

IMTA 2018 Conference Scientific Program

Tuesday, October 16th

TIME	Conference Opening Ceremony: Welcome Addresses, and Keynote Panel: Publishing with IMTA and the Canadian Defence Academy Press Volumes (ID 75) Limestone City Ball Room			
09:00 - 12:00				
12:00 - 13:00	LUNCH			
	Limestone City	Gibraltar	Old Stones	British-American
13:00 - 14:30	<p>Symposium # 1 <i>Measuring and Monitoring Resilience Throughout the Military and Police Career</i> ID 15 Chair: Dr Esther Oprins</p> <p>A Predictive Validity Study of a Selection Instrument on Resilience in Seven Countries ID 16 Speaker: Dr Esther Oprins</p> <p>Predicting Health and Performance among Military Personnel ID 17 Speaker: Dr Wouter Huybens</p> <p>Resilience as Buffer for the Impact of Confrontation with Mentally Challenging Incidents During Police Training ID 18 Speaker: Dr Lena Westerveld</p>	<p>Symposium # 2 <i>Multidimensionality of Leadership in the Military - a Multinational Perspective</i> ID 97 Chair: Dr Tzveta Dobreva-Martinova</p> <p>Identifying and Developing Inclusive Military Leaders ID 98 Speaker: Dr Melinda Key-Roberts</p> <p>Value Profiles and Related Factors in the Norwegian Armed Forces ID 99 Speaker: Mr Jan Heimdal</p> <p>Developing Military Leaders for Effectively Leading in Complexity and Ambiguity ID 100 Speaker: Ms Ann Rubens Mortensen</p> <p>Called to Task: Canadian Military Leaders' Views on Sexual Misconduct ID 101 Speaker: Dr Sara Rubenfeld</p> <p>How Leaders Can Promote Well-Being Among Military College Staff ID 102 Speaker: Dr Carla Sowinski</p>	<p>Paper Session <i>Recruitment/Selection/Retention</i> Chair: Dr Anna Ebel-Lam</p> <p>Systematic Follow-up of the Psychological Selection to the Swedish Armed Forces ID 12 Speaker: Dr Sofia Svensén</p> <p>Recruitment and Selection to the Swedish Armed Forces – from an All-Volunteer Recruitment to a Re-established Conscript ID 13 Speaker: Dr Sofia Svensén</p> <p>A Study on Standardization of Interview Evaluation Guidelines for the ROK Army Cadets Selection ID 127 Speaker: Dong-yoon, Lee</p> <p>The Retention of Medical Officers in the Canadian Armed Forces ID 32 Speaker: Dr Anna Ebel-Lam</p>	<p>Paper Session <i>Testing and Behaviour Measurement</i> Chair: Dr Stephen Stark</p> <p>Advances in Forced Choice Modeling and Implications for Noncognitive Testing ID 124 Speaker: Dr Stephen Stark</p> <p>Development and Validation of a Selection Test for Army Strategists ID 106 Speaker: Dr Elizabeth Salmon</p> <p>Integrity Testing in the Norwegian Police Selection: All that glitters is Not Gold ID 53 Speaker: Tom H. Skoglund</p> <p>Classes and Clusters found in a Sample of National Servicemen ID 30 Speaker: Dr Warwick Graco</p>
14:30 - 15:00	BREAK			

Tuesday, October 16th

TIME	Limestone City Ballroom	Gibraltar	Old Stones	British-American
15:00 - 16:30	<p>Symposium # 1 (Continued)</p> <p>The Role of Resilience Resources in Predicting Long-term Post-deployment Adjustment: A Longitudinal Study ID 19 Speaker: Dr Wim Kamphuis</p> <p>Using the Military Resilience Monitor to Predict Physiological Stress Responses of Soldiers Operating in a Controlled Virtual Reality Training Scenario ID 20 Speaker: Dr Olaf Binsch</p>	<p>Paper Session <i>Human Factors and Performance</i></p> <p>Chair: Dr Katherine Banko</p>	<p>Symposium # 3 <i>Competency-Based Management in a Canadian Armed Forces Context</i> ID 22 Chair: Dr Kevin Rounding</p> <p>Canadian Armed Forces Competency Dictionary: Aligning Human Resource Systems ID 23 Speaker: Karen Ranking</p> <p>Review of Best Practices in Personnel Appraisal ID 24 Speaker: Maj Katharine Berlinguette</p> <p>Competency-Based Personnel Appraisal for the Canadian Armed Forces ID 25 Speaker: Maj Michelle MacArthur,</p> <p>One Competency Dictionary to Align Personnel Appraisal and Training Systems ID 26 Speaker: Dr Kevin Rounding</p>	<p>Paper Session <i>Diversity/Commitment/ Grievance</i></p> <p>Chair: Dr Deanna Messervey</p>
		<p>Dismounted Operations: Assessing the Canadian Army Battle Management System ID 74 Speaker: Dr Katherine Banko</p>		<p>Diversity at the Bundeswehr, A Controversial Topic Among Officers: Research in Progress ID 7 Speaker: Ms Tanja Kreitenweis</p>
		<p>Coaching Leaders of Transformational Change in Canada's Defence Headquarters ID 78 Speaker: Jonathan Steeves</p>		<p>Deployment, Commitment and Intention to Serve in the German Reserve ID 9 Speaker: Dr Felix Breyer</p>
		<p>In Situ Qualitative Research in Military High-Risk Teams ID 82 Speaker: Maj Jakob Barfod</p>		<p>Military Culture and Soldiers' Identity ID 108 Speaker: Dr Andzela Rozcenkova</p>
		<p>Cockpit Attitudes and Pilot Decision Making in Non-normal Operations ID 83 Speaker: Dr Sukmo Gunardi</p>		<p>A Study on the Types of Subjective Cognition Towards Factors that Hinder Soldiers from filing a Military Grievance: Applying Q Methodology ID 128 Speaker: Dr Kim Young-Gon</p>

END OF PRESENTATIONS FOR DAY 1

Wednesday, October 17 th				
TIME	Keynote Speakers: Limestone City Ballroom			
08:00 - 10:00				
10:00 - 10:30	BREAK			
	Limestone City Ballroom	Gibraltar	Old Stones	British-American
10:30 - 12:00	Symposium # 4 <i>Examining the Assessment of Vocational Interests in the U.S. Military</i> ID 114 Chair: Dr Christophe Nye	Paper Session <i>Leadership</i> Chair: Maj Artur Meerits	Paper Session <i>Talent Management/ Attrition</i> Chair: LCdr Chris Harding	Paper Session <i>Mission Readiness/Resilience</i> Chair: Dr Danielle Charbonneau
	Development of the Adaptive Vocational Interest Diagnostic (AVID) ID 115 Speaker: Dr Cristina Kirkendall	Platoon Leaders' Leadership Style in Estonian Defence Forces ID 94 Speaker: Maj Artur Meerits	Talent Management: A Longitudinal, Multi-level Research Approach ID 125 Speaker: Dr Tonia Heffner	Designing Mission: Ready – the Canadian Army Integrated Performance Strategy ID 91 Speaker: Maj Bernadette Myslicki
	Vocational Interest and the Air Force Work Interest Navigator ID 116 Speaker: Dr James Johnson	Force-specific Leadership Cultures in Multinational Associations ID 8 Speaker: Dr Rafaela Kraus	The Psychological Factors of Suspension from Compulsory Military Service ID 130 Speaker: Dr Inga Karton	Preparing Soldiers for Mission Readiness: Intangible Psychological Constructs ID 105 Speaker: Dr Steven Aude
	Assessing Vocational Interests in the U.S. Navy ID 117 Speaker: Dr Stephen Watson Career Exploration in the Military ID 118 Speaker: Dr Shannon Salyer	The Leader as an Intercultural Interface: Managing Uncertainty ID 123 Speaker: Mr Ulrike de Ponte		Evaluation of Resilience Training – Between Desire and Reality ID 126 Speaker: Dr Hubert Annen
		Coaching Top Leaders: Does Self-other Agreement Matter? ID 21 Speaker: Dr Martin Scherm		Patterns of Problematic Alcohol Use among ROK Officers and NCOs ID 119 Speaker: Ms Ji-yeon Park
1200 - 1300	LUNCH			

Wednesday, October 17 th				
	Limestone City Ballroom	Gibraltar	Old Stones	British-American
13:00 - 14:30	Symposium # 5 <i>Leading Effectively: How to Build Successful Cultures and Practices</i> ID 34 Chair: Lt Col Dan Watola	Symposium # 6 <i>Global Views on Military Performance: General Perspectives</i> ID 61 Chair: Dr Douglas Lindsay	Paper Session <i>Selection/Classification</i> Chair: Ms Marcelle Girard	Paper Session <i>Mental Health/Stress/Resilience</i> Chair: Dr Danielle Charbonneau
	Improving Leader's Well-Being and Performance Through Mastery of Habits ID 35 Speaker: SQN Ldr Bethany Gerling	How Leaders Can Improve Followers' Performance through Organizational Alignment ID 62 Speaker: Lt COL Peter Reiley	Job and Work Analyses in the German Armed Forces ID 2 Speaker: Dr Sibylle Dunker	Military Knowledge Transfer after the Berlin Terrorist Attack ID 6 Speaker: Dr Ulrich Wesemann
	How Military Leaders Can Use Power and Influence Effectively ID 36 Speaker: Lt Col Peter Reiley, PhD	Points to Ponder: Individual Performance in the Military ID 63 Speaker: Dr Jacques Gouws	Comparison of Ability Requirements for UAS operators ID 3 Speaker: Dr Hinnerk Eissfeldt	The Soldier On Program: Lessons Learned and the Way-Ahead ID 33 Speaker: Ms Megan Therrien
	Communicative Behaviour as Transformative Power of Military Leadership ID 37 Speaker: Lt Col Samir Rawat,	Self Awareness and Attitude Training for High Performance in the Military ID 64 Speaker: Dr Samir Rawat	Re-design of the Close Protection Operative Assessment Center (CPOAC) ID 29 Speaker: Ms Marcelle Girard	Barriers to Military Mental Health Care by Mental Health Issue ID 39 Speaker: Ms Megan Therrien
		Measuring Performance from a Global Competency Perspective in the Canadian Armed Forces ID 65 Speaker: Dr Kevin Rounding	Personality in Selection and Classification: USAF 10 Year Update ID 110 Speaker: Mr Johnny Weissmuller	The Use of 3,4-methylenedioxymethamphetamine (MDMA)-Assisted Psychotherapy in Treatment Resistant Post Traumatic Stress Disorder ID 107 Speaker: Dr Dawn DeCunha
14:30 - 15:00	BREAK			

Wednesday, October 17th				
TIME	Limestone City Ballroom	Gibraltar	Old Stones	British-American
15:00 - 15:30	Symposium # 5 (Continued) New Leaders, "New Wars": Applying Gender and Cultural Perspectives ID 38 Speaker: Ms Vanessa Brown	Symposium # 6 (Continued) Performance in Military: Unleashing the Emotional Perspective ID 66 Speaker: Dr Nity Sharma	Paper Session <i>Testing and Behavioural Measurement</i> Chair: Dr Sara Rubenfeld	Symposium # 7 <i>Advances in Military Personnel Selection in the Military</i> ID 54 Chairs: Dr Wendy Darr & Dr Elliot Loh
15:30 - 16:30	Paper Session: <i>Morale</i> Chair: LtCol Myckel Cremers	Paper Session: <i>Certifications help Military Members Show what they Know</i>	Enhancing the Selection of 4-Year Army ROTC Scholarship Recipients ID 93 Speaker: Dr Mark Young	Military Personnel Selection in the Context of Diversity ID 55 Speaker: LCol Soo Owens
	Morale of Dutch Units Deployed in the Period 2014-2017 ID 27 Speaker: LtCol Myckel Cremers	Certifications help Military Members Show what they Know ID 113 Speakers: Ms Sue Jackson & Bill Brigman	Evaluation of an Aptitude Test for ADF Cyber Selection ID 80 Speaker: Ms Tamara Doulgeris	Current and Emerging Trends: On-line Testing in Personnel Selection ID 56 Speaker: Dr Elliot Loh
	Military Morale: Research from Estonian Defense Forces ID 121 Speaker: LtC Antek Kasemaa		Five-factor Model Personality Traits of Swedish Counter Terror Police Officers ID 81 Speaker: Peter G Tedeholm	Towards a Definition of Integrity in the Military ID 57 Speaker: Dr Maria Fors
			Item Validity Test "STAXI" with the Indonesian Air Force ID 92 Speaker: LT Col Zamzani	Brandebo Integrity Assessments in Military Personnel Selection ID 58 Speaker: Dr Marjolein Verboom
END OF PRESENTATIONS FOR DAY 2				

Thursday, October 18th				
TIME	Keynote Speakers: Limestone City Ballroom			
09:00 - 11:30				
11:30 - 13:00	LUNCH			
	Limestone City Ballroom	Gibraltar	Old Stones	British-American
13:00 - 14:30	Paper Session <i>Selection/Classification</i> Chair: Dr Carla Sowinski	Symposium # 8 <i>Global Views on Military performance: An Empirical Examination</i> ID 67 Chair: Dr Douglas Lindsay	Paper Session <i>Leadership</i> Chair: Anne Goyne	Paper Session <i>Resilience/Dehumanization /Military Duty</i> Chair: Dr Adelheid Nicol
	Development of Selection Criteria for Clearance Diver ID 85 Speaker: Ms Tamara Doulgeris	Military Tactical Negotiation Training: Design and Evaluation ID 68 Speaker: Dr Salvatore Lo Bue	Trust as an Essential 'Glue' Component in Military Leadership: Indian Case Studies in Kargil Operations ID 4 Speaker: Dr Samir Rawat,	Resilience as a Function of Work Family Balance in Armed Forces ID 76 Speaker: Dr Archana Singh
	Development of Situation Apperception Test: A Measure of Implicit Motives ID 87 Speaker: Dr Suresh Arumugam	Job Performance Considerations in Military Settings ID 69 Speaker: Tammy Mahar	Staying Ahead of the Game: Development of the Leading Indicators Questionnaire ID 31 Speaker: Anne Goyne	Positive Traits and Virtues: Pathways to Resilience among Military Personnel ID 77 Speaker: Dr Updesh Kumar
	The AFOQT and Pilot Performance: A Meta-analytic Investigation ID 86 Speaker: Mr. Khalid ALMamari	Monitoring Mental, Physical and Organizational Performance in Different Military Training Settings by Focusing on Perseverance and/or Attrition ID 70 Speaker: Dr Olaf Binsch	Handling the Toxic Buzzword: Defining and Addressing Counterproductive Leadership ID 40 Speaker: Dr Melissa Wolfe	Application of Psychological Research on Dehumanization in the Military ID 5 Speaker: Dr Adelheid Nicol & Dr Mathieu Gagnon
	The Cognitive Abilities and Pilot Performance: A Meta-analytic Investigation ID 88 Speaker: Mr. Khalid ALMamari	Improving Work Engagement Through Leader-Member Exchange and Psychological Capital: Lessons Learned from Indonesian Peacekeepers ID 71 Speaker: Col Eri Hidayat	The Influence of Communication Styles of Military Leaders on Perceived Stress ID 129 Speaker: Ms Anna Van deb Brand	Understanding Military Duty in Contemporary Warfare ID 109 Speaker: Dr Sofia Nilsson
14:30 - 15:00	BREAK			

Thursday, October 18th				
TIME	Limestone City Ballroom	Gibraltar	Old Stones	British-American
15:00 - 15:30	Symposium # 9 <i>Countering Counter-productivity in the Military</i> ID 47 Chair: Dr Wendy Darr	Symposium # 8 (Continued) Organizational Performance Measurement for the Canadian Military Personnel System ID 72 Speaker: Mr Max Hlywa	Paper Session <i>Human Factors, Safety, and Performance</i> Chair: Dr Esther Oprins	Paper Session <i>Stress/Resilience/Family Support</i> Chair: Ms Megan Therrien
15:30 - 16:30	Dilemma of Deviance: Early Cold War Studies of Military Delinquency ID 48 Speaker: Dr Meghan Fitzpatrick Destructive Leadership in Crisis Management: Behaviors and Coping Strategies ID 49 Speaker: Dr Maria Fors Brandebo Moral Character and Decision-making Research from a Military Standpoint ID 50 Speaker: Dr Deanna L. Messervey Towards the Development of a Personality-Based Measure of Integrity ID 51 Speaker: LCdr Chris Harding Situational Judgment Test Measuring Integrity: Validation and Issues ID 52 Speaker: Dr Francoise Bertrand	Paper Session <i>Online Testing</i> Chair: Dr Mathieu Gagnon Deciding on and Implementing an Unproctored Internet Test ID 96 Speaker: Mr Jimmi Andreasen Unproctored Internet Testing ID 95 Speaker: Dr Jonathan Bradshaw A Primer on Computer-Based Testing Models: Which is right for you? ID 90 Speaker: Dr Anthony Zara	Personalized Military Training, Supported by Learning Analytics ID 14 Speaker: Dr Esther Oprins Competence Development and Hierarchical Rise: An Enriching or Excluding Relationship? ID 60 Speaker: Mr Daniel Schmidt Cognitive Function and Affect State at High Altitude Hypoxia Condition ID 73 Speaker: Dr D. Ravi Change the Way of Safety Thinking: A Cannabis Case Study ID 28 Speaker: LtCol Renzo Versteeg	Human Factors – Relationship Resilience During and After Deployment ID 1 Speaker: Mrs Kerri-Ann Welch Daily Hassles and Uplifts in Veteran Recovery ID 10 Speaker: Dr Sofia Nilsson Military Spousal/Partner Employment: Identifying the Barriers and Support Required ID 84 Speaker: Natalie Fisher Group Cognitive-Behavioural Approach to Reduce Anxiety of IAF Paskhas Wives ID 89 Speaker: Capt Martin Herdiansyah
END OF PRESENTATIONS FOR DAY 3				