD Professors' Network (affiliated with the American Society for Training & Development at the time). They wanted to stimulate and foster research; support the creation and growth of HRD academic programs; and, ultimately, lay the foundations for a profession. Their aims were operationalized into the mission of the AHRD which is the same to this day. By many measures, AHRD's guiding mission has been (and is being) successfully being brought to life in a multitude of ways—including four refereed research journals, this and other AHRD sponsored-conferences, the Program Excellence Network (PEN), AHRD's special interest groups (SIGs) and so much more.

The term Academy in AHRD's title emphasizes how we're different from other kinds of similar organizations. According to Wayne Pace, one of AHRD's founders and its first President, the term emphasizes that an academy is a learned group coming together to advance collective goals and a fellowship "of scientists or artists...and includes the standard-setters, the leaders, the avant-garde, and trend-setters in that field" (Rodale, 1978 as quoted by Pace, 2016, pg. 455).

As I wrap up my term as President of AHRD, I find myself reflecting on how critical it is to hold tight to the notion underlying the idea of an Academy. How, even with all of the contributions and successes that flow from AHRD, the organization and capacity to continually fulfill the mission is fragile—held together only by the collective who chooses to advance and invest in our shared aims. And, how challenging it is to continue to make AHRD the place for standard-setters and leaders who wish to lead the profession through research.

My wish for you during this conference is that you feel the energy that flows from the community that chooses to be here—those who actively generate and utilize research to lead the profession. I hope you see yourself as a critical part of this community and relish in networking opportunities and growing relationships that will make you a better scholar going forward. And, that you continue to want to invest in making AHRD the best professional home possible for researchers and scholar-practitioners who care deeply about the HRD. On that note, please come to the Business Meeting on Saturday to learn more about what the Board of Directors is doing to lay a solid foundation for AHRD's next 25 years!

I deeply appreciate so many who have worked to create this opportunity for us, including Julie Gedro (Conference Chair), Robert Yawson (Program Chair), Sunyoung Park (Proceedings Editor), Sarah Minnis (Associate Proceedings Editor), the members of the AHRD Board of Directors, Kathie Pugaczewski (AHRD Executive Director), and Carissa Wolf (AHRD Conference Planner). A big thank you also to many people who volunteered thousands of hours as track chairs/co-chairs, reviewers, session chairs, presenters, and more. A special thank you, too, to members of the 25th Anniversary Commemoration Committee (chaired by Andrea Ellinger).

I hope we will see you next year at the 2019 AHRD International Research Conference in the Americas in Louisville, Kentucky. And, that you will consider participating in these conferences that AHRD sponsors with strategic partners across the globe:

- The University Forum for Human Resource Development Annual Conference 2018 in Newcastle Upon Tyne, England in June, 2018. Theme: Power and Possibility: Unleashing the Potential of HRD
- The 2018 International Research Conference in Asia in Bangkok, Thailand in November 2018. Theme: People Development for Sustainability Development

Information about these conferences and more can be found on AHRD's website, and you'll learn more about each of them during this conference.

I wish you a tremendous and learning-filled conference and am so glad you're here!

Wendy Ruona, AHRD President

Table of Contents

Welcome from the President.....	2
Download the Conference Mobile App	3
Conference Program Committee.....	4
Track Chair Editors.....	4
Thank You, Sponsors	5
Thank You, Exhibitors	5
Schedule-at-a-Glance.....	7
Pre-Conference Workshops.....	18
Keynote Session.....	20
Town Hall 2018	20
Breakout Sessions.....	21
AHRD Silver Anniversary Journal Editorial	73
Board of Directors and Conferences	87

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<https://eventmobi.com/ahrd2018>

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Workplace Learning

Gertrude Hewapathirana, San Diego State University

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Non-refereed Submissions

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Keba T. Modisane, BA ISAGO University, Gaborone, Botswana

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Thank You, Exhibitors!

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- » Palgrave Macmillan
- » Springer
- » Texas A&M EHRD
- » The Case Centre

Schedule-at-a-Glance Overview

ICON KEY

Refereed Sessions are called Symposia, and the three different types of symposia presented at AHRD are described below. *Note:* the number in parentheses after each symposium title refers to its assigned symposium number which is a key way to access papers/abstracts in the conference proceedings online.

- M Full Manuscript Sessions** consist of 4-5 individually submitted full papers (8000 word maximum) presented.
- S Symposium** consists of a pre-defined group of 3-5 full manuscripts presented.
- P Posters & Poster Session** Up to ten individually submitted posters will be grouped together to share a 90-minute session.

Non-Refereed Sessions. Fit into three types of sessions presented at AHRD, each described below. *Note:* A brief description of each scheduled session is available in the mobile app for the conference or in the “Non-Refereed Submission Descriptions” document available from “Conference Central” on the AHRD website (www.ahrd.org).

- F FOCUS Sessions** offer an in-depth focus on a specific topic area. These might be colloquiums, expert panel discussions, or other kinds of session designs that foster scholarly exploration.
- PD A Professional Development Workshop (PD)** provides the opportunity for colleagues to share knowledge and expertise that fosters professional development around capabilities to support research, theory-building, and/or scholarly practice.
- FT Food ‘n’ Thought (FNT)** sessions are informal brown bag sessions where participants engage in thoughtful conversations about topics important to HRD researchers and scholar-practitioners. These are designed to be learning spaces that encourage lively dialogue, networking, and community building.

Connect using the conference hotel wi-fi:
Network: **Marriott_Conf** | Password: **AHRD2018**

2018 Schedule-at-a-Glance (Tue, Wed)

Tuesday, February 13

2:00-9:00pm

AHRD Board of Directors Meeting — *Shenandoah*

Wednesday, February 14

8:00am-5:00pm

Registration Desk Open — *Upper-Level Foyer*

8:45am-12:00pm

AHRD Board of Directors Meeting — *Shenandoah*

9:00am-6:00pm

2018 Graduate Student Research Colloquium — *Salons A&B*

11:30am-12:00pm

Break — *Foyer*

1:00pm-5:30pm

Pre-Conference Professional Development Workshop: Trading Secrets for Addressing HRD Challenges & Opportunities

Learning from our combined 1000 years of experience in HRD scholarly practice and research-to-practice — *Salons I&J*

1:00pm-5:00pm

Pre-Conference Professional Development Workshop: Talent Development

The Transformative Power of Values-Based Assessment — *Salons G&H*

1:00pm-5:00pm

Program Excellence Network Meeting — *Salon C*

5:30pm-7:00pm

Journal Editors Meeting — *Presidential Suite 1806*

6:00pm-8:30pm

Pre-Conference Professional Development Workshop: Trading Secrets for Addressing HRD Challenges & Opportunities

Networking Dinner — *T-Miller's Restaurant*

2018 Schedule-at-a-Glance (Thursday)

Thursday, February 15

8:00am-5:00pm

Registration Desk Open — *Upper-Level Foyer*

8:30am-12:00pm

2018 Graduate Student Research Colloquium (Cont. from Wednesday)
— *Salons A&B*

8:30am-12:00pm

Pre-Conference Professional Development Workshop: Trading Secrets for Addressing HRD Challenges & Opportunities:

Learning from our combined 1000 years of experience in HRD scholarly practice and research-to-practice (Cont. from Wednesday)
— *Salons I&J*

8:30am-12:00pm

Pre-Conference Professional Development Workshop: Talent Development:

The Transformative Power of Values-Based Assessment
(Cont. from Wednesday) — *Salons G&H*

8:30am-12:30pm

Program Excellence Network Meeting (Cont. from Wednesday)
— *Salon C*

11:30am-1:00pm

SIG Leadership Lunch — *T-Miller's Restaurant*

11:30am-12:30pm

Mentoring Session — *Presidential Suite 1806*

12:30pm-1:15pm

Conference Orientation (Open to all attendees)

— *Salons 4&5*

1:30pm-3:30pm

Welcome and Town Hall Forum 2018 — *Salons E&F*

What Lies Ahead for HRD? A Pecha Kucha Exploration of Future Trends

3:30pm-3:45pm

Networking and Exhibits Break — *Foyer*

2018 Schedule-at-a-Glance (Thursday, Friday)

3:45pm-5:15pm

Breakout Sessions A

M

- Career Transitions and Professional Identity — *Salons A&B*
- Talent and Career Development — *Salons C&D*
- Perspectives on Individual and Team Development — *Salons G&H*
- Coaching and Mentoring in HRD — *Salons I&J*

F

- Advancing HRD Theory Building through Definitional Research — *Salons 123*
- Publishing Non-Empirical Research: Tips for Success — *Salons 678*
- A Cross-SIG Proposal on Research Collaboration Networking — *Madison, Jefferson, & Monroe*

5:30pm-6:15pm

The Academy Awards — *Salons E&F*

6:15pm-7:30pm

Welcome Reception and Board Meet and Greet — *Salons 4&5*

7:30pm-9:00pm

AHRD Foundation Meeting — *T-Miller's Restaurant*

Friday, February 16

7:30am-5:00pm

Registration Desk Open — *Upper-Level Foyer*

7:00am-8:30am

ADHR Editorial Board Breakfast Meeting — *Dominion/Commonwealth*

HRDI Editorial Board Breakfast Meeting — *Shenandoah*

7:15am-8:15am

SIG Meetings

- China SIG — *Salons A&B*
- Critical SIG — *Salons C&D*
- Faculty Learning and Development SIG — *Salons 123*
- Korea SIG — *Salons 678*
- Qualitative SIG — *Salons G&H*
- Quantitative SIG — *Salon I&J*

2018 Schedule-at-a-Glance (Friday)

8:00am-8:30am

Networking and Exhibits Break — *Foyer*

8:30am-10:00am

Breakout Sessions B

P Poster Session 1 — *Foyer*

- Social Movement Theory and Social Justice HRD Research Proposal
- Positioning of Human Resource Development in Adult Education in Japan
- A Conceptual Analysis of Repatriation Preparation, E-mentoring, and Turnover Intention: How to Prepare Repatriation Abroad?
- Exploring Reciprocity in Formal Mentoring: Live Accounts from the AHRD Faculty Mentoring Partner Program
- Servant Leadership: Development of a Multidimensional Measure in the Chinese Hospitality Industry
- The Role of Intuition in Career Development
- An Examination of the Linkages between Climate, Engagement, and Wellbeing for Employees in Higher Education
- Creepy Technology: Reader Responses to Invasive Technologies
- Development Initiatives for Online Instructors
- Grit and Nonprofit Fundraisers: Experiences of Passion and Perseverance

M

- Leadership and Self-efficacy — *Salons A&B*
- Learning and Learning Organizations — *Salons C&D*
- Human Resources Competencies and Skill Needs — *Salons G&H*
- Leadership Effectiveness and Development — *Salons I&J*

F

- The Changing Nature of Work: The Implications of Knowledge Work for HRD Research — *Salons 123*
- Publishing Qualitative Research: Experiences and Tips from HRD Journal Editors — *Salons 678*

PD

- Theory to Practice: Considering Humor and Adult Learning — *Madison, Jefferson, & Monroe*

10:00am-10:30am

Networking and Exhibits Break — *Foyer*

10:30am-12:00pm

Keynote Presentation with Patricia (Pat) A. McLagan

Re-thinking Learning and HRD for the Age of AI — *Salons E&F*

2018 Schedule-at-a-Glance (Friday)

12:00pm-1:30pm

Lunch on Your Own — Offsite and Hotel Restaurant
(T-Miller's Restaurant)

12:15pm-1:15pm

FT

Food 'n' Thought Sessions (Bring Your Own Lunch)

- An Exploration of Multiple Labels in Use in Human Resources Development; Implications for Research Dissemination? — *Salons G&H*
- Building Collaborations and Support for Graduate Students: Expanding Opportunities for Leadership Research — *Salons C&D*
- Designing Effective Leadership Development Interventions for Women — *Salons A&B*
- Designing Effective Leadership Development Interventions for Women — *Salons A&B*
- Exploring the Relationship of Employee Engagement and Well-Being Moderated by Bully Behavior — *Salons 678*
- Leadership Development for the Simply Irresistible Organization — *Salon 5*
- Past, Current, and Future Perspectives of Creativity: Is Creativity at a Crossroads? — *Salons 123*
- Research Rigor: Insights on Conducting and Reporting Quality Empirical Research in HRDQ — *Salon 4*
- Understanding Expert and Expertise: What we know and don't know — *Madison, Jefferson, & Monroe*

12:00pm-1:30pm

HRDR Editorial Board Lunch Meeting — *Dominion/Commonwealth*

1:30pm-3:00pm

Breakout Sessions C

P

Poster Session 2 — Foyer

- Learning Transfer for Employees with ADHD
- Diagnosing and Addressing Performance Issues in Vietnamese SMEs: Proposal for Organizational Learning and Employee Engagement
- Testing Hofstede's 6-D Model® Framework in Morocco
- Leadership across Cultures: Empirical Study of a Staff Ride Tool for Developing Students' Global Leadership Competencies During International Learning Experiences
- A Study Examining the Role of Mentoring Type on the Effectiveness of Mentoring on Self-Perceived Employability among Korean Undergraduate Students
- E-mentoring Women in the Military: Perspectives of Mentors and Protégés

Schedule-at-a-Glance (Friday)

- The Chicken and Egg Conundrum: Satisfaction or Employee Engagement and Implications for HRD
- Hypotheses in HRD Research
- Millennial Workers' Role in the Future of Labor Unions and Implications for HRD
- Blended Mentoring: Integrative Approach for Faculty Mentoring
- Work-Life Balance: Does Being a Work-Linked Couple Help?

M

- HRD and Sociotechnical Changes — *Salons A&B*
- Learning, Leadership and Education Policy — *Salons C&D*
- Diverse Perspectives on Leadership — *Salons G&H*
- Knowledge Management and Sharing — *Salons I&J*

F

- AHRD Standards on Ethics and Integrity: Exploring Case Studies in Ethical Issues — *Madison, Jefferson, & Monroe*

PD

- Improving HRD Practice through Understanding Women's Negative Interactions with Each Other — *Salons 123*
- Problem-based learning: Using authentic problems to inductively teach and promote active learning — *Salons 678*

3:00pm-3:30pm

Networking and Exhibits Break — *Foyer*

3:30pm-5:00pm

Breakout Sessions D

P

Poster Session 3 — *Foyer*

- Assimilate but Resist: The Token Status of South Korean Women Leaders
- A Study on the Development of Key Competency Model for Deputy Directors of the Korean Ministry of Education
- A Comparative Study of Cultural Value Frameworks
- Leadership Effectiveness on Employees' Innovative Behavior in the East Asia: A Moderating Effect of Cultural Values
- Barriers and Enhancers to Future Ethical Decision-making among Computing Majors: A Qualitative Study of Student Perceptions and Implications for Engineering Professional Ethics Development
- Leadership Theories and Supporting Theories in HRD Literature
- A Meta-Ethnographic Study of Qualitative Case Studies of Planned Change: Exploring Success and Failure Factors, and Alignment with Change Models
- The Practitioner-Researcher: Exploring Questionable Research Practices
- Graduate Employability: Workplace Learning and the Presentation of the Employable Self

Schedule-at-a-Glance (Saturday)

- The Longitudinal Relationship between Job Satisfaction and Life Satisfaction of Older Workers in South Korea

- M** • Challenges for Women in Leadership — *Salons A&B*
 - Employee Engagement and Workforce Development — *Salons C&D*
 - Training and Knowledge Sharing — *Salons G&H*
 - Collaboration, Social Responsibility and Support Systems — *Salons I&J*
- PD** • Racial Justice Ally Training — *Salons 123*
 - Toward a Declaration of Unity, Equity, and Social Justice: The Voice of AHRD — *Salons 678*
- F** • Topic Modeling: A Text Mining Technique for HRD Researchers — *Madison, Jefferson, & Monroe*

7:00pm-9:00pm

Friday Conference Dine-Arounds — *Sign-up sheet are located at the Registration desk. Dine-Arounds are Dutch-treat; each diner is responsible for his or her own check. Meet in the hotel lobby at 6:30pm.*

Saturday, February 17

7:00am-12:00pm

Registration Desk Open — *Upper-Level Foyer*

7:00am-8:30am

HRDQ Editorial Board Breakfast Meeting — *Dominion/Commonwealth*

7:15am-8:15am

SIG Meetings

- Diversity SIG — *Salons A&B*
- India SIG — *Salons C&D*
- Leadership SIG — *Salons 123*
- Scholar-Practitioner SIG — *Salons 678*
- Vitruval SIG — *Salons G&H*

8:00am-8:30am

Networking and Exhibits Break — *Foyer*

8:30am-10:00am

Breakout Sessions E

- P** Poster Session 4 — *Foyer*
 - Developing Authenticity in Women's Leadership
 - Toward a Declaration of Unity, Equity, and Social Justice: The Voice of AHRD

Schedule-at-a-Glance (Saturday)

- Corporate Social Responsibilities: Future Implications for HRD
- When Work-Life Balance Ideals Do Not Match Reality: The Impact on UK and US Employees' Well-Being
- Job Mobility and Job Plateaus: A Staffing Perspective of Low-Qualified Laborers' Experiences Crossing Organizations
- Combating Destructive Leader Behaviors with Positive Psychological Capital for Sustainable Human Resource Development
- Kunja (Junzi): In Search of a Prototype of Virtuous Leadership in East Asia
- Structural Influences of Job Crafting and Work Engagement on Workplace Effectiveness
- Listening to the Employees: Engaging in E-Learning for Office Ergonomics
- Adult Learning Principles and Processes in Online Learning Environments
- A New Government-Private Sector Collaboration Model for Talent Development in Korea (Work and Learning Dual System): A Multiple Stakeholder View

M

- Informal Learning in Organizations — *Salons A&B*
- Complex Adaptive Leadership in HRD — *Salons C&D*
- *Emotions and HRD* — *Salon E*
- Culture, Gender, Race, and Social Justice — *Salon F*
- HRD Research Trends — *Salons G&H*

F

- Conceptualizing and Operationalizing Reflection in Experience-Based Workplace Learning: Multiple Perspectives — *Salons I&J*
- Research Focused on National Human Resource Development — *Salons 123*
- Current Perspectives on Asian Women in Leadership: A Focus Session Co-sponsored by the China, India, and Korea SIGs — *Salons 678*
- SkilledUP: How HRD Professionals Can Prepare Organizations for the Skills Needed by Industry 4.0 — *Madison, Jefferson, & Monroe*

10:00am-10:30am

Networking and Exhibits Break — *Foyer*

10:30am-12:00pm

Breakout Sessions F

P

Poster Session 5 — *Foyer*

- From Inclusion, Back to the Elephant in the Room: Conversations on Diversity in the AHRD Classroom
- Cultural Distance in the Workplace: Differences in Work-related Attitudes between Vietnamese Employees and Western Employers

Schedule-at-a-Glance (Saturday)

- Perceptions of Organizational Climate and Job Satisfaction by Employees within the United States and United Kingdom
- Professional Faculty: Experiences of Getting to and Successfully Navigating the Promotion Process
- Stop Changing the Women, Change the Game: Lessons for Leadership in Academia
- Where's the Selfless in Service? An Investigation of Organizational Citizenship Behaviors in Transitioning Military Service Members' Experiences
- Organizational Change: Finding Parallels between Organizations and Organisms
- Application of Virtual & Augmented Reality for Training and Development
- Let's Move: Optimizing Supervisors' Training Transfer of Motivating Language to Improve Employee Job Satisfaction and Performance
- The Role of Training: Preparing Welfare and Workforce Practitioners to Implement the Comprehensive Case Management and Employment Program in the State of Ohio

M

- Leadership and Innovation — *Salons A&B*
- Diversity, Inclusion and Organizational Justice — *Salons C&D*
- Training Transfer in Organizations — *Salon E*

PD

- Pigeonholing or Learning Instrument? Reflecting Critically on the Use of Personality Testing in HRD — *Salons 123*
- Small Changes Can Yield Big Returns: Improving the Practice of Teaching Through Incremental Improvements — *Salons 678*

F

- Meet the Editor Session 2018 — *Madison, Jefferson, & Monroe*

12:15pm-1:15pm

Annual AHRD Business Meeting — *Salons A&B*

1:30pm-3:00pm

Breakout Sessions G

P

Poster Session 6 — *Foyer*

- Examining National Human Resource Development and Technological Innovation as Strategies for Sustainable Development in Sub-Saharan Africa
- The Mediating Role of Learning Agility between Organizational Learning, Transformative Learning, and Adaptive Performance
- Appreciating the Hands that Feed Us: A Case Study of a Firm Employing HRD Practices in an Industry that Does Not Practice HRD
- Exploring Workplace Spirituality in Cross-Cultural Work Teams

Schedule-at-a-Glance (Saturday)

- National Human Resource Development in Vietnam: An Exploratory Review of Study
- Determinants Influencing the Out-Migration Decisions of Mississippi's College Graduates
- Lean Service: Rethinking Basic Lean Concepts for New Circumstances
- Effective Change Management and Leadership Practices for Emerging Technology Implementation in Training and Development
- Data Analytics in HR: A Review of the Literature
- Servant Leadership and Organizational Learning Culture: A Chinese SME Perspective

M

- Perspectives on Women in Leadership — *Salons A&B*
- Creativity, Performance, and Workforce Resilience — *Salons C&D*
- Adaptive Workforce and the Meaning of Work — *Salon E*
- Employee Engagement — *Salon F*
- Career and Work-Life Balance — *Salons G&H*

F

- The AHRD Founders Forum: You Can't Really Know Where You Are Going until You Know Where You Have Been (Maya Angelou) — *Salons 123*
- The Work of HRD Practitioners: A Social Constructionism Perspective — *Salons 678*

PD

- Cultivating Trust in the Workplace with Improvisation — *Salons I&J*
- AHRD Leadership SIG Sponsored Workshop: Explore Leadership Development Practice through Engaging Activities — *Madison, Jefferson, & Monroe*

3:00pm-3:30pm

Networking and Exhibits Break — *Foyer*

3:30pm-5:00pm

Breakout Sessions H

P

Poster Session 7 — *Foyer*

- Making Prisoner Dilemma Work for HRD: A Cooperation Tool in Scenario Planning
- A Study on the Structural Relationships of Factors Affecting Academic Engagement in University Students
- Training Subsidies for the US Labor Market in Comparison to Portugal's ESF Assistance Case
- Examining the Relationship of CEO Leadership Behaviors and Collective Organizational Engagement in Acute-Care Hospitals
- Grasp and Unleash Grit: An Exploration of the Role of Grit in HRD
- What Is Special about Authentic Leadership
- Investigating the Impact of Training on Employees' Performance and Organizational Competitiveness

Schedule-at-a-Glance (Saturday)

- MOOCs for Career Development of Marginalized Populations
- Predicting Training Participation: An Exploration of Supervised Machine Learning
- Relationship between Work Environment Support and Organizational Commitment: The Moderating Role of Trainees' Characteristics and Mediating Role of Training Transfer

M

- HRD Performance Appraisals and Management — Salons A&B
- Organizational Commitment and Work Engagement — *Salons C&D*
- Perspectives on Organizational Culture — *Salon E*
- Identity Transition, Competencies, and Personal Values — *Salon F*

F

- Ethical Dilemmas for OD Practitioners: Emerging Cross-cultural Challenges in the 21st Century — *Salons 123*
- The Changing of the Guard: How Do We Plan for the Academy's Future Needs — *Salons 678*

PD

- "Reclaiming My Time": A Toolkit for Women, LGBTQ, and Racial and Ethnic Minority Professionals in Higher Education — *Salons I&J*
- AHRD Leadership SIG Sponsored Workshop: Explore Leadership Research through Research Collaboratories — *Madison, Jefferson, & Monroe*

6:00pm-7:00pm



**LEADING HRD
THROUGH RESEARCH**

25th Anniversary Toast and Reception — *Salons 4&5*

7:00pm-9:00pm

President's Banquet — *Salons E&F*

Thank you, Texas A&M EHRD, for your sponsorship of the President's Banquet!



**EDUCATION
& HUMAN DEVELOPMENT
TEXAS A&M UNIVERSITY**

9:00pm

Conference Adjourns

Trading Secrets for Addressing HRD Challenges & Opportunities: Learning from our combined 1000 years of experience in HRD scholarly practice and research-to-practice

Martin Kormanik, John Bing, Catherine Lombardozi, Tom Shindell, Phil Graham, Darren Short, Jo Tyler, Mike Marquardt, Sarah Minnis, Rachelle Lehner, Robin Hurst, Ron Jacobs, Rita Kowalski, Holly Hutchins, Tomika Greer

Wednesday, February 14 | 1:00pm-5:30 pm | Salons I&J

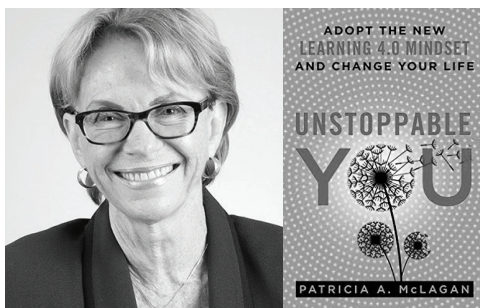
This unique pre-conference brings together HRD scholar-practitioners, applied researchers, and others interested in connecting HRD practice and research from across the worlds of higher education, corporate, government, non-profit and consultants. Through an interactive design, attendees focus on what we've learned, how we can apply it to today's HRD challenges, and how it helps us looking forward. This is helped by people bringing their success stories, challenges, strategies, frustrations, questions, ideas, failures, coping mechanisms, tools, and techniques; and by joining an HRD community of practice for dialogue, inquiry and reflection. After the two days, attendees will feel involved and engaged, and will leave with our minds full of ideas on how to address the challenges we all face in the constantly changing world of HRD.

Talent Development: The Transformative Power of Values- Based Assessment

*Melanie E. Leuty, Yoshie Tomozumi Nakamura, William E. Hanson,
John M. Dirkx, Craig N. Shealy*

Wednesday, February 14 | 1:00pm-5:00 pm | Salons G&H

In today's increasingly complex and frenetic world, we may find ourselves disconnected from what we say we value and who we say we are, and what we actually do. In the workplace, such estrangement may manifest in many ways, including a lack of meaning at work, lower job satisfaction, and increased burnout, thus leading to a lower quality of life, both in our careers and beyond. Individuals may experience these disconnections as disorienting dilemmas, which cannot be resolved without a deliberative process of values-clarification and self-exploration. Without such reflective processes, existing frames of reference may be reinforced, which means that our assumptions and beliefs may be rigidified, and underlying frustrations minimized if not dismissed altogether. To explore these complex dynamics, which potentially affect us all, this two-day, half-day preconference workshop leads participants through an individually-tailored and group-based process of reflection and assessment of beliefs and values as they pertain to work and life. Among other areas of reflection and inquiry, open and safe venues are created for exploring how and why one sees self, others, and the larger world as we do, with a particular focus on work roles and commitments as well as larger implications for meaning-making, relational commitments, and life purpose. Participants will leave the workshop with a greater understanding of their own core needs and life aspirations as well as their own mission, vision, and values, which will emerge throughout this process and can help offer personal and professional guidance in the months and years ahead.



Re-thinking Learning and HRD for the Age of AI *with Patricia (Pat) A. McLagan*

Friday, February 16 | 10:30am-12:00pm | Salons E&F

Pat is a recognized expert and thought leader in the adult development arena. Pat's view is that learners' capabilities, confidence, and self-image in learning need radical change in order to thrive in a world of proliferating resources, information overload, artificial intelligence, and many other paradigm shifting forces.

Town Hall Forum 2018

What Lies Ahead for HRD? A Pecha Kucha Exploration of Future Trends

Check the Conference "App" for full list of presenters.

Thursday, February 15 | 1:30-3:00 pm | Salons E&F

Join us for an exciting Town Forum session featuring leaders in the field sharing their thoughts about trends that will likely affect the future HRD. Each presentation will be in the Pecha Kucha format—that is, each presenter only gets 20 slides for 20 seconds each to share their scholarship and provoke our thinking. It's a fun and highly stimulating way to process a lot of great information and get all of us thinking together about some of the things that will affect the work HRD professionals will do in the future. Expect high-energy and "stretch" thinking and come ready to play with these ideas!

Organized by AHRD President Wendy Ruona

Breakout Sessions A

Thursday, February 15 | 3:45-5:15pm

M

REFEREED FULL MANUSCRIPT | *Salons A&B*

Career Transitions and Professional Identity

**Antecedents and Outcomes of Skilled Migrants' Employment:
A Review and a Conceptual Model**

Session ID: 379185

Melika Shirmohammadi, Texas A&M University

Mina Beigi, University of Southampton

Jim Stewart, Liverpool John Moores University

**Identity Formation in Under-institutionalized Career
Landscapes: Aggregation or Liminal Disjuncture?**

Session ID: 374845

David Gray, University of Greenwich

Mark Saunders, University of Birmingham

Barry Curnow, University of Greenwich

**CTSDL: The Role of Cross-training Through Self-directed
Learning in Reducing the Fear Related to Uncertainty that Can
Thwart Career Progression**

Session ID: 379587

Markease Doe, Kept Solutions

Thomas Reio, Florida International University

**Practices of Military-friendly Employers: A Thematic Review of
the Literature**

Session ID: 377867

Michael Kirchner, Indiana University Purdue, University -Fort Wayne

Sarah Minnis, Texas A&M University

Breakout Sessions A

Thursday, February 15 | 3:45-5:15pm

M

REFEREED FULL MANUSCRIPT | *Salons C&D*

Talent and Career Development

An Updated and Extended Version of Jacobs' and Washington's 2003 Article, "Employee Development and Organizational Performance: A Review of Literature and Directions for Future Research"

Session ID: 364739

Raghida Abdallah Yassine, University of Illinois at Urbana-Champaign
Ronald Jacobs, University of Illinois

The Lived Experiences of Korean Employees Identified as Talent
Session ID: 379005

Minjung Kim, University of Minnesota
Jia Wang, Texas A&M University

Using Strategic Career Analysis to Create a Regionally Focused Career Development Framework
Session ID: 379384

Kristin Frady, Clemson University
Claretha Hughes, University of Arkansas

Exploring the Impact of Training, Job Tenure, and Education-Job and Skills-Job Matches on Employees' Turnover Intentions: Using a 12-Year Longitudinal Study
Session ID: 368737

Boreum Ju, University of Illinois at Urbana-Champaign
Jessica Li, University of Illinois at Urbana-Champaign

Breakout Sessions A

Thursday, February 15 | 3:45-5:15pm

M

REFEREED FULL MANUSCRIPT | *Salons G&H*

Perspectives on Individual and Team Development

What Works for Elite, High Performing Teams? How Outdoor Expedition Teams Apply Team Learning

Session ID: 357019

Constance Carpenter, Kansas State University

Personality Styles: Why They Matter in the Workplace

Session ID: 379564

Melissa Taylor, University of Louisville

Emergence of Complementary Shared Leadership Roles: A Video Analysis of Project Teams

Session ID: 379554

Claire Leight, Texas A&M University

Lei Xie, Texas A&M University

Soo Jeoung Han, Boise State University

Michael Beyerlein, Texas A&M University

Jill Zarestky, Colorado State University

Interpersonal Process and Outcome Considering Virtuality as a Moderator

Session ID: 368221

Woongbae Park, Penn State University

Jihye Lee, Penn State University

Breakout Sessions A

Thursday, February 15 | 3:45-5:15pm

M

REFEREED FULL MANUSCRIPT | *Salons I&J*

Coaching and Mentoring in HRD

Experiences of Female Veterans within the Corporate Sector: A Gendered Perspective and Lessons for HRD Practice

Session ID: 371441

Malar Hirudayaraj, Rochester Institute of Technology

Chanty Clay, VP, HR, Consulting Partner Leader, Wells Fargo

Coaching Urban Public Charter School Principals: Implications for HRD

Session ID: 379563

Anne Lackritz, The George Washington University

Maria Cseh, The George Washington University

The Benefits of Coaching in HRD: A Literature Review

Session ID: 378735

Brittany McClure, University of Houston

Tomika Greer, University of Houston

Workaholics, Addiction, and Motivation: A Critical Review and Implications for HRD

Session ID: 379202

Sehoon Kim, University of Minnesota

Breakout Sessions A

Thursday, February 15 | 3:45–5:15pm

F NON-REFEREED FOCUS SESSION | *Salons 123*

Advancing HRD Theory Building through Definitional Research Session ID: 365751

Greg Wang, The University of Texas at Tyler
Jon Werner, University of Wisconsin-Whitewater
David Silberman, The University of Texas at Tyler

Thursday, February 15 | 3:45–5:15pm

F NON-REFEREED FOCUS SESSION | *Salons 678*

Publishing Non-Empirical Research: Tips for Success Session ID: 369340

Jia Wang, Texas A&M University
Yonjoo Cho, Indiana University
Mina Beigi, University of Southampton

Thursday, February 15 | 3:45–5:15pm

F NON-REFEREED FOCUS SESSION | *Madison, Jefferson, & Monroe*

A Cross-SIG Proposal on Research Collaboration Networking Session ID: 372081

Meera Alagaraja, University of Louisville
Soo Jeoung Han, Boise State University
Gary McLean, McLean Global Consulting
Judy Sun, University of Texas

Breakout Sessions B

Friday, February 16 | 8:30-10:00am

P

REFEREED POSTER | Foyer

Poster Session 1

Social Movement Theory and Social Justice HRD Research Proposal

Session ID: 367315

Jeremy Bohonos, University of Illinois

Kimberly Otchere, University of Illinois

Positioning of Human Resource Development in Adult Education in Japan

Session ID: 377569

Mayuko Horimoto, Tokai University, Japan

A Conceptual Analysis of Repatriation Preparation, E-Mentoring, and Turnover Intention: How to Prepare Repatriation Abroad?

Session ID: 379251

Ahreum Ju, University of Illinois at Urbana-Champaign

Exploring Reciprocity in Formal Mentoring: Live Accounts from the AHRD Faculty Mentoring Partner Program

Session ID: 373992

Rajashi Ghosh, University of Houston

Holly Hutchins, University of Houston

Kevin Rose, University of Louisville

Matt Bergman, University of Louisville

Servant Leadership: Development of a Multidimensional Measure in the Chinese Hospitality Industry

Session ID: 378835

Shaoping Qiu, Texas A&M University

Nuzulul Isna, Texas A & M University

Larry Dooley, Texas A&M University

The Role of Intuition in Career Development

Session ID: 379493

Julie Gedro, SUNY Empire State College

Breakout Sessions B

An Examination of the Linkages between Climate, Engagement, and Wellbeing for Employees in Higher Education Session ID: 379238

E. Kobena A. Osam, University of Louisville
Kevin Rose, University of Louisville

Creepy Technology: Reader Responses to Invasive Technologies Session ID: 379373

Elisabeth E. Bennett, Northeastern University
Rochell R. McWhorter, The University of Texas at Tyler

Development Initiatives for Online Instructors Session ID: 376986

Karen Johnson, University of North Texas
Gertrude Hewapathirana, San Diego State University
Mauvalyn Bowen, Bethel University, St. Paul, MN

Grit and Nonprofit Fundraisers: Experiences of Passion and Perseverance Session ID: 370087

Jessica McCann, University of Texas at Tylers

Friday, February 16 | 8:30-10:00am

M

REFEREED FULL MANUSCRIPT | *Salons A&B*

Leadership and Self-efficacy

Possible Connections among Self-efficacy, Pro-social Behavior, and Self-actualization

Session ID: 362314

Samuel Adams, Cornell University
Thomas Reio, Florida International University
Robert Gest, Federal Executive Institute

Guided Critical Self-Reflection for Intercultural Leadership Development: A Research Proposal Session ID: 371302

Louis Hickman, Purdue University
Mesut Akdere, Purdue University

Breakout Sessions B

Career Success of Women: The Importance of Political Skill, Self-Efficacy and Organizational Support

Session ID: 372454

Caprice O. Weissenrieder, Frankfurt University of Applied Sciences - Faculty of Business and Law

David McGuire, Glasgow Caledonian University

Thomas N. Garavan, Edinburgh Napier Business School

Student Leadership Self-Efficacy

Session ID: 379646

Vicky Katsioloudes, West Chester University of Pennsylvania

Nicole Cannonier, Savannah State University

Friday, February 16 | 8:30-10:00am

M

REFEREED FULL MANUSCRIPT | *Salons C&D*

Learning and Learning Organizations

The Effect of Adhocracy Organizational Culture on In-Role Behavior Performance: the Mediating Role of Learning Motivation

Session ID: 379553

Min Hee Yoo, Korea University

Eunbee Kim, Korea University

Woocheol Kim, Korea University of Technology and Education

Yonghwan Lee, Korea University

Daeyeon Cho, Korea University

A Meta-Analysis of the Relationship between Learning Organization and Organizational Performance and Employees Attitudes: Using the Dimensions of Learning Organization Questionnaire

Session ID: 369345

Boreum Ju, University of Illinois at Urbana-Champaign

Yunsoo Lee, The Pennsylvania State University

Sunyoung Park, Louisiana State University

Seung Won Yoon, Texas A&M University-Commerce

Breakout Sessions B

Examining the Mediating Effect of Job Satisfaction on Organizational Learning Culture, Turnover Intention and In-role Behavior

Session ID: 379061

Chun-Yu Lin, National Taipei University

Chung-Kai Huang, National Taipei University of Business

Zih-Cin Lin, Foxlink Image Technology

Cui Wang, National Taipei University

Conceptual Change of Workplace Learning through Literature Review

Session ID: 380333

Woongbae Park, Penn State University

Friday, February 16 | 8:30-10:00am

M

REFEREED FULL MANUSCRIPT | *Salons G&H*

Human Resources Competencies and Skill Needs

The Relationships among the Types of Training Programs and Gainful Employment for Formerly Incarcerated Individuals

Session ID: 223396

Candace Flatt, University of Illinois

Psychiatric Disabilities and Employment

Session ID: 378351

Osaretin Uhunoma, University of Oklahoma

Doo Hun Lim, University of Oklahoma

Junghwan Kim, University of Oklahoma

Joann Olson, University of Houston-Victoria

Formalization of Human Resources in Local Government

Session ID: 372400

Yeonsoo Kim, University of Nevada, Las Vegas

Human Resource Change Management Competencies: Recommendation vs Reality

Session ID: 379360

Angela Jorgensen, University of Louisville

Breakout Sessions B

Friday, February 16 | 8:30-10:00am

M

REFEREED FULL MANUSCRIPT | *Salons I&J*

Leadership Effectiveness and Development

The Use of Assessment Center Methodology to Develop Students' Global Leadership Competencies: A Conceptual Framework and Applied Example

Session ID: 372761

Ann Herd, University of Louisville

Denise Cumberland, University of Louisville

Will Lovely, Northeastern University

Allan Bird, Northeastern University

A Cross-Nation Study of Perceived Managerial and Leadership Effectiveness within Moroccan, French & Hungarian Higher Education Institutions

Session ID: 378352

Siham Lekchiri, Western Carolina University

Barbara Eversole, Indiana State University

Robert Hamlin, University of Wolverhampton Business School, UK

In Support of a European Behavioral Taxonomy of Perceived Managerial and Leadership Effectiveness: A Multiple Cross-Case/Cross-Nation Comparative Study

Session ID: 352472

Robert Hamlin, University of Wolverhampton Business School, UK

Barbara Eversole, Indiana State University

Taran Patel, Grenoble Ecole de Management, France

Friday, February 16 | 8:30-10:00am

F

NON-REFEREED FOCUS SESSION | *Salons 123*

The Changing Nature of Work: The Implications of Knowledge Work for HRD Research

Session ID: 370403

Richard Torraco, University of Nebraska - Lincoln

Breakout Sessions B

Friday, February 16 | 8:30-10:00am

F

NON-REFEREED FOCUS SESSION | *Salons 678*

Publishing Qualitative Research: Experiences and Tips from HRD Journal Editors

Session ID: 371997

Meera Alagaraja, University of Louisville

Jia Wang, Texas A&M University

Valerie Anderson, Portsmouth Business School

Alexandre Ardichvili, University of Minnesota

Andrea D. Ellinger, The University of Texas at Tyler

Gary McLean, McLean Global Consulting

Tonette Rocco, Florida International University

Friday, February 16 | 8:30-10:00am

PD

NON-REFEREED PROFESSIONAL DEVELOPMENT
WORKSHOP | *Madison, Jefferson, & Monroe*

Theory to Practice: Considering Humor and Adult Learning

Session ID: 354140

Brian Vivona, Northeastern Illinois University

Lunch Hour

Friday, February 16 | 12:15-1:15pm

NON-REFEREED FOOD N THOUGHT | *Salons G&H*

An Exploration of Multiple Labels in Use in Human Resources Development; Implications for Research Dissemination?

Session ID: 370144

Holly Jackson, Virginia Commonwealth University
Robin Hurst, Virginia Commonwealth University

Friday, February 16 | 12:15-1:15pm

NON-REFEREED FOOD N THOUGHT | *Salons C&D*

Building Collaborations and Support for Graduate Students: Expanding Opportunities for Leadership Research

Session ID: 364802

Michael Kirchner, Indiana University Purdue University-Fort Wayne
Laurie Brummitt, North Carolina State University
Tina Natt och Dagg, Kanof Institute for Physicians Leadership-
NC Medical Society Foundation
Kathy Yeager, Texas A&M University

Friday, February 16 | 12:15-1:15pm

NON-REFEREED FOOD N THOUGHT | *Salons A&B*

Designing Effective Leadership Development Interventions for Women

Session ID: 364801

Susan Madsen, Utah Valley University

Lunch Hour

Friday, February 16 | 12:15-1:15pm

NON-REFEREED FOOD N THOUGHT | *Salons 678*

Exploring the Relationship of Employee Engagement and Well-Being Moderated by Bully Behavior

Session ID: 378691

Russell Robinson, US Department of Health & Human Services
Rachel Schacht, National Business Group on Health

Friday, February 16 | 12:15-1:15pm

NON-REFEREED FOOD N THOUGHT | *Salon 5*

Leadership Development for the Simply Irresistible Organization

Session ID: 365810

William Brantley, University of Maryland and University of Louisville

Friday, February 16 | 12:15-1:15pm

NON-REFEREED FOOD N THOUGHT | *Salons 123*

Past, Current, and Future Perspectives of Creativity: Is Creativity at a Crossroads?

Session ID: 377660

Alina Waite, Indiana State University
Chan Lee, Seoul National University
Ahreum Lim, Seoul National University

Lunch Hour

Friday, February 16 | 12:15-1:15pm

NON-REFEREED FOOD N THOUGHT | *Salon 4*

Research Rigor: Insights on Conducting and Reporting Quality Empirical Research in HRDQ

Session ID: 364917

Kim Nimon, The University of Texas at Tyler

Valerie Anderson, Portsmouth Business School

Thomas Reio, Florida International University

Jon Werner, University of Wisconsin-Whitewater

Friday, February 16 | 12:15-1:15pm

NON-REFEREED FOOD N THOUGHT | *Madison,
Jefferson, & Monroe*

Understanding Expert and Expertise: What We Know and Don't Know

Session ID: 379536

Yoomin Lee, University of Illinois at Urbana-Champaign

Yeonhong Kim, Human Resources Development Service of Korea

Breakout Sessions C

Friday, February 16 | 1:30-3:00pm

P

REFEREED POSTER | Foyer

Poster Session 2

Learning Transfer for Employees with ADHD

Session ID: 372939

Janice Chretien, The University of Texas at Tyler

Diagnosing and Addressing Performance Issues in Vietnamese SMEs: Proposal for Organizational Learning and Employee Engagement

Session ID: 379043

Huyen Thi Minh Van, Texas A&M University

Fred Nafukho, Texas A&M University

Testing Hofstede's 6-D Model© Framework in Morocco

Session ID: 378077

Younes Louahabi, Al Akhawayn University in Ifrane Morocco

Karim Moustaghfir, Al Akhawayn University in Ifrane Morocco

Maria Cseh, The George Washington University

Leadership Across Cultures: Empirical Study of a Staff Ride Tool for Developing Students' Global Leadership Competencies During International Learning Experiences

Session ID: 379635

Ann Herd, University of Louisville

Ralph Soule, The George Washington University

A Study Examining the Role of Mentoring Type on the Effectiveness of Mentoring on Self-Perceived Employability among Korean Undergraduate Students

Session ID: 374383

Yedam Ho, University of Minnesota

Heejun Yoon, University of Minnesota

E-mentoring Women in the Military: Perspectives of Mentors and Protégés

Session ID: 378995

Laura Bierema, University of Georgia

Breakout Sessions C

The Chicken and Egg Conundrum: Satisfaction or Employee Engagement and Implications for HRD

Session ID: 369407

Brad Shuck, University of Louisville

Woocheol Kim, Korea University of Technology and Education

Dae Seok Chai, Western Michigan University

Min Hee Yoo, Korea University

Hypotheses in HRD Research

Session ID: 366438

Janice Chretien, The University of Texas at Tyler

Thomas Kramer, The University of Texas at Tyler

Kim Nimon, The University of Texas at Tyler

Millennial Workers' Role in the Future of Labor Unions and Implications for HRD

Session ID: 367472

Brittany Moore, Western Carolina University

Marie-Line Germain, Western Carolina University

Blended Mentoring: Integrative Approach for Faculty Mentoring

Session ID: 377437

Donna Wood, University of Oklahoma

Syeda Hassan, University of Oklahoma

Work-Life Balance: Does Being a Work-Linked Couple Help?

Session ID: 378366

Richard Kasper, Texas A&M University

Lei Xie, Texas A&M University

Friday, February 16 | 1:30-3:00pm

M

REFEREED FULL MANUSCRIPT | *Salons A&B*

HRD and Sociotechnical Changes

Digital Competence and Lifelong Career Guidance in Hungary: Implications for Human Resource Development

Session ID: 376538

Zsolt Nemeskeri, University of Pecs

Ivan Zadori, University of Pecs

Antal Tibold, University of Pecs

Maria Cseh, The George Washington University

Breakout Sessions C

Employee Learning and Development in Virtual HRD: Focusing on MOOCs in the Workplace

Session ID: 368731

Sunyoung Park, Louisiana State University

Shinhee Jeong, Texas A&M University

Boreum Ju, University of Illinois at Urbana–Champaign

Human Resource Development's Perspective and Role in Technological Impact on Employment, Job Outlook, Work Structure, and Employees' Continuous Development

Session ID: 371289

Szufang Chuang, Indiana State University

Carroll Graham, Indiana State University

Human Resource Development and the Internet of Things

Session ID: 379488

Robert Yawson, Quinnipiac University

Daniel Woldeab, Metropolitan State University, St. Paul MN

Emmanuel Osafo, University of Minnesota

Friday, February 16 | 1:30-3:00pm

M

REFEREED FULL MANUSCRIPT | *Salons C&D*

Learning, Leadership and Education Policy

Initiating Trust Among Leaders in Higher Education: Proposed Usefulness of a Trust Building Mechanism

Session ID: 376963

Sandra Williams, Northeastern Illinois University

Leadership Processes for Inclusive School Reform

Session ID: 379643

Selena Barlow, George Washington University

The Impact of Team-based Learning on Team Effectiveness and Individual Learning in Flipped Classrooms

Session ID: 378516

Chung-Kai Huang, National Taipei University of Business

Chun-Yu Lin, National Taipei University

Zih-Cin Lin, Foxlink Image Technology

Cui Wang, National Taipei University

Breakout Sessions C

Investment in Lifelong Learning and Quality Education for Human Development in Africa

Session ID: 375003

Fred Nafukho, Texas A&M University

Machuma Muyia, Texas A&M University

Caroline Wekullo, Texas A&M University

Friday, February 16 | 1:30-3:00pm

M

REFEREED FULL MANUSCRIPT | *Salons G&H*

Diverse Perspectives on Leadership

Liminal Leadership: Leading Betwixt and Between

Session ID: 370846

Leslie Shaw-VanBuskirk, University of Oklahoma

Doo Hun Lim, University of Oklahoma

Spiritual Leadership: Current Status and Agenda for Future Research and Practice

Session ID: 377885

Jihye Oh, Texas A&M University

Jia Wang, Texas A&M University

The Trigram Qian and the Implications for Senior Leaders Career Development

Session ID: 379056

Jackie Liu, Texas A&M University

Sarah Morris, University of Minnesota

An Integrative Review of Responsible Leadership: Knowns, Unknowns, and Implications

Session ID: 379159

Ryan MacTaggart, Colorado State University

Susan Lynham, Colorado State University

Friday, February 16 | 1:30-3:00pm

M

REFEREED FULL MANUSCRIPT | *Salons I&J*

Knowledge Management and Sharing

What Role Does HRD Play in Knowledge Sharing? Effects of the Perceived Ability of HRD to Influence Corporate Culture, Supervisors' and Peers' Commitment to Learning, and Workplace Friendship

Session ID: 373707

Jinmo Kim, Seoul National University

Chan Lee, Seoul National University

Hyuneung Lee, Chungnam National University

Jongsun Park, CJ humansville

Jaeeun Lee, Konkuk University

Talent Development: What We Know and Where We Are Headed

Session ID: 379530

Renu Dalal, Purdue University

Mesut Akdere, Purdue University

Examining Effects of Perceived Organizational and Supervisor Support on Innovative Work Behavior: Mediating Roles of Work Engagement and Knowledge Sharing

Session ID: 371649

Woocheol Kim, Korea University of Technology and Education

Jiyoung Kim, Korea University of Technology and Education

Ji Won Park, Pennsylvania State University

Jacob Wood, Chungnam National University

The Roles of Learning Orientation: Structural Determinants for Improving Knowledge Sharing for Committed and Satisfied Employees in Korean Service Industry

Session ID: 376495

Yun Jeong Ro, Hanyang University

Myung Hyun Yoo, Hanyang University

Yohan Koo, Hanyang University

Ji Hoon Song, Hanyang University

Breakout Sessions C

Friday, February 16 | 1:30-3:00pm

PD

NON-REFEREED PROFESSIONAL DEVELOPMENT
WORKSHOP | *Salons 123*

**Improving HRD Practice through Understanding Women's
Negative Interactions with Each Other**
Session ID: 364742

Susan Madsen, Utah Valley University

Friday, February 16 | 1:30-3:00pm

PD

NON-REFEREED PROFESSIONAL DEVELOPMENT
WORKSHOP | *Salons 678*

**Problem-based Learning: Using Authentic Problems to
Inductively Teach and Promote Active Learning**
Session ID: 367010

Heeyoung Han, Southern Illinois University School of Medicine
Jeanne Koehler, Southern Illinois University School of Medicine

Friday, February 16 | 1:30-3:00pm

F

NON-REFEREED FOCUS SESSION | *Madison, Jefferson, &
Monroe*

**AHRD Standards on Ethics and Integrity: Exploring Case
Studies in Ethical Issues**
Session ID: 370307

Darlene Russ-Eft, Oregon State University

Breakout Sessions D

Friday, February 16 | 3:30-5:00pm

P

REFEREED POSTER | Foyer

Poster Session 3

Assimilate but Resist: The Token Status of South Korean Women Leaders

Session ID: 374365

Jieun You, Yonsei University, Institute of Educational Research
Yonjoo Cho, Indiana University
Heeyoung Han, Southern Illinois University School of Medicine
Minjung Kim, University of Minnesota
Sokyum Yoon, Korea University
Sehoon Kim, University of Minnesota

A Study on the Development of Key Competency Model for Deputy Directors of the Korean Ministry of Education

Session ID: 379101

Chang Sung Jang, University of Oklahoma
Sung Bum Cho, Sungkyunkwan University
Sanghoon Bae, Sungkyunkwan University

A Comparative Study of Cultural Value Frameworks

Session ID: 378486

Hecham Alilou, Orange Morocco

Leadership Effectiveness on Employees' Innovative Behavior in East Asia: A Moderating Effect of Cultural Values

Session ID: 380580

Soyeon Kim, Meiji University

Barriers and Enhancers to Future Ethical Decision-making among Computing Majors: A Qualitative Study of Student Perceptions and Implications for Engineering Professional Ethics Development

Session ID: 376971

Amir Hedayati Mehdiabadi, University of Illinois
Jessica Li, University of Illinois at Urbana-Champaign

Leadership Theories and Supporting Theories in HRD Literature

Session ID: 379137

John Turner, University of North Texas
Rose Baker, University of North Texas
John Wood, University of North Texas

Breakout Sessions D

A Meta-Ethnographic Study of Qualitative Case Studies of Planned Change: Exploring Success and Failure Factors, and Alignment with Change Models

Session ID: 371292

Diana McBurnett, The University of Texas at Tyler

Andrea D. Ellinger, The University of Texas at Tyler

Rochell R. McWhorter, The University of Texas at Tyler

Russ Vince, University of Bath

The Practitioner-Researcher: Exploring Questionable Research Practices

Session ID: 379002

Hamett Brown, University of Southern Mississippi

Graduate Employability: Workplace Learning and the Presentation of the Employable Self

Session ID: 367881

Valerie Anderson, Portsmouth Business School

Michael Tomlinson, Southampton Education School

Hazel McCafferty, University of Southampton

The Longitudinal Relationship between Job Satisfaction and Life Satisfaction of Older Workers in South Korea

Session ID: 378857

Kibum Kwon, Texas A&M University-Commerce

Heh Youn Shin, Pennsylvania State University

Soebin Jang, University of Minnesota

Sehoon Kim, University of Minnesota

Min Hee Yoo, Korea University

Friday, February 16 | 3:30-5:00pm

M

REFEREED FULL MANUSCRIPT | *Salons A&B*

Challenges for Women in Leadership

Effective Women's Leadership in Confucian Asia

Session ID: 379731

Jackie Liu, University of Minnesota

Louis Quast, University of Minnesota

Wei Song, The George Washington University

Breakout Sessions D

Developing Women's Leadership in China

Session ID: 376834

Judy Sun, The University of Texas at Tyler

Jessica Li, University of Illinois at Urbana-Champaign

"A Woman CEO? You'd Better Think Twice!": Exploring How Women CEOs of Multinational Corporations in South Korea Have Overcome Career Challenges

Session ID: 372001

Yonjoo Cho, Indiana University

Jiwon Park, Pennsylvania State University

Soo Jeoung Han, Boise State University

Yedam Ho, University of Minnesota

Friday, February 16 | 3:30-5:00pm

M

REFEREED FULL MANUSCRIPT | *Salons C&D*

Employee Engagement and Workforce Development

Values Matter! Exploring Value Congruence as a Moderator in the Associations between Organizational Context and Work-Related Flow

Session ID: 381367

Katsiaryna Matusevich, Barry University

Work Engagement in Non-Profit Organizations: An Integrative Review of its Antecedents and Outcomes

Session ID: 367515

Jiwon Park, Pennsylvania State University

Sunyoung Park, Louisiana State University

Junghwan, Kim, University of Oklahoma

Doo Hun Lim, University of Oklahoma

How to Enhance Employees' Career Commitment: The Role of Organizational Career Growth, Work Engagement and Role Modeling

Session ID: 378398

SuJn Son, University of Ulsan

Burnout and Work Engagement: Examining Empirical Overlap

Session ID: 377594

Kim Nimon, The University of Texas at Tyler

Brad Shuck, University of Louisville

Breakout Sessions D

Friday, February 16 | 3:30-5:00pm

M

REFEREED FULL MANUSCRIPT | *Salons G&H*

Training and Knowledge Sharing

Identifying and Defining Common Themes in Evaluating ROI of Training

Session ID: 378236

Jing Tian, University of Illinois at Urbana-Champaign

Women-Only Training Program: A Training Strategy to Promote Gender Equality and Women's Performance and Future of Work
Session ID: 371293

Szufang Chuang, Indiana State University

Knowledge Creation Practices of Teachers in South Korea and the United States: A Multigroup Structural Equation Modeling Analysis

Session ID: 378358

Sangok Yoo, University of Minnesota

Shinhee Jeong, Texas A&M University

Ji Hoon Song, Hanyang University

Sanghoon Bae, Sungkyunkwan University

Organizational Support on Knowledge Sharing: A Moderated Mediation Model of Job Characteristics and Organization Citizenship Behavior

Session ID: 378246

Boyoung Suh, The University of Georgia

Beixi Li, Texas A&M University

Chungil Chae, Pennsylvania State University

Seung-hyun Han, University of Georgia

M

REFEREED FULL MANUSCRIPT | *Salons I&J*

Collaboration, Social Responsibility and Support Systems

What Do International Students Need? The Role of Family and Community Support for Adjustment, Engagement, and Organizational Citizenship Behavior

Session ID: 376473

Dae Seok Chai, Western Michigan University

Huyen Thi Minh Van, University of Georgia

Chih-Wei Wang, Texas A&M University

Jin Lee, Texas A&M University

Jia Wang, Texas A&M University

The Role of HRD in University — Community Partnership for Leadership Development

Session ID: 378168

Emmanuel Osafo, University of Minnesota

Robert Yawson, Quinnipiac University

The Role of HRD in CSR and Sustainability: A Content Analysis of Corporate Responsibility Reports

Session ID: 366455

Soebin Jang, University of Minnesota

Alexandre Ardichvili, University of Minnesota

Learning Organizations, Workplace Learning, and Teamwork: Understanding the Links Between Collaboration, Information Sharing, and Learning in the PIAAC Study

Session ID: 379231

Tobin Lopes, Colorado State University

Ellen Scully-Russ, George Washington University

Jill Zarestky, Colorado State University

Joshua Collins, University of Minnesota

Breakout Sessions D

Friday, February 16 | 3:30-5:00pm

PD

NON-REFEREED PROFESSIONAL DEVELOPMENT
WORKSHOP | *Salons 123*

Racial Justice Ally Training

Session ID: 368050

Kimberly Otchere, University of Illinois

Jeremy Bohonos, University of Illinois

Friday, February 16 | 3:30-5:00pm

PD

NON-REFEREED PROFESSIONAL DEVELOPMENT
WORKSHOP | *Salons 678*

Toward a Declaration of Unity, Equity, and Social Justice: The Voice of AHRD

Session ID: 371762

Jamie Callahan, Newcastle Business School, Northumbria University

Carole Elliott, Roehampton Business School, Roehampton University

Marie-Line Germain, Western Carolina University (The UNC System)

Friday, February 16 | 3:30-5:00pm

F

NON-REFEREED FOCUS SESSION | *Madison, Jefferson, & Monroe*

Topic Modeling: A Text Mining Technique for HRD Researchers

Session ID: 399303

David Passmore, Pennsylvania State University

Rose Baker, University of North Texas

Breakout Sessions E

Saturday, February 17 | 8:30-10:00am

P

REFEREED POSTER | Foyer

Poster Session 4

Developing Authenticity in Women's Leadership

Session ID: 377708

Yoshie Nakamura, Columbia University

Jennifer Goetz, Columbia University

Corporate Social Responsibilities: Future Implications for HRD

Session ID: 379305

Amin Alizadeh, Texas A&M University

Nuzulul Isna, Texas A&M University

Shaoping Qiu, Texas A&M University

When Work-Life Balance Ideals Do Not Match Reality: The Impact on UK and US Employees' Well-Being

Session ID: 378667

Rebecca McPherson, Texas A&M University

Combating Destructive Leader Behaviors with Positive Psychological Capital for Sustainable Human Resource Development

Session ID: 377252

Marie-Line Germain, Western Carolina University (The UNC System)

Kunja (Junzi): In Search of a Prototype of Virtuous Leadership in East Asia

Session ID: 379164

Baek-Kyoo Joo, Georgia Southwestern State University

Structural Influences of Job Crafting and Work Engagement on Workplace Effectiveness

Session ID: 374633

Junghyun Jo, Korea University of Technology and Education

Minju Park, Korea University of Technology & Education

Woocheol Kim, Korea University of Technology and Education

Listening to the Employees: Engaging in E-Learning for Office Ergonomics

Session ID: 354375

Priyadarshini Pattath, Virginia Commonwealth University

Breakout Sessions E

Adult Learning Principles and Processes in Online Learning Environments

Session ID: 370707

Sunyoung Park, Louisiana State University
Petra Robinson, Louisiana State University

A New Government-Private Sector Collaboration Model for Talent Development in Korea (Work and Learning Dual System): A Multiple Stakeholder View

Session ID: 378868

Dae Seok Chai, Western Michigan University
Sehoon Kim, University of Minnesota
Minjung Kim, University of Minnesota
Chang Ok Bae, HRD Service of Korea

Saturday, February 17 | 8:30-10:00am

M

REFEREED FULL MANUSCRIPT | *Salons A&B*

Informal Learning in Organizations

Curiosity in Human Resource Development

Session ID: 377909

Maria Cseh, The George Washington University
Oliver Crocco, The George Washington University
Wei Wang, The George Washington University

When Do Employees Learn from Others' Success Stories? Performance Improvement Depends on Task Complexity and Recent History

Session ID: 353809

Ryan Quinn, University of Louisville
Denise Cumberland, The George Washington University
Sharon Kerrick, Bellarmine University

Individual and Organizational Factors Affecting Knowledge Workers' Informal Learning: A Multilevel Analysis

Session ID: 366528

Jae Young Lee, The Pennsylvania State University
Yunsoo Lee, University of Louisville
Sangok Yoo, University of Minnesota
Sunyoung Park, Louisiana State University
Seung Won Yoon, Texas A&M University-Commerce

Breakout Sessions E

Integrative Literature Review on Informal Learning in the Workplace

Session ID: 373985

Shinhee Jeong, Texas A&M University
Soo Jeoung Han, The Pennsylvania State University
Jin Lee, Texas A&M University
Suravee Sunalai, Dhurakij Pundit University
Seung Won Yoon, Texas A&M University-Commerce

Saturday, February 17 | 8:30-10:00am

M

REFEREED FULL MANUSCRIPT | *Salons C&D*

Complex Adaptive Leadership in HRD

The Role of Mindfulness in Learning to be an Adaptive Leader

Session ID: 372933

Cindy Dupree, MITRE

A Review of the Complexity Leadership Literature: Implications for Research of Leader Development in High Stakes Vocations

Session ID: 375413

John DeForest, George Washington University

Organizational Culture and Organizational Learning: Their Role in the Formation of a New Organizational Identity

Session ID: 378264

Alaina Doyle, University of North Texas College of Information
Lavada Williams, Odessa College

Changing through Turbulent Times: Why Adaptive Leadership Matters

Session ID: 379064

Nana Arthur-Mensah, Northern Kentucky University
Jeffrey Zimmerman, University of North Texas College of Information

Saturday, February 17 | 8:30-10:00am

M

REFEREED FULL MANUSCRIPT | *Salon E*

Emotions and HRD

The Relationship Between Ethical Leadership and Employee Deviance: A Literature Review

Session ID: 374113

Leslie Kirsch, The George Washington University

Breakout Sessions E

The Relationship Between Workplace Incivility, Emotion Management, and Job Satisfaction

Session ID: 377233

Rose Opengart, HR Doc

Thomas Reio, Florida International University

Wei Ding, Florida International University

Engaging the Shadow: A Developmental Perspective on Emotions in Work-related Learning

Session ID: 379425

John Dirkx, Michigan State University

Benjamin Espinoza, Michigan State University

Steven Schlegel, Michigan State University

Everybody Needs Everyone: Workplace Learning After a Downsize

Session ID: 379474

Sarah Miller, University of Oklahoma

Junghwan Kim, University of Oklahoma

Doo Hun Lim, University of Oklahoma

Saturday, February 17 | 8:30-10:00am

M

REFEREED FULL MANUSCRIPT | *Salon F*

Culture, Gender, Race, and Social Justice

Playing with Myself: An Exploratory Literature Review on Queer Theory and Queering

Session ID: 379378

Nathan Victoria, The George Washington University

Critical Whiteness Theory and HRD: A Combination of Perspectives

Session ID: 367253

Jeremy Bohonos, University of Illinois

Organizational Socialization, Demographic Imbalances, and Homophily: A Theoretical Framework and Agenda for Research

Session ID: 371299

Louis Hickman, Purdue University

Mesut Akdere, Purdue University

Breakout Sessions E

You Can't Pick Your Cultural Upbringing: How Perceptions of Controllability Influence Intercultural Competence and its Development

Session ID: 371303

Louis Hickman, Purdue University

Kris Acheson, Purdue University

Saturday, February 17 | 8:30-10:00am

M

REFEREED FULL MANUSCRIPT | *Salons G&H*

HRD Research Trends

Factors Influencing the Work and Progress of Interdisciplinary Research Teams: A Multiple-case Study

Session ID: 381959

Oleksandr Tkachenko, University of New Mexico

Alexandre Ardichvili, University of Minnesota

Analyzing Critical Incident HRD Data from Multiple Qualitative Paradigms

Session ID: 375335

Karen Watkins, The University of Georgia

Boyung Suh, The University of Georgia

Joseph Dawsey, The University of Georgia

Lisa Oliver, The University of Georgia

Exploration of Global HRD Research Trends through a Concept Network Analysis: Analyzing the Articles in AHRD Conference in 2016 & 2017

Session ID: 379511

Min Hee Yoo, Korea University

Eunha Chang, Korea University

Eunbee Kim, Korea University

Yong-Sup Hyun, Kyungpook National University

Daeyeon Cho, Korea University

Utility of Qualitative Content Analysis for Integrative Literature Reviews

Session ID: 379645

Coronda Ziegler, Colorado State University

Breakout Sessions E

Saturday, February 17 | 8:30-10:00am

F

NON-REFEREED FOCUS SESSION | *Salons I&J*

Conceptualizing and Operationalizing Reflection in Experience-Based Workplace Learning: Multiple Perspectives

Session ID: 378294

Victoria Marsick, Teachers College, Columbia University

Lyle Yorks, Teachers College, Columbia University

Rob Poell, Tilburg University, The Netherlands

April Bang, Teachers College, Columbia University

Sean Justice, School of Art and Design, Texas State University

Henriette Lundgren, Tilburg University, The Netherlands

Saturday, February 17 | 8:30-10:00am

F

NON-REFEREED FOCUS SESSION | *Salons 123*

Research Focused on National Human Resource Development

Session ID: 378339

Jeong-Ha Yim, The University of Georgia

Gary McLean, McLean Global Consulting

Saturday, February 17 | 8:30-10:00am

F

NON-REFEREED FOCUS SESSION | *Salons 678*

Current Perspectives on Asian Women in Leadership: A Focus Session Co-sponsored by the China, India, and Korea SIGs

Session ID: 378562

Gary McLean, McLean Global Consulting

Yonjoo Cho, Indiana University

Rajashi Ghosh, Drexel University

Judy Sun, University of Texas

Breakout Sessions E

Saturday, February 17 | 8:30-10:00am

F

NON-REFEREED FOCUS SESSION | *Madison, Jefferson, & Monroe*

SkilledUP: How HRD Professionals Can Prepare Organizations for the Skills Needed by Industry 4.0

Session ID: 379470

Saul Carliner, Concordia University

Margaret Driscoll, IBM Corporation

Yvonne Thayer, Virginia Community College System

Saturday, February 17 | 10:30am-12:00pm

P

REFEREED POSTER | Foyer

Poster Session 5

**From Inclusion, Back to the Elephant in the Room:
Conversations on Diversity in the AHRD Classroom**
Session ID: 379191

Noorjehan Brantmeier, James Madison University
Oris Griffin, James Madison University
Diane Wilcox, James Madison University
Kelsey Evans, James Madison University
Kendra Hall, The University of Southern Mississippi
Kayce Croy, James Madison University

**Cultural Distance in the Workplace: Differences in Work-related
Attitudes between Vietnamese Employees and Western
Employers**

Session ID: 363063

Tran Thien Quynh Tran, Leiden University
Wilfried Admiraal, Leiden University
Nadira Saab, Leiden University

**Perceptions of Organizational Climate and Job Satisfaction by
Employees within the United States and United Kingdom**

Session ID: 378677

Kaitlin Busse, Roanoke College
Darcey N. Powell, Roanoke College
Riker Lawrence, Roanoke College

**Professional Faculty: Experiences of Getting to and
Successfully Navigating the Promotion Process**

Session ID: 365221

Diane D. Chapman, NC State University
Doug James, NC State University
Erin Robinson, NC State University
Katherine McKee, NC State University
Katharine Stewart, Liverpool John Moores University

Breakout Sessions F

Stop Changing the Women, Change the Game: Lessons for Leadership in Academia

Session ID: 377550

Joan Buckley, University College Cork

Where's the Selfless in Service? An Investigation of Organizational Citizenship Behaviors in Transitioning Military Service Members' Experiences

Session ID: 379211

Ann Herd, University of Louisville

Kevin Rose, University of Louisville

Organizational Change: Finding Parallels between Organizations and Organisms

Session ID: 374798

Vishal Arghode, Gannon University

Narveen Jandu, Gannon University

Application of Virtual & Augmented Reality for Training and Development

Session ID: 370671

Soo Jeoung Han, Boise State University

Jihye Oh, Texas A&M University

Chang Sung Jang, University of Oklahoma

Let's Move: Optimizing Supervisors' Training Transfer of Motivating Language to Improve Employee Job Satisfaction and Performance

Session ID: 371287

Emily Elsner Twesme, University of Wisconsin-Eau Claire and Whitewater

Breakout Sessions F

Saturday, February 17 | 10:30am-12:00pm

M

REFEREED FULL MANUSCRIPT | *Salons A&B*

Leadership and Innovation

Perceived Managerial and Leadership Effectiveness within South Korea: A Cross-Sector Comparative Analysis

Session ID: 366916

Robert Hamlin, University of Wolverhampton Business School, UK
Hyeseung Kang, Indiana University
Dae Seok Chai, Western Michigan University
Sewon Kim, SUNY Empire State

Influential Factors for Organizational Citizenship Behavior: Mutual Impacts of Transformational Leadership, Interpersonal Trust, and Organizational Learning

Session ID: 371515

Sunyoung Park, Louisiana State University
Eun-Jee Kim, Korea Advanced Institute of Science and Technology (KAIST)

Perceptions of Organizational innovation Among Government and Profit Organization Employees in South Korea and China

Session ID: 378361

Jeong-Ha Yim, The University of Georgia
Hanwei Zhu, SeeU International, Inc.

Management Innovation: Toward a Social Constructed Change Framework and Implications for HRD

Session ID: 379621

Loi Nguyen, University of Minnesota

Saturday, February 17 | 10:30am-12:00pm

M

REFEREED FULL MANUSCRIPT | *Salons C&D*

Diversity, Inclusion and Organizational Justice

Contemporary Theoretical, Pedagogical, and Practical Boundaries of Diversity and Inclusion in Human Resource Development

Session ID: 366119

Torrence Sparkman, TE-Rochester Institute of Technology

Breakout Sessions F

Organizational Justice: Why Does it Matter for HRD

Session ID: 354983

Deepu Kurian, Texas A&M University

Diversity Branding Promotes a Valuing Philosophy but Where Is Social Justice?

Session ID: 375414

Marilyn Byrd, University of Oklahoma

Normative and Mimetic Isomorphic Effects on Corporate Board Heterogeneity

Session ID: 379574

Terrence Williams, Pace University

Saturday, February 17 | 10:30am-12:00pm

M

REFEREED FULL MANUSCRIPT | *Salon E*

Training Transfer in Organizations

Motivational Mediation Process and Moderating Effect of Career Planning on Training Transfer

Session ID: 377494

Yoonhee Park, Korea University of Technology and Education

Doo Hun Lim, University of Oklahoma

Jaeeun Lee, Konkuk University

The Transfer of Training Process

Session ID: 378382

Doo Hun Lim, University of Oklahoma

Brent Nowell, Sunoco Logistics

Yoonhee Park, Korea University of Technology and Education

Effects of Training on TVET Trainers' Teaching Behaviors in Rwanda

Session ID: 371256

Woocheol Kim, Korea University of Technology and Education

Heajung Woo, Korea University of Technology and Education

Jiyoung Kim, Korea University of Technology and Education

Heh Youn Shin, Pennsylvania State University

Breakout Sessions F

Saturday, February 17 | 10:30am-12:00pm

PD

NON-REFEREED PROFESSIONAL DEVELOPMENT
WORKSHOP | *Salons 123*

**Pigeonholing or Learning Instrument? Reflecting Critically on
the Use of Personality Testing in HRD**

Session ID: 378310

Henriette Lundgren, Tilburg University, The Netherlands

Saturday, February 17 | 10:30am-12:00pm

PD

NON-REFEREED PROFESSIONAL DEVELOPMENT
WORKSHOP | *Salons 678*

**Small Changes Can Yield Big Returns: Improving the Practice of
Teaching Through Incremental Improvements**

Session ID: 378590

Kevin Rose, University of Louisville

Katie Rosenbusch, George Mason University

Saturday, February 17 | 10:30am-12:00pm

F

NON-REFEREED FOCUS SESSION | *Madison, Jefferson, &
Monroe*

Meet the Editor Session 2018

Session ID: 375156

Thomas Reio Jr., Florida International University

Jessica Li, University of Illinois at Urbana-Champaign

Breakout Sessions G

Saturday, February 17 | 1:30-3:00pm

P

REFEREED POSTER | Foyer

Poster Session 6

Examining National Human Resource Development and Technological Innovation as Strategies for Sustainable Development in Sub-Saharan Africa

Session ID: 378990

Edward Secka, University of North Texas

Karen Johnson, University of North Texas

The Mediating Role of Learning Agility between Organizational Learning, Transformative Learning, and Adaptive Performance

Session ID: 368780

Min Hee Yoo, Korea University

Appreciating the Hands that Feed Us: A Case Study of a Firm Employing HRD Practices in an Industry that Does Not Practice HRD

Session ID: 379650

Christine Wiggins-Romesburg, University of Louisville

Exploring Workplace Spirituality in Cross-Cultural Work Teams

Session ID: 371285

Nandini McClurg, The University of Texas at Tyler

Andrea D. Ellinger, The University of Texas at Tyler

Rochell R. McWhorter, The University of Texas at Tyler

National Human Resource Development in Vietnam: An Exploratory Review of Study

Session ID: 378955

Huyen Thi Minh Van, Texas A&M University

Tam Phuong, Texas A&M University

Determinants Influencing the Out-Migration Decisions of Mississippi's College Graduates

Session ID: 379321

Felicia Bowens, University of Southern Mississippi

Hamett Brown, University of Southern Mississippi

Breakout Sessions G

Lean Service: Rethinking Basic Lean Concepts for New Circumstances

Session ID: 379146

Robert Hernberger, The George Washington University
Hyung Joon Yoon, The Pennsylvania State University
Rania Elanwer, Penn State

Effective Change Management and Leadership Practices for Emerging Technology Implementation in Training and Development

Session ID: 375609

Dale Lunsford, The University of Southern Mississippi
Felicia Hall, The University of Southern Mississippi
Mitch Tarver, The University of Southern Mississippi
Lianne Young, The University of Southern Mississippi

Data Analytics in HR: A Review of the Literature

Session ID: 372846

Rania Elanwer, Penn State
David Passmore, Penn State

Servant Leadership and Organizational Learning Culture: A Chinese SME Perspective

Session ID: 379550

Lei Xie, Texas A&M University
Richard Kasper, Texas A&M University

Saturday, February 17 | 1:30-3:00pm

M

REFEREED FULL MANUSCRIPT | *Salons A&B*

Perspectives on Women in Leadership

Lebanese Women in STEM Careers

Session ID: 360282

Yasmeen Makarem, Texas A&M University

The Lived and Career Experience: Multi-cultural Working Women in South Korea

Session ID: 375509

Mandari Wijerathna, Korea University of Technology and Education

Breakout Sessions G

Women's Perceptions of Working with Women: A Qualitative Study

Session ID: 378937

Angela Spranger, Christopher Newport University

Kerry Mitchell, Moxy Solutions, LLC

A Gendered Perspective on the Experiences of Chinese Women Leaders in the Healthcare Sector

Session ID: 379565

Tingting Liu, Southern Illinois University Carbondale

Yvonne Hunter-Johnson, Southern Illinois University Carbondale

Yuanlu Niu, Southern Illinois University Carbondale

Saturday, February 17 | 1:30-3:00pm

M

REFEREED FULL MANUSCRIPT | *Salons C&D*

Creativity, Performance, and Workforce Resilience

Grit in the Nonprofit Sector: A Literature Review

Session ID: 370043

Jessica McCann, The University of Texas at Tyler

The Moderated Mediating Effect of Perceived Organizational Support on Psychological Ownership to Explain the Impact of the Creativity on Knowledge Creation

Session ID: 377525

Sunkyung Yoon, Hanyang University

Jaehyun Kim, Hanyang University

Jung-Eun Park, Hanyang University

Chanju Kim, Hanyang University

Ji Hoon Song, Hanyang University

Workforce Resilience in Human Resource Development

Session ID: 369382

Hyungjo Hur, The Ohio State University

Jin Lee, Texas A&M University

Doo Hun Lim, University of Oklahoma

Yedam Ho, University of Minnesota

Sangok Yoo, University of Minnesota

Breakout Sessions G

HR Technology, High Performance Work System and Business Outcome: A Study of an Indian Fortune 500 Organization

Session ID: 379637

Ashutosh Jani, School of Petroleum Management

Ashutosh Muduli, School of Petroleum Management

Saturday, February 17 | 1:30-3:00pm

M

REFEREED FULL MANUSCRIPT | *Salon E*

Adaptive Workforce and the Meaning of Work

Employee Adaptive Performance and Its Antecedents: Review and Synthesis

Session ID: 370834

Sohee Park, Inje University

Sunyoung Park, Louisiana State University

An Action-Oriented Systems Model and Tool for the Meaning of Work

Session ID: 379594

Tabitha Coates, Colorado State University

Adaptive Workforce Planning and Development: A Sign of the Times

Session ID: 370724

Terri Hinkley, Academy of Medical-Surgical Nurses and the Medical-Surgical Nursing Certification Board

The Changing Nature and Organization of Work: An Integrative Review of the Literature

Session ID: 370399

Richard Torraco, University of Nebraska - Lincoln

Ellen Scully-Russ, George Washington University

Breakout Sessions G

Saturday, February 17 | 1:30-3:00pm

M

REFEREED FULL MANUSCRIPT | *Salon F*

Employee Engagement

Antecedents of Employee Engagement: Toward a Model of Antecedent Discourses

Session ID: 379651

Marie Valentin, Texas A&M University

Khalil Dirani, Texas A&M University

Impact of Authentic Leadership and Group Cohesiveness on Employee Engagement: Examining the Moderating Role of Work Life Conflict for Flight Attendants

Session ID: 377969

Adnan Riaz, Allama Iqbal Open University

Baek-Kyoo Joo, Georgia Southwestern State University

Sania Mazhar, APCOMS Rawalpindi

A Proposed Framework for Understanding the Engagement of Frontline Employees: Focusing on Semi-Skilled Jobs

Session ID: 378233

Seokwon Hwang, Georgia Southwestern State University

Towards an Employee Engagement Resource Theory: A Structured Literature Review

Session ID: 368196

Jae Young Lee, The Pennsylvania State University

Tonette Rocco, Florida International University

Brad Shuck, University of Louisville

Saturday, February 17 | 1:30-3:00pm

M

REFEREED FULL MANUSCRIPT | *Salons G&H*

Career and Work-Life Balance

The Impact of Lookism on Career Development and Career Opportunities of Nursing Students in China

Session ID: 379636

Yuanlu Niu, Southern Illinois University Carbondale

Cynthia Sims, Southern Illinois University Carbondale

Breakout Sessions G

Human Resource Development Practices in the United Arab Emirates: A Collaborative Autoethnographic Reflection

Session ID: 379247

Khalil Dirani, Texas A&M University
Eric Bowman, Texas A&M University
Thomas Guyer, Texas A&M University
Meredith Henthorn, Texas A&M University
Richard Kasper, Texas A&M University
Yasmeen Makarem, Texas A&M University
Sarah Ray, Texas A&M University
Chih-Wei Wang, Texas A&M University
Lei Xie, Texas A&M University

Identifying Latent Profiles in Work-to-Family Conflict and Family-to-Work Conflict

Session ID: 364265

Yunsoo Lee, The Pennsylvania State University

Stretching the role boundaries in an age of change: An organizational communication perspective

Session ID: 377334

Lei Xie, Texas A&M University

Saturday, February 17 | 1:30-3:00pm

PD

**NON-REFEREED PROFESSIONAL DEVELOPMENT
WORKSHOP | *Salons I&J***

Cultivating Trust in the Workplace with Improvisation

Session ID: 377446

Nicole Buras, Glanbia Performance Nutrition
Robyn Cassel, Whole Health Psychological Center

Breakout Sessions G

Saturday, February 17 | 1:30-3:00pm

F

NON-REFEREED FOCUS SESSION | *Salons 123*

The AHRD Founders Forum: You Can't Really Know Where You Are Going until You Know Where You Have Been (Maya Angelou)
Session ID: 416461

Neal Chalofsky, The George Washington University
Victoria Marsick, Teachers College, Columbia University
Richard Torraco, University of Nebraska - Lincoln
Karen E. Watkins The University of Georgia
Jerry Gilley, The University of Texas at Tyler
Ronald Jacobs, University of Illinois
Gary McLean, McLean Global Consulting

Saturday, February 17 | 1:30-3:00pm

F

NON-REFEREED FOCUS SESSION | *Salons 678*

The Work of HRD Practitioners: A Social Constructionism Perspective
Session ID: 382661

Consuelo Waight, University of Houston
Tomika Greer, University of Houston

Saturday, February 17 | 1:30-3:00pm

PD

NON-REFEREED PROFESSIONAL DEVELOPMENT
WORKSHOP | *Madison, Jefferson, & Monroe*

AHRD Leadership SIG Sponsored Workshop: Explore Leadership Development Practice through Engaging Activities
Session ID: 378265

Kathy Yeager, Texas A&M University
Laurie Brummitt, North Carolina State University
Kristina Natt och Dag, Effectum Consulting Group

Breakout Sessions H

Saturday, February 17 | 3:30-5:00pm

P

REFEREED POSTER | Foyer

Poster Session 7

Making Prisoner Dilemma Work for HRD: A Cooperation Tool in Scenario Planning

Session ID: 373608

Nima Khodakarami, Texas A&M University

Fatemeh Rezaei, Texas A&M University

A Study on the Structural Relationships of Factors Affecting Academic Engagement in University Students

Session ID: 371655

Kyungun Kim, Korea University of Technology & Education

Minju Kim, Korea University of Technology & Education

Training Subsidies for the US Labor Market in Comparison to Portugal's ESF Assistance Case

Session ID: 379128

Danielle Dimitrov, The George Washington University

Eduardo Tome, Universidade Europeia

Examining the Relationship of CEO Leadership Behaviors and Collective Organizational Engagement in Acute-Care Hospitals

Session ID: 370857

Mary Lynn Lunn, The University of Texas at Tyler

Andrea Ellinger, The University of Texas at Tyler

Grasp and Unleash Grit: An Exploration of the Role of Grit in HRD

Session ID: 378515

Jiyoung Kim, Korea University of Technology and Education

Heh Youn Shin, Pennsylvania State University

What Is Special about Authentic Leadership

Session ID: 379330

Deepu Kurian, Texas A&M University

Amin Alizadeh, Texas A&M University

Investigating the Impact of Training on Employees' Performance and Organizational Competitiveness

Session ID: 379229

Karim Moustaghfir, Al Akhawayn University in Ifrane Morocco

Breakout Sessions H

MOOCs for Career Development of Marginalized Populations Session ID: 378214

Rose Baker, University of North Texas

Malarvizhi Hirudayaraj, Rochester Institute of Technology

Predicting Training Participation: An Exploration of Supervised Machine Learning

Session ID: 373538

David Passmore, Penn State

Michael Zigner, Penn State

Cesar Padilla, Penn State

Rania Elanwer, Penn State

Rose Baker, University of North Texas

Relationship between Work Environment Support and Organizational Commitment: The Moderating Role of Trainees' Characteristics and Mediating Role of Training Transfer

Session ID: 379639

Muhammad Khan, University of Illinois at Urbana-Champaign

Wenhao Huang, University of Illinois at Urbana-Champaign

Saturday, February 17 | 3:30-5:00pm

M

REFEREED FULL MANUSCRIPT | *Salons A&B*

HRD Performance Appraisals and Management

The Development of a Benchmarking Survey for Academic Members of a Human Resource Development Program of Excellence Network

Session ID: 370997

Mandolen Mull, The University of Texas at Tyler

Paul Roberts, The University of Texas at Tyler

Greggory Keiffer, The University of Texas at Tyler

Julia Berrios, The University of Texas at Tyler

Kim Nimon, The The University of Texas at Tyler

Breakout Sessions H

Performance Appraisals and HRD: A Literature Review

Session ID: 379526

Eric Bowman, Texas A&M University

In the Eyes of the Beholder: HR Managers Stereotyping when Assessing Others

Session ID: 374979

Darlene Russ-Eft, Oregon State University,

Laura Boehme, Central Oregon Community College

John Rovens, Be Great LLC

Andrew Rovens, Be Great LLC

Personality's Link to Training Performance

Session ID: 379575

Jennifer Castellanos, Florida International University

Saturday, February 17 | 3:30-5:00pm

M

REFEREED FULL MANUSCRIPT | *Salons C&D*

Organizational Commitment and Work Engagement

Linking Social Capital to Employee Voice: A Working Model

Session ID: 353227

Denise Cumberland, University of Louisville

Meera Alagaraja, University of Louisville

Brad Shuck, University of Louisville

Sharon Kerrick, Bellarmine University

Experience, Experience, Experience: Too Much of a Good Thing for Executives' Performance

Session ID: 379555

Huh-Jung Hahn, Winona State University

Sungjun Kim, SK Academy, Leadership Development Center

The Effects of Person-Organization Fit and Personal Growth Initiatives on Employees' Career Satisfaction and Subjective Well-being

Session ID: 376973

Baek-Kyoo Joo, Georgia Southwestern State University

Young Sim Jin, Hanyang University

Breakout Sessions H

Understanding Organizations from a Developmental Perspective: Insights from Frederic Laloux, Robert Kegan, and Bill Torbert

Session ID: 371312

Chang-kyu Kwon, University of Georgia

Aliki Nicolaides, University of Georgia

Saturday, February 17 | 3:30-5:00pm

M

REFEREED FULL MANUSCRIPT | *Salon E*

Perspectives on Organizational Culture

The Way to Always Keep the Most Water in a Jar: Build Innovation in Chinese State-owned Enterprises

Session ID: 378742

Jackie Liu, University of Minnesota

Hongquan Chen, Sungkyunkwan University

Joshua Collins, University of Minnesota

Culture and Opportunity in Hispanic-Serving Institutions

Session ID: 379652

Celestino Valentin, Texas A&M University

Organizational Culture Now and Forward: A Comparative Literature Review

Session ID: 371419

Pyounggu Baek, Jungwon University

Jihyun Chang, Korea University

Taesung Kim, Incheon National University

Quantum Culture: A New Reflection of Schein's Model through Scientific View

Session ID: 378988

Nopparat Phaopat, National Institute of Development

Administration, Thailand

Oranuch Pruetipibultham, National Institute of Development

Administration, Thailand

M

REFEREED FULL MANUSCRIPT | Salon F

Identity Transition, Competencies, and Personal Values

Comparative Effects of Spiritual Intelligence and Emotional Intelligence on Personal Values and its dimensions: An Empirical Investigation in Malaysia

Session ID: 378461

AAhad Osman-Gani, International Islamic University Malaysia
Aftab Anwar, Eastern University

Warriors in Suit: The Military Experience and Identity Transition of Korean Men

Session ID: 378391

Jin Lee, Texas A&M University
Melika Shirmohammadi, Texas A&M University
Jihye Oh, Texas A&M University
Soo Jeoung Han, Boise State University
Lisa Baumgartner, Texas A&M University

Scholar-Practitioners in HRD: A Qualitative Study of Research-Practice Integration

Session ID: 382646

Saphon Ren, Texas A&M University
Jia Wang, Texas A&M University

Corporate Mission Statements in the United States and South Korea: Comparative Study in Cultural Perspective

Session ID: 378556

Jiwon Park, Pennsylvania State University
Patricia Macko, Pennsylvania State University

Breakout Sessions H

Saturday, February 17 | 3:30-5:00pm

PD

NON-REFEREED PROFESSIONAL DEVELOPMENT
WORKSHOP | *Salons I&J*

**"Reclaiming My Time": A Toolkit for Women, LGBTQ, and
Racial and Ethnic Minority Professionals in Higher Education**
Session ID: 378920

Joshua Collins, University of Minnesota
Tomika Greer, University of Houston

Saturday, February 17 | 3:30-5:00pm

F

NON-REFEREED FOCUS SESSION | *Salons 123*

**Ethical Dilemmas for OD Practitioners: Emerging Cross-cultural
Challenges in the 21st Century**
Session ID: 379513

Amin Alizadeh, Texas A&M University
Michael Beyerlein, Texas A&M University
Khalil Dirani, AHRD; Texas A&M University
Lei Xie, Texas A&M University
Eric Bowman, Texas A&M University
Nuzulul Isna, Texas A&M University
Deepu Kurian, Texas A&M University

Saturday, February 17 | 3:30-5:00pm

F

NON-REFEREED FOCUS SESSION | *Salons 678*

**The Changing of the Guard: How Do We Plan for the
Academy's Future Needs?**
Session ID: 372058

Katherine Rosenbusch, George Mason University
Emily Morrison, George Washington University
Brad Shuck, University of Louisville

Breakout Sessions H

Saturday, February 17 | 3:30-5:00pm

PD

NON-REFEREED PROFESSIONAL DEVELOPMENT
WORKSHOP | *Madison, Jefferson, & Monroe*

**AHRD Leadership SIG Sponsored Workshop: Explore
Leadership Research through Research Collaboratories
Session ID: 378273**

Kathy Yeager, Texas A&M University

Laurie Brummitt, North Carolina State University

Kristina Natt och Dag, Effectum Consulting Group

Top 25 Most Cited and Downloaded Articles

ADHR — Top 25 Most Cited Articles

1. A local perspective to expatriate success — Toh, SM; DeNisi, AS, FEB 2005
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3. Determinants of knowledge sharing in a public sector organization — Amayah, Angela Titi, 2013
4. An Ecological Systems Perspective on Mentoring at Work: A Review and Future Prospects — Chandler, Dawn E.; Kram, Kathy E.; Yip, Jeffrey, 2011
5. Factors affecting attitudes and intentions towards knowledge sharing in the Dubai Police Force — Seba, Ibrahim; Rowley, Jennifer; Lambert, Sian, AUG 2012
6. Employee Engagement and Leadership: Exploring the Convergence of Two Frameworks and Implications for Leadership Development in HRD — Shuck, Brad; Herd, Ann Mogan, JUN 2012
7. Motivating Knowledge Sharing in Engineering and Construction Organizations: Power of Social Motivations — Javernick-Will, Amy, APR 2012
8. Embracing New Directions in Workplace Bullying Research: A Paradigmatic Approach — Samnani, Al-Karim, JAN 2013
9. The impact of knowledge sharing and Islamic work ethic on innovation capability — Kumar, Naresh; Rose, Raduan Che, 2012
10. Mobility at work A typology of mobile communities of practice and contextual ambidexterity — Kietzmann, Jan; Plangger, Kirk; Eaton, Ben; Heilgenberg, Kerstin; Pitt, Leyland; Berthon, Pierre, DEC 2013
11. The mediating role of trust and commitment on members' continuous knowledge sharing intention: A commitment-trust theory perspective — Hashim, Kamarul Faizal; Tan, Felix B., APR 2015
12. Servant Leadership and Work Engagement: The Contingency Effects of Leader-Follower Social Capital — De Clercq, Dirk; Bouckennooghe, Dave; Raja, Usman; Matsyborska, Ganna, SUM 2014

13. Integrating social networking support for dyadic knowledge exchange: A study in a virtual community of practice — Pan, Yonggang; (Calvin) Xu, Yunjie; Wang, Xiaolun; Zhang, Chenghong; Ling, Hong; Lin, Jie, JAN 2015
14. What Do the Next 25 Years Hold for HRD Research in Areas of Our Interest? — Russ-Eft, Darlene; Watkins, Karen E.; Marsick, Victoria J.; Jacobs, Ronald L.; McLean, Gary N., SPR 2014
15. Knowledge Management performance measurement: measures, approaches, trends and future directions — Wong, Kuan Yew; Tan, Li Pin; Lee, Cheng Sheng; Wong, Wai Peng, JUN 2015
16. Workplace bullying as an antecedent to job insecurity and intention to leave: a 6-month prospective study — Glambek, Mats; Matthiesen, Stig Berge; Hetland, Jorn; Einarsen, Stale, JUL 2014
17. Influencing Learning States to Enhance Trainee Motivation and Improve Training Transfer — Weissbein, Daniel A.; Huang, Jason L.; Ford, J. Kevin; Schmidt, Aaron M., DEC 2011
18. Transfer of training: Adding insight through social network analysis — Van den Bossche, Piet; Segers, Mien, JAN 2013
19. Best Practice Recommendations for the Development, Implementation, and Evaluation of Online Knowledge Translation Resources in Rehabilitation — Levac, Danielle; Glegg, Stephanie M. N.; Camden, Chantal; Rivard, Lisa M.; Missiuna, Cheryl, APR 2015
20. Human Resource Development not equal Human Resource Management: So What Is It? — Werner, Jon M., SUM 2014
21. Lean tools and methods to support efficient knowledge creation — Tyagi, Satish; Cai, Xianming; Yang, Kai; Chambers, Terrence, APR 2015
22. Social Media as Collaborative Media in Workplace Learning — Thomas, Kristopher J.; Akdere, Mesut, SEP 2013
23. Sharing Tacit Knowledge for Integrated Project Team Flexibility: Case Study of Integrated Project Delivery — Zhang, Lianying; He, Jing; Zhou, Shuguo, JUL 1 2013
24. Cultivating Knowledge Sharing and Trust in Online Communities for Educators — Booth, Sharon Elizabeth, 2012
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2. Employee engagement: An examination of antecedent and outcome variables — Brad Shuck, Thomas G. Reio, Tonette S. Rocco, 14 (4) 2011
3. An emerging construct for meaningful work — Neal Chalofsky, 6 (1) 2003
4. If we can't define HRD in one country, how can we define it in an international context? — Gary N. McLean, Laird McLean, 4 (3) 2001
5. Human resource development and its underlying theory — Richard A. Swanson, 4 (3) 2001
6. Exploring turnover intentions among three professional groups of employees — Abraham Carmeli, Jacob Weisberg, 9 (2) 2006
7. Development and application of a new measure of employee engagement: The ISA engagement scale — Emma Soane, Catherine Truss, Kerstin Alfes, Amanda Shantz, Chris Rees, Mark Gatenby, 15 (5) 2012
8. Measuring the learning organization culture, organizational commitment and job satisfaction in the Lebanese banking sector — Khalil M. Dirani, 12 (2) 2009

9. Psychological empowerment and organizational commitment: The moderating effect of organizational learning culture — Baek-Kyoo (Brian) Joo, Ji Hyun Shim, 13 (4) 2010
10. Talent management as a management fashion in HRD: Towards a research agenda — Paul Iles, David Preece, Xin Chuai, 13 (2) 2010
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17. Leadership styles and cultural values among managers and subordinates: A comparative study of four countries of the former Soviet Union, Germany, and the US — Alexandre Ardichvili, K. Peter Kuchinke, 5 (1) 2002
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19. Human capital theory: implications for human resource development — Fredrick Muyia Nafukho, Nancy Hairston, Kit Brooks, 7 (4) 2004
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22. The use of a personal development plan and the undertaking of learning activities, expertise-growth, flexibility and performance: the role of supporting assessment conditions — Simon Beausaert, Mien Segers, Wim Gijsselaers, 14 (5) 2011
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24. Integration of project management, human resource development, and business teams: a partnership, planning model for organizational training and development initiatives — Alexey Pak, Lila L. Carden, Jamison V. Kovach, 19 (3) 2016
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1. The flawed four-level evaluation model — Holton, EF, 1996
2. The relationship between organizational transfer climate and positive transfer of training — Rouiller, JZ, Goldstein, IL, 1993
3. Development of a generalized learning transfer system inventory — Holton, EF, Bates, RA, Ruona, WEA, 2000

4. The effects of organizational learning culture and job satisfaction on motivation to transfer learning and turnover intention — Egan, TM, Yang, B, Bartlett, KR, 2004
5. The construct of the learning organization: Dimensions, measurement, and validation — Yang, B, Watkins, KE, Marsick, VJ, 2004
6. Meta-analysis of the impact of positive psychological capital on employee attitudes, behaviors, and performance — Avey, JB, Reichard, RJ, Luthans, F, Mhatre, KH, 2011
7. The relationship between the learning organization concept and firms' financial performance: An empirical assessment — Ellinger, AD, Ellinger, AE, Yang, B, Howton, SW, 2002
8. The relationship between training and organizational commitment: A study in the health care field — Bartlett, KR, 2001
9. Integrating learning and work: Problems and prospects — Ellström, P-E, 2001
10. Theories supporting transfer of training — Yamnill, S, McLean, GN, 2001
11. The development and resulting performance impact of positive psychological capital — Luthans, F, Avey, JB, Avolio, BJ, Peterson, SJ, 2010
12. The effectiveness of managerial leadership development programs: A meta-analysis of studies from 1982 to 2001 — Collins, DB, Holton, EF, 2004
13. Human resource development: Performance is the key — Swanson, RA, 1995
14. Organizational learning: A review of the literature with implications for HRD professionals — Dixon, NM, 1992
15. The influence of individual characteristics and the work environment on varying levels of training outcomes — Tracey, JB, Hinkin, TR, Tannenbaum, S, Mathieu, JE, 2001
16. Influence of trainee characteristics, instructional satisfaction, and organizational climate on perceived learning and training transfer — Lim, DH, Morris, ML, 2006
17. Toward construct validation of a transfer climate instrument — Holton, EF, Bates, RA, Seyler, DL, Carvalho, MB, 1997
18. Supervisory coaching behavior, employee satisfaction, and warehouse employee performance: A dyadic perspective in the distribution industry — Ellinger, AD, Ellinger, AE, Keller, SB, 2003
19. An examination of work-environment support factors affecting transfer of supervisory skills training to the workplace — Cromwell, SE, Kolb, JA, 2004

20. Transformational leadership, organizational commitment, and job satisfaction: A comparative study of Kenyan and US financial firms — Walumbwa, FO, Orwa, B, Wang, P, Lawler, JJ, 2005
21. The relationship between organizational support, employee development, and organizational commitment: An empirical study — Tansky, JW, Cohen, DJ, 2001
22. Partnerships for training transfer: Lessons from a corporate study — Brinkerhoff, RO, Montesino, MU, 1995
23. Effects of perceived discrimination on job satisfaction, organizational commitment, organizational citizenship behavior, and grievances — Ensher, EA, Grant-Vallone, EJ, Donaldson, SI, 2001
24. The relationship between organizational factors and the transfer of training in the electronics industry in Shenzhen, China — Xiao, J, 1996
25. Readiness for organizational change: Do organizational commitment and social relationships in the workplace make a difference? — Madsen, SR, Miller, D, John, CR, 2005

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8. Managing workplace incivility: The role of conflict management styles — antecedent or antidote? — Trudel, J, 2011

9. The coach-coachee relationship in executive coaching: A field study — Baron, L, 2009
10. Theories supporting transfer of training — Yamnill, S, McLean, GN, 2001
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12. Role of transformational leadership in effective organizational knowledge creation practices: Mediating effects of employees' work engagement — Song, JH, 2012
13. The Dimensions of Learning Organization Questionnaire (DLOQ): A validation study in a Korean context — Song, JH, 2009
14. Human Resource Development Practices and Employee Engagement: Examining the Connection With Employee Turnover Intentions — Shuck, B, 2014
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16. The flawed four-level evaluation model — Holton, EF, 2006
17. Characteristics of leadership effectiveness: Implementing change and driving innovation in organizations — Gilley, A, 2008
18. Diversity Training Programme Outcomes: A Systematic Review — Garavan, T, 2015
19. The relationship between satisfaction with workplace training and overall job satisfaction — Schmidt, SW, 2007
20. Differentiating the Three Components of Resistance to Change: The Moderating Effect of Organization-Based Self-Esteem on the Employee Involvement & Resistance Relation — Garcia-Cabrera, AM, 2014
21. Supervisory coaching behavior, employee satisfaction, and warehouse employee performance: A dyadic perspective in the distribution industry — Ellinger, AD, Ellinger, AE, Keller, SB, 2003
22. Toward Mature Talent Management: Beyond Shareholder Value — Collings, DG, 2014
23. The development and resulting performance impact of positive psychological capital — Luthans, F, 2010
24. A study of best practices in training transfer and proposed model of transfer — Burke, LA, 2008
25. The differences between hard and soft skills and their relative impact on training transfer — Laker, DR, 2011

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3. Development of a National HRD Strategy Model: Cases of India and China — Meera Alagaraja, Jia Wang, 2012
4. Lesbians, Gays, Bisexuals, and Transgendered People and Human Resource Development: An Examination of the Literature in Adult Education and Human Resource Development — Steven W. Schmidt, Rod P. Githens, Tonette S. Rocco, Martin B. Kormanik, 2012
5. Creativity and Human Resource Development: An Integrative Literature Review and a Conceptual Framework for Future Research — Baek-Kyoo (Brian) Joo, Gary N. McLean, Baiyin Yang, 2013
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18. A Conceptual Model of Organizations as Learning-Performance Systems: Integrative Review of Lean Implementation Literature — Meera Alagaraja, 2014
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20. Identity Matters: A Critical Exploration of Lesbian, Gay, and Bisexual Identity and Leadership in HRD — Joshua C. Collins, 2012
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22. A Review of Diversity Conceptualizations: Variety, Trends, and a Framework — John Qin, Nuttawuth Muenjohn, Prem Chhetri, 2014
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3. The Role of Self-Reflection, Emotional Management of Feedback, and Self-Regulation Processes in Self-Directed Leadership Development — Paul L. Nesbit, 2012
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5. Affective Commitment as a Core Essence of Organizational Commitment An Integrative Literature Review — Zachary A. Mercurio, 2015
6. Reverse Mentoring: A Social Exchange Tool for Keeping the Boomers Engaged and Millennials Committed — Sanghamitra Chaudhuri, Rajashi Ghosh, 2012
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8. Training Methods A Review and Analysis — Barbara Ostrowski Martin, Klodiana Kolomitro, Tony C. M. Lam, 2014
9. Knowledge Sharing in Organizations: A Conceptual Framework — Minu Ipe, 2003
10. Employee Engagement and Leadership Exploring the Convergence of Two Frameworks and Implications for Leadership Development in HRD — Brad Shuck, Ann Mogan Herd, 2012
11. Writing Literature Reviews: A Reprise and Update — Jamie L. Callahan, 2014
12. Training Transfer: An Integrative Literature Review — Lisa A. Burke, Holly M. Hutchins, 2007
13. Understanding Talent Development and Implications for Human Resource Development An Integrative Literature Review — Brad Shuck, 2011
14. Integrative Literature Review: Four Emerging Perspectives of Employee Engagement: An Integrative Literature Review — Brad Shuck, 2011
15. Employee Engagement and HRD: A Seminal Review of the Foundations — Brad Shuck, Karen Wollard, 2010
16. HRD and HRM Perspectives on Organizational Performance A Review of Literature — Meera Alagaraja, 2013
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18. Exploring Organizational Alignment-Employee Engagement Linkages and Impact on Individual Performance: A Conceptual Model — Meera Alagaraja, Brad Shuck, 2015

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20. Resurrecting the Motivation-Hygiene Theory: Herzberg and the Positive Psychology Movement — Daniel A. Sachau, 2007
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Jason Moats, Texas A&M Engineering Extension Service

Thomas Reio, Florida International University

Asia and Europe Conferences

JUNE 5-8, 2018 | Newcastle, England

University Forum for Human Resource Development Annual Conference 2018
"Power and Possibility: Unleashing the Potential of HRD"

Website: www.northumbria.ac.uk/about-us/news-events/events/2018/06/university-forum-for-hrd-annual-conference-2018/

NOVEMBER 8-10, 2018 | Bangkok, Thailand

2018 International Research Conference in Asia
"People Development for Sustainability Development"

Website: www.ahrd.org/event/2018_conference_asia



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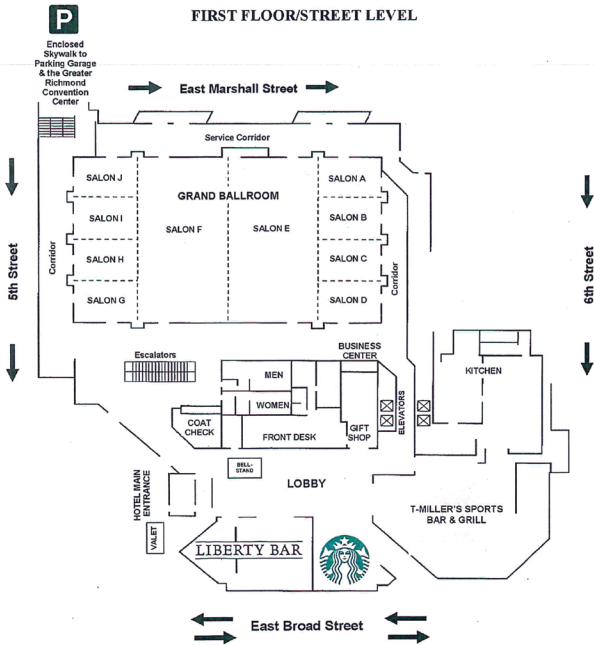


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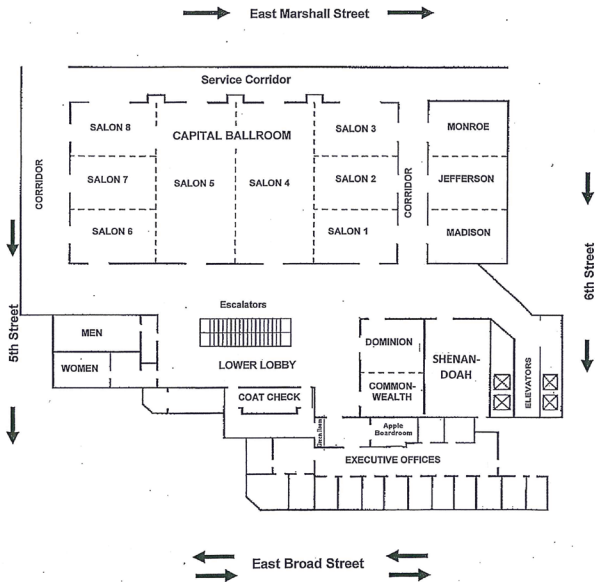
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