

## IMTA 2018 Conference Scientific Program

**Tuesday, October 16<sup>th</sup>**

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

**Tuesday, October 16<sup>th</sup>**

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

Wednesday, October 17 <sup>th</sup>				
TIME	Keynote Speakers: Limestone City Ballroom			
08:00 - 10:00				
10:00 - 10:30	<b>BREAK</b>			
	Limestone City Ballroom	Gibraltar	Old Stones	British-American
10:30 - 12:00	<b>Symposium # 4</b> <i>Examining the Assessment of Vocational Interests in the U.S. Military</i> <b>ID 114</b> <b>Chair:</b> Dr Christophe Nye	<b>Paper Session</b> <i>Leadership</i>  <b>Chair:</b> Maj Artur Meerits	<b>Paper Session</b> <i>Talent Management/Attrition</i>  <b>Chair:</b> LCdr Chris Harding	<b>Paper Session</b> <i>Mission Readiness/Resilience</i>  <b>Chair:</b> Dr Danielle Charbonneau
	Development of the Adaptive Vocational Interest Diagnostic (AVID) <b>ID 115</b> <b>Speaker:</b> Dr Cristina Kirkendall	Platoon Leaders' Leadership Style in Estonian Defence Forces <b>ID 94</b> <b>Speaker:</b> Maj Artur Meerits	Talent Management: A Longitudinal, Multi-level Research Approach <b>ID 125</b> <b>Speaker:</b> Dr Tonia Heffner	Designing Mission: Ready – the Canadian Army Integrated Performance Strategy <b>ID 91</b> <b>Speaker:</b> Maj Bernadette Myslicki
	Vocational Interest and the Air Force Work Interest Navigator <b>ID 116</b> <b>Speaker:</b> Mr Johnny Weissmuller	Force-specific Leadership Cultures in Multinational Associations <b>ID 8</b> <b>Speaker:</b> Dr Rafaela Kraus	The Psychological Factors of Suspension from Compulsory Military Service <b>ID 130</b> <b>Speaker:</b> Dr Inga Karton	Preparing Soldiers for Mission Readiness: Intangible Psychological Constructs <b>ID 105</b> <b>Speaker:</b> Dr Steven Aude
	Assessing Vocational Interests in the U.S. Navy <b>ID 117</b> <b>Speaker:</b> Dr Stephen Watson Career Exploration in the Military <b>ID 118</b> <b>Speaker:</b> Dr Shannon Salyer	The Leader as an Intercultural Interface: Managing Uncertainty <b>ID 123</b> <b>Speaker:</b> Mr Ulrike de Ponte	Quality of Life and Mental Toughness in Military Training <b>ID 131</b> <b>Speaker:</b> Can Nakkas	Evaluation of Resilience Training – Between Desire and Reality <b>ID 126</b> <b>Speaker:</b> Dr Hubert Annen
		Coaching Top Leaders: Does Self-other Agreement Matter?  <b>ID 21</b> <b>Speaker:</b> Dr Martin Scherm and Mrs Stephannie Renneberg		Patterns of Problematic Alcohol Use among ROK Officers and NCOs <b>ID 119</b> <b>Speaker:</b> Ms Ji-yeon Park
1200 - 1300	<b>LUNCH</b>			

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

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

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

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