

## EVENT REVIEW

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# **International Workshop on Teamworking 23rd Edition, September 5-6, 2019, Cluj-Napoca, Romania**

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2019 marked the 23<sup>rd</sup> edition of International Workshop on Teamworking (IWOT) and the first edition in an Eastern European Country. IWOT took place in Cluj-Napoca County, Romania and was hosted by Work and Organizational Psychology Research Center (WOPRC) from the Faculty of Psychology and Educational Sciences, Babeş – Bolyai University.

The aim of IWOT is to offer a multi-disciplinary arena for research on teamworking, and this year's focus was on diversity – **“The challenges of working with diversity in social systems”**. In order to stimulate discussion and cooperation between academics and practitioners, the 23<sup>rd</sup> edition of IWOT included three keynote presentations, a workshop and several sessions dedicated to presenting current research on teams in general and diversity in particular.

The keynote speakers were Professor Astrid Homan (University of Amsterdam, The Netherlands), Professor Sandra Schruijer (TIAS Business School & Utrecht University, The Netherlands) and Professor Smaranda Boroş (Vlerick Business School, Belgium). The first day was opened by Prof. Astrid Homan's lecture on "The challenges of working in and with diverse teams". Her address helped us disentangle the effects of team diversity on team performance by taking into consideration the (mis)matching between the two processes triggered by diversity,

namely intergroup bias and information elaboration, as well as the leader's actions, that can be either person focused or task focused. In her research, Prof. Homan also explores how groups can effectively perform and work together, addressing a number of different topics, such as the role of group diversity, and potential moderators, such as leadership, emotions, reflexivity, regulatory focus, and personality. Currently Astrid Homan serves as the editor in chief of *Organizational Psychology Review* and she is member in the editorial boards of several top tier management and applied psychology journals. Her research published in journals like *Journal of Applied Psychology*, *Academy of Management Journal*, *Journal of Personality and Social Psychology*, *Personality and Social Psychology Bulletin*, *Organizational Behavior and Human Decision Processes*, *Psychological Science*, is impactful and highly cited.

Sandra Schruijer opened the second day of the conference and focused her keynote presentation on “Developing multiparty collaboration: A group dynamics approach”. Her talk helped us understand the social dynamics of multiparty collaboration, and the role of diversity, trust and conflict in complex settings such as multi-party systems. Sandra Schruijer is Professor of Organizational Psychology at TIAS Business School and Professor of Organization Science at the Utrecht University School of Governance,

Utrecht University and she teaches in the domain of interorganizational conflict and collaboration, organizational change and development and leadership. Her research uses a variety of research methods and designs and was published in journals like International Journal of Action Research, European Journal of Work and Organizational Psychology, British Journal of Social Psychology and Group Dynamics. Sandra leads Professional Development International, an institute that organizes professional development programs and consults organizations and managers with respect to collaboration and large-scale change.

Smaranda Boroş, Professor of Intercultural Management and Organizational Behavior at Vlerick Business School, continued with a keynote titled: “**From ‘me’ to ‘we’ or from ‘we’ to ‘me’? Tensions of social identity and change across cultures**”. The presentation started by addressing the tensions between what brings people together and what sets them apart, and how the same elements can play both roles. It then moved towards exploring the current organizational approaches in handling diversity, by also pointing out the organizational hypocrisy, namely the contradictions between the narratives regarding the value of diversity within organizations as compared with the practices and routines regarding diversity management. Additionally, Prof. Boroş’s research interests focus on team dynamics,

diversity in teams, gender and management and finally organizational and group identification. She has published papers on these topics in journals such as the British Journal of Management, the British Journal of Social Psychology, the International Journal of Conflict Management, Social Psychology, the Journal of Managerial Psychology, the International Journal of Psychology and Group Dynamics. She has an extensive experience in executive education and coaching and worked in several countries on embedded management development interventions.

Next to the keynote presentations, the conference also hosted several oral presentation sessions that covered topics focused on team diversity and dynamics, as well as team and workplace interventions. Moreover, the second day of the conference also involved a more hands on experience with the workshop “**The third entity: developing empathy through systemic thinking**” held by Smaranda Boroş.

The 23rd edition of IWOT was a success as it brought together national and international researchers and practitioners to exchange ideas on better understanding and managing diversity in teams and organizations and it helped build a network that will support creating positive, proactive and productive teams.