

7TH BIENNIAL

POS RESEARCH CONFERENCE

Illuminating Research for a Positive Future



JUNE 23-24, 2015

DISNEY'S CORONADO SPRINGS RESORT
LAKE BUENA VISTA, FLORIDA

Research Breakout Session: Fertilizing the Organizational Soil: Research that Illuminates Enlivening Work

Curator: Monica Worline

A central focus of Positive Organizational Scholarship is on life-giving dynamics that result in the flourishing of individuals and the development of generative organizational capabilities. In this wildcard track, we will focus on a wide variety of research findings that all have one thing in common: each illuminates an intriguing insight about how to fertilize the soil of organizations such that people and capacities are more likely to come alive. Our track will use insight circles, focused curiosity, and deliberate imagination to see more about what brings us to life as scholars as well as to appreciate research that enlivens work.

Papers Presented (alphabetical order)

“Career Implications for High Quality Relationships: A Social Cognitive Career Theory View”
Author: Kyle Ehrhardt

“Compassion Development Dyads: Leadership”
Authors: Daniel Martin, Yotam Heineberg, & Samantha Serna

“From the Real Leader to the Innovative Followers: Team Reflexivity and Social Connectedness as Mediators of the Relationship Between Authentic Leadership and Employee Innovative Behavior”
Authors: Mylène Benoit, Irène Samson, Francesco Montani, Myriam Bergeron, & Geneviève Caron

“Leading with Emotions to Co-Create Resources”
Author: Shirli Kopelman

“No Title: How Do Diverse Women Build Relationships with One Another Inside and Outside of the Workplace”
Author: Froswa Booker-Drew

“Heartless at the Top? Why Higher Rank Does Not Diminish Empathy”
Authors: Ashley Hardin & Leigh Tost

“The Grateful Workplace: A Tripartite Model of Gratitude in Organizations”
Authors: Ryan Fehr, Ashley Fulmer, Eli Awtrey, & Jared Miller

“The Ties that Bind Us: A Process Approach to Understanding Community Attachment”
Authors: Lindsey Cameron

“Vicarious Joy in the Workplace: Construct Definition and a Research Agenda”
Authors: Deshani Ganegoda & Prashant Bordia

“Why Leaders Mentor? How implicit Assumptions and Relational Engagement Shape the Mentoring Behavior of Top Executives”
Author: Jeffrey Yip