



Power, Leadership, and Ethic in Organizations
Detailed Program



SUNDAY, JANUARY 5

09:30 - 16:30

Doctoral student and junior faculty consortium

Technion

Organizers: Arik Cheshin Anat Rafaeli

18:30 - 19:30

Opening, welcome , and keynote by Prof. Dov Eden

Leon Hall

Introduction: Ronit Kark

A journey from Survey Research to Field Experimentation

19:30 - 20:30

Finger food and wine

2nd floor patio

MONDAY, JANUARY 6

09:00 - 10:00

Keynote - Maurice Schweitzer

Leon Hall

Introduction: Simone Moran

Anger, Perspective Taking, and Deception

Parallel Sessions A 10:10 - 11:30

A.1 Symposium - Advances in the Study of Personality and Leadership	A.2 Ethics 1	A.3 Power	A.4 Symposium - Antecedents and Consequences of Positive Relationship at the Workplace
Room 251 Chair: Noam S. Keshet Discussant: Lilach Sagiv	Room 252 Chair: Nils Köbis	Room 253 Chair: Daniel Heller	Room 254 Chair: Guy Itzhakov
Reinout E. de Vries The Implications of Volitional HEXACO Personality Change for Leadership	Gal Gutman The price of business ethics: trade-off between social and business values	Britt Hadar Social power inhibits speaking up in social networks	Abraham Carmeli When Leaders Cultivate Trust and Psychological Safety and Facilitate Auditing Quality: Implications for Improving the Performance of Medical Clinics
Noga Sverdlik The Power of Benevolence: The Joint Effects of Contrasting Leader Values	Hillie Aaldering How (un)ethical constituency voices affect negotiation behavior	Hanna Kalmanovich-Cohen Bridging time and power: how changes in social power influence individuals' prosocial behavior at work	Moran Anisman-Razin Prosocial behavior in organizations: Dependency-oriented versus autonomy oriented help giving
Arik Cheshin Emerging as Leaders by Regulating Emotion of Other's	Galit Klein Judging Unethical Behaviors in the Workplace: The Role of Attractiveness and Gender	Lily Chernyak-Hai Give a rod, not a fish: The Impact of Help Type on Power Affordance at Work	Guy Itzhakov Interpersonal Listening as a "Social Glue": Can Listening Circles Improve Workplace Relationships?
Noam S. Keshet Personality Traits of Leaders: A Lexical Study		Ulf Steinberg Power and Information Evaluation in Organizations: Experimental Evidence Based on Different Theories of Power	Avraham N. Kluger Listening as a Fountain of Positive Relationships (at Work): Meta-analyses

Parallel Sessions B 12:00 - 13:20

B.1 Leadership 1	B.2 Ethics 2	B.3 Symposium - Rising to power: Antecedents of hierarchical advancement at work	B.4 Culture and identity
Room 251 Chair: Shoshi Chen	Room 252 Chair: Galit Klein	Room 253 Chair: Anna Dorfman	Room 254 Chair: Ella Glikson
Alon Lisak Paradoxical Leadership and Innovative Performance in Global and Local Teams	Shahar Ayal The Spill Over Effect of Altruistic Cheating	Nir Kaftan Who is getting ahead? Perceived means of hierarchical advancement and their consequences	Belle Rose Ragins You've got to have friends: the impact of close cross-race friendships on diversity education
Zhao Na Leader-member interactions as a source of "the class ceiling" in organizations	Shoham Choshen-Hillel Lying to Appear Honest	Anna Dorfman The social ecology of power in organizations	Dorit Efrat-Treister Not Fair! (According to my Values): A Cultural Orientation Lens on Fairness Judgments and Aggression
Dana R. Vashdi Influence tactics in self-managed teams: their impact on team performance over time	Yeonjeong Kim Evaluating Moral Character Traits Using Behavioral Interview Questions	Nir Halevy Brokering orientations and social capital: Influencing others' relationships shapes status and trust	Raveh Harush The role of group status in identity configurations and organizational citizenship behaviors
Christopher Yves Olivola The Statistical Self-Fulfilling Selection Fallacy	Moran Anisman-Razin Beyond moral courage: Redefining everyday courage in organizations	Shai Davidai How economic inequality influences the belief that life is a zero-sum game	

Posters 13:20 - 15:00

Tali Applboim The "Journey to Poland" as a tool for managing human resources in public organizations	Reut Blaywais The Impact of Personal Benefit on the Economic Value of Moral Judgment	Dana Harari Play hard, work harder? How hobbies affect employees' work and life	Gil Peleg The Wind of Change: Funding Social Organizations by Adjusting Strategy to Organization Lifecycle Stage
Liron Asraf Incivility and breach of psychological contract - the mediating role of interactional justice	Limor Borut The dark side of "give to receive": When objective reciprocity hurt relationships	Limor Kessler Ladelsky Organizational culture among information technology employees, turnover intention and actual turnover: internal marketing moderation – challenging the goal setting theory	Hedva Vinarski Peretz Managers as Key Players in Innovation Implementation
Vidya Sagar Athota How does sensation seeking predict ethical behavior through attention control	Cheryl Carr EI, CI, O- How Developing Emotional/Communication Intelligence and Observation Skill-sets Aids in Managing Change	Chak Fu Lam Could Voice Lead to Employee Identification? The Impact of Supervisor Endorsement and the Attenuating Effect of Credit Claiming on Respect, LMX, and Post-Voice Identification	Moshe Ram Can Negotiation lead to Dishonest Behavior?
Yizhaq Benbenisty A time to act and a time for restraint: Linking sensegiving strategies in the context of paradoxical policies with authentic leadership and followers' compliance	Betty Cohn The Ethics of Big Pharma: A Response to "Developing Drugs for Developing Countries"	Niv Nachlieli The Chronology of Chaos: Organizational Complexity in the Hapo'el Tel-Aviv Football Club	Dimitra Stoumpou Linking personal experience to voice behavior: A moderated mediation model including political will and perceived power
Batia Ben-Hador The effect of Personal social capital and Cynicism in organizations on employee performance: The flip	Brooke A Gazdag Leading the way to inequality? The power of collaboration in the digital age	Dana Nayer The volunteer-leader: the problem, implications and possible solutions	Sharon Levite Vaknin Early stage Startup teams: A review of the challenges and capabilities
Galy Binyamin Architectural Leadership and Structuring of HRM Processes	Dafna Goor Hidden in Plain Sight: Consumer Response to Pseudo-Secrets in Marketing	Innocentina-Marie Obi Can Servant Leaders Impact Emotional Exhaustion in Catholic Women Religious Institute? The Importance of Team Conflict and Leaders' Third Party Behavior	Todd J Weber Empathic Leadership and Bases of Power

Parallel Sessions C 15:00 - 16:20

C.1 Symposium - Transcendent and other-oriented leaders: interventions to increase leader humility and prestige in organizations	C.2 Ethics 3	C.2 Symposium - Managing Relationships in Organizations: The Role of Power and Pro-sociality	C.4 Emotions and personality 1
Room 251 Chair: Michal Lehman Discussant: Nir Halevy Michal Lehmann Am I arrogant? Listen to me and we will both become humble	Room 252 Chair: Ilanit SimanTov-Nachlieli Nils Christopher Kobis Bribery Games: A Meta-Analysis	Room 253 Chair: Sari Mentser Discussant: Lilach Sagiv Eyal Rechter Leading powerfully or kindly? Personal values and entrepreneurial mentoring	Room 254 Chair: Dorit Efrat-Treister Julia Lee The Interpersonal Costs of Dishonesty: How Dishonest Behavior Reduces Individuals' Ability to Read Others' Emotions
Limor Borut The power of listeners: how listeners transform status and co-create power	Nir Kaftan "To Thine Own Self be True!": The Path to Work Power through Authenticity and Morality	Sari Mentser How powerful does your counterpart look? Perceiving counterparts as powerful hinders cooperation	Kristin Smith-Crowe Which Way the Wind Blows: Differing Effects of Emotional Ambivalence on Morality
Burak Oc Reading leaders: the role of literary fiction in leadership effectiveness	Merav Weiss-Sidi The underlying motivations for ethical behavior: differences in altruism through a cross-cultural lens	Adva Liberman Values underlie trust in people and in marketplaces	Lindred Greer Leader emotional unpredictability: when and how emotionally volatile leaders tear teams apart
Michael A. Daniels Soothing the ego: self-compassion improves interpersonal organizational citizenship behaviors via humility	Julia B. Bear Flexibility at Work and the Gender Gap in Career Advancement	Sharon Arieli Preferring powerful competitive organizations over harmonious egalitarian organizations depends on the goals of external constituents	Uriel Haran Achievers, Not Winners: Guilt Proneness Reduces the Motivation to Compete

16:50 - 18:00

Panel discussion - Power, Leadership, and Ethics in Doing and Publishing Research
Leon Hall
Moderator: Carmit T. Tadmor
Herman Aguinis, Belle Rose Ragins, Tamar Zilber, Gilad Chen

09:00 - 10:00

Keynote - Deanne den Hartog

Leon Hall

Introduction: Arik Cheshin

Can we restrain the wolves of wall street? About ethical and unethical forms of leadership in the workplace

Parallel Sessions D 10:10 - 11:30

D.1 Leadership 2	D.2 Symposium - The Effect of Agency on Prosocial Orientation and Moral Behavior	D.3 Creativity	D.4 Emotions and personality 2
Room 251 Chair: Galy Binyamin Adi Amit Leadership and (sub)groups: A cognitive social identity perspective	Room 252 Chair: Maxim Milyavsky Maxim Milyavsky People Who Need People (and Some Who Think They Don't): On Compensatory Personal and Social Means of Goal Pursuit	Room 253 Chair: Miriam Erez Kwame Ansong Wadei Ethical leadership and workplace creativity	Room 254 Chair: Elliot D. Lasso Alina Shaulov The Double-Edged Sword of Reducing Uncertainty in Emergency Departments: The Effect of Informing Patients on Empowerment and Emotions of Medical Staff
George Graen A New Theory of Talent Management to Enhance Follower Performance: The ASK + ENHANCE Contingent Protocol	Marina Motsenok Weak Alone, Strong Together? The Effect of Perceived Physical Vulnerability on Prosocial Behavior	Rebecca Leigh Schaumberg From the bite of conscience to the spark of insight: Moral identity is positively associated with creative performance	Maurice Schweitzer I Didn't Want to Offend You: The Cost of Avoiding Sensitive Questions
Tami Embar Game of Thrones: The formation of leadership structures in self-managed interdisciplinary teams	Amos Schurr Moral appraisals and punitive decisions of regular vs. autonomous car drivers	Dana R. Vashdi Leading to Success with a Paradox Mindset and a Proactive Coping Approach: A Story of Employees' Adaptivity	Hadar Neshor Shoshan What Makes Managing Emotional Expressions Stressful? The Role of Power Asymmetry and Psychological Safety
Deborah Y Cohn Workplace Social Media Relationships and Their Impact on Leadership and Ethics: It's a Risky Business	Tom Gordon Hecker Randomizing the tracks: A robust preference for randomization over inaction and directed-action in moral dilemmas	Zur Shapira The Reluctance to Assume Power: Implications for selecting leaders in creative organizations	Hadas Shoshani You can't always get what you want: The effect of regulatory focus on feedback preference and the paradoxical effect of the given feedback

Parallel Sessions E 12:00 - 13:20

E.1 Leadership 3	E.2 Symposium - Ethics at the Top: When and Why The Powerful Help Others	E.3 Trust and deception	E.4 Entrepreneurship and Family Firms
Room 251 Chair: Adi Amit Simeon Muecke How Does Job Autonomy Influence Job Performance? A Meta-analytic Test of Theoretical Mechanisms	Room 252 Chair: Julian Zlatev L. Taylor Phillips Allies for Whom? The Selfish and Selfless Values Underlying Allyship Engagement and Persuasiveness	Room 253 Chair: Hillie Aaldering Chelsea Schein Low Power Increases Leniency for Deception in Negotiations	Room 254 Chair: Nava Michael-Tsabari Moran Lazar Forming Entrepreneurial Teams
Shani Pindek Poor Leadership is Not Limited to Abusive Supervision: How Clueless Leaders Adversely Affect Their Subordinates and Themselves	Olivia Foster-Gimbel Ally or a Lie? The Effect of Ally Labeling on Prosocial Intergroup Behavior	Anna Dorfman Wise reasoning about workplace conflicts: Do power and interpersonal trust affect subordinates' and supervisors' reasoning?	Dennis Jaffe Lessons learnt from 100 years old family firms
Yizhaq Benbenisty Sensegiving and Paradox: A case study for everyday sensegiving and paradoxical policy	Julian Zlatev The Positive Link Between Integrative Bargaining and Leadership Evaluations	Ilanit SimanTov-Nachlieli When Negotiators with Honest Reputations are Less (and More) Likely to be Deceived	Nava Michael-Tsabari External Corporate Entrepreneurship: Lean Venturing in a Family Firm
Mina Westman The Impact of Leaders on Follower Well-Being: A Triple-Theory Integration	Nir Halevy Peace Now? Peace Later! Temporal Distance in Intergroup Conflict	Ro'i Zultan An Experimental Approach to Comparing the Moral Severity of Deception	

Parallel Sessions F 15:00 - 16:20	F.1 Teams Room 252 Chair: Raveh Harush Eyal Ert	F.2 Virtuous leadership Room 253 Chair: Alon Lisak Carolyn Baur	F.3 Modern times Room 254 Chair: Rachel Barkan Yochanan Bigman
	Trust between and within groups	Too victim sensitive to be affected by ethical leadership: A longitudinal study of cynicism	Discrimination by Algorithms Reduces Outrage
	Margarita Leib Collaborative dishonesty: a meta-study	David Wagner Thinking Makes It So: Reflection on Positive Leader Attributes Drives Follower Satisfaction With and Behavior Toward a Leader	Ella Glikson The Effect of Using Emoji on Perceived Leadership Effectiveness
	Ronit Montal-Rosenberg Seeking Less Efficient Help: Effects of Envy on Help-Seeking in Teams	Ronit Yitshaki How do compulsory citizenship behavior and employees' personality predispositions influence employees' OCB?	Hisham Abdulhalim Can ethical process in the development team of AI Financial projects undermine biased algorithms?
	Yehuda Salhov Challenges and Opportunities in Multiple Team Membership Work: Employee Engagement Across Teams and Career-Related Outcomes	Iain Benson How ecological organizations with distributed powers avoid unethical systemic conflicts: To support operating advantages and virtuous managers	Ulf Steinberg The Relationship between Digitized Performance Management and Power

16:40 - 17:30	Best paper award and closing remarks
	Drinks