



# Workshop Program

## Short Version

Friday, May 11<sup>th</sup>

08:45 – 09:15	Opening Remarks (Room #423)
09:15 – 10:00	Keynote Presentation (Room #423)
10:00 – 10:15	Coffee Break (Foyer #424)
10:15 – 11:45	Session 1: Individual Presentations (Room #423)
11:45 – 12:45	Lunch (Foyer #424)
12:45 – 14:00	Session 2: Individual Presentations (Room #423)
14:00 – 14:15	Coffee Break (Foyer #424)
14:15 – 16:15	Roundtable A: Spatial Distance in the Workplace (Room #423) Roundtable B: Interactions Across Distances (Room #422) Roundtable C: Message Framing for Behaviour (Room #410)
16:15 – 16:30	Coffee Break (Foyer #424)
16:30 – 18:20	Discussion Sessions (Meet in Room #423)
18:20 – 18:30	Social Activities Briefing (Meet in Room #423)

Saturday, May 12<sup>th</sup>

08:45 – 09:15	Morning Briefing (Foyer #424)
09:15 – 10:00	Keynote Presentation (Room #423)
10:00 – 10:15	Coffee Break (Foyer #424)
10:15 – 11:45	Session 3: Individual Presentations (Room #423)
11:45 – 12:45	Lunch (Foyer #424)
12:45 – 14:45	Session 4: Individual Presentations (Room #423)
14:45 – 15:00	Coffee Break (Foyer #424)
15:00 – 17:00	Roundtable D: Interpersonal Distance (Room #423) Roundtable E: Power & Hierarchy (Room #422) Roundtable F: Decision-making/Judgement in Workplace (Room #410)
17:00 – 19:00	Cocktail Reception (MBA Lounge; Room #301)



# Workshop Program

## Full Version

Friday, May 11<sup>th</sup>

**08:45 – 09:15 Opening Remarks (Room #423)**

Coordinated by Jean-Nicolas Reyt, McGill University (Canada)

- Prof. Morty Yalovsky, McGill University (Canada)  
*Workshop Kickoff*

**09:15 – 10:00 Keynote Presentation (Room #423)**

- Yaacov Trope, New York University (USA)  
*Expansive and Contracted Relational Scope*

**10:00 – 10:15 Coffee Break (Foyer #424)**

**10:15 – 11:45 Session 1: Individual Presentations (Room #423)**

Discussion by Pamela K. Smith, University of California San Diego (USA)

- Shaul Oreg, Hebrew University of Jerusalem (Israel) & Yair Berson, Bar-Ilan University (Israel)  
*Construal Level Theory at the Interface of Managers and Employees During Organizational Change: Introducing the Concept of Change Construal*
- Jill Paine, IE Business School (Spain)  
*Leader Change Messages and Follower Responses: A Multi-Level Theory of Regulatory Construal Fit*
- Andrew Carton, University of Pennsylvania (USA)  
*Painting a Clear Picture While Seeing the Big Picture: Leadership, Construal Level Theory, and the Trade-Off Between Concreteness and Scale*

**11:45 – 12:45 Lunch (Foyer #424)**

**12:45 – 14:00 Session 2: Individual Presentations (Room #423)**

Discussion by Cheryl Wakslak, University of South California, (USA)

- Jonathan Keeney, University of Notre Dame (USA)  
*Construal Level Theory in Organizations: A Meta-Analytic Review*
- Y. Andre Wang, University of California, Davis (USA)  
*Construal Level Switching: Costs and Consequences*

**14:00 – 14:15 Coffee Break (Foyer #424)**

**14:15 – 16:15 Roundtable A: Spatial Distance in the Workplace (Room #423)**

Chaired by Emmanuelle Leon, ESCP (France)

- Michael Halinski, Ryerson University (Canada)  
*Engaging Employees Across Distributed Offices: A Qualitative Comparison Between Head Office and Regional Employees*
- Ricardo Flores, University of Victoria (Canada)  
*Location, Location, and Location-Exploring the Role of a Country's Position on Its Entrepreneurship Activity Levels*
- Kristie McAlpine, Michigan State University (USA)  
*The Longitudinal Effects of Telecommuting on Individual and Team Outcomes*
- Emmanuelle Leon, ESCP (France)  
*Teleworking via a Body-Double: The End of Spatial Distance?*
- Nura Jabagi, Concordia University (Canada)  
*Connecting with Gig-Workers: An Organizational Identification Perspective*

**14:15 – 16:15 Roundtable B: Interactions Across Distances (Room #422)**

Chaired by Dorit Efrat Treister, University of the Negev (Israel)

- Sen Chai, ESSEC (France)  
*Knowledge Spillover and Collaboration Through Temporary Colocation*
- Mahdi Roghanizad, Western University (Canada)  
*Predicting Cooperativeness: Media Matter*
- Dorit Efrat Treister, University of the Negev (Israel) & Shaul Oreg, Hebrew University of Jerusalem (Israel)  
*The Differential Effects of Construal Level on Task Performance*
- Kevin McKouen, University of Wisconsin, Milwaukee (USA)  
*Attachment Strain: Examining Our Desired Proximity to Others, Its Antecedents, and Its Repulsing and Attracting Behavioral Outcomes*

**14:15 – 16:15 Roundtable C: Message Framing for Behaviour (Room #410)**

Chaired by Shanta Dey, University of New South Wales (Australia)

- Ashli Carter, Columbia University (USA)  
*When To Explain Why Or Describe How: Tailoring Accounts To Fit Recipients' Construal Level*
- Katerina Gonzalez, City University of New York (USA)  
*The Effects of Temporal Distance and Abstract Construal on Change Adoption Decisions*
- Alex Kaju, University of Toronto (Canada)  
*Communication Urgency and Distance*
- Zhe Ni Wang, Concordia University (Canada)  
*A Complete Temporal Analysis Of Employees' Situational Work Motivation And Daily Well-Being At The Within-Person Level*
- Shanta Dey, University of New South Wales (Australia)  
*The Impact of Abstract Versus Concrete Thinking on Decision Latency and Behavioural Proactivity in Low Mood*

**16:15 – 16:30 Coffee Break** (Foyer #424)

**16:30 – 18:15 Group Activity**

**16:30 – 16:40: Group Activity Briefing (Room #423)**

**16:40 – 17:10: Session 1**

- Social Consequences of Construal Levels, led by Cheryl Wakslak (University of South California, USA) **(Room #422)**
- Power and Distance in Organizations, led by Pamela Smith (University of California San Diego, USA) **(Room #423)**
- Discussion Session for Doctoral Students, led by Jean-Nicolas Reyt (McGill University, Canada), Dorit Treister (University of the Negev, Israel), Michael Daniels (University of British Columbia, Canada) and Andrew Carton (University of Pennsylvania, USA) **(Room #410)**

**17:15 – 17:45: Session 2**

- Construal Level Ambidexterity, led by Batia Wiesenfeld (New York University, USA) **(Room #423)**
- Traversing Social Distance in Organizations, led by Yaacov Trope (New York University, USA) **(Room #422)**
- Discussion Session for Doctoral Students, led by Jean-Nicolas Reyt (McGill University, Canada), Dorit Treister (University of the Negev, Israel), Michael Daniels (University of British Columbia, Canada) and Andrew Carton (University of Pennsylvania, USA) **(Room #410)**

**17:50– 18:20: Session 3**

- Construal Level Ambidexterity, led by Batia Wiesenfeld (New York University, USA) **(Room #423)**
- Traversing Social Distance in Organizations, led by Yaacov Trope (New York University, USA) **(Room #422)**
- New Construal Level Methods, led by Ramona Bobocel (University of Waterloo, Canada) & Andrew Carton (University of Pennsylvania, USA) **(Room #410)**

**18:20 - 18:30 Social Activities Briefing** (Meet in Room #423)

Saturday, May 12<sup>th</sup>

**08:45 – 09:15 Morning Briefing** (Foyer #424)

**09:15 – 10:00 Keynote Presentation (Room #423)**

- Batia Wiesenfeld, New York University (USA)  
*Construal Level in Organisational Behaviour: Where We Have Been and Where We Are Going*

**10:00 – 10:15 Coffee Break** (Foyer #424)

**10:15 – 11:45 Session 3: Individual Presentations (Room #423)**

Discussion by Michael Daniels, University of British Columbia (Canada)

- Jeanne Wilson, The College of William & Mary (USA)  
*How Geographic and Social Distance Affect Perceptions of Teams and Their Members*
- Ashli Carter, Columbia University (USA)  
*The Cognitive Consequences of Group Composition: A Construal Level Framework*
- Gijs van Houwelingen, Leiden University (Netherlands)  
*Don't Stand So Close to Me: Organizational Distance and Moral Motivations*

**11:45 – 12:45 Lunch** (Foyer #424)

**12:45 – 14:45 Session 4: Individual Presentations (Room #423)**

Discussion by Ramona Bobocel, University of Waterloo (Canada)

- Dorit Efrat Treister, University of the Negev (Israel)  
*When Too Crowded to See the Forest, Focus on the Trees*
- Jean-Nicolas Reyt, McGill University (Canada)  
*Put Your Forecast Where Your Mouth is: Chief Executives' Abstraction Level and Analyst Bias*
- Robert Barrett, University of Iowa (USA)  
*Where Is the Conflict? How Construal Level Affects Disagreements in Innovation Teams*

**14:45 – 15:00 Coffee Break** (Foyer #424)

**15:00 – 17:00 Roundtable D: Interpersonal Distance (Room #423)**

Chaired by Sumita Raghuram, Pennsylvania State University (USA)

- Mandy O'Neill, George Mason University (USA)  
*Knowing Your Place: Asymmetric Effects of Joking on Status Conferral in a Masculine Occupation*
- Sumita Raghuram, Pennsylvania State University (USA)  
*At the Crossroads of Geographic and Gender Distance: Implications for Career and Work Outcomes*
- Mhinjine Kim, University of Illinois (USA)  
*Exploring Distance Among Healthcare Workers Using Sentiment Analysis*
- Kartikeya Bajpaj, Northwestern University (USA)  
*This Communication Is Subject to Monitoring: Examining the Mediating Role of Cultural-Fit in the Aftermath of a Stigmatizing Organizational Event*

**15:00 – 17:00 Roundtable E: Power & Hierarchy (Room #422)**

Chaired by Laura Giurge, Cornell University (USA)

- Laura Giurge, Cornell University (USA)  
*How Structural Power Facilitates Time Appropriate Decision-Making*
- Yidan Yin, University of California San Diego (USA)  
*Self-Disclosure and Trust in Unequal Power Dyads*
- Michael Lee, Harvard University (USA)  
*Decoupling Structure and Hierarchy: Fostering Non-Hierarchical Control and Employee Autonomy Through Dynamic Formalization*
- Ravi Gajendran, Florida International University (USA)  
*Is Seeing Believing? Face Time with Manager and Employee Career Success*
- Afif Nassif, McMaster University (Canada)  
*Heterogeneity and Centrality of "Dark Personality" Within Teams, Emergence of Shared Leadership, and Team Performance: Test of a Moderated-Mediated Model*

**15:00 – 17:00 Roundtable F: Decision-making/Judgement in Workplace (Room #410)**

Chaired by Jens Agerstrom, Linnaeus University (Netherlands)

- Ece Ercel, ETH Zurich (Switzerland)  
*Power and Creativity Judgments: The Influence of Individuals' Psychological Power on Novelty and Usefulness Judgments of Ideas*
- Jacob Do-Hyung Cha, Seoul National University (South Korea)  
*The Psychological Distance of Corporate Elites Influences High-Stakes Investment Decisions*
- Bryor Sneffjella, McMaster University (Canada)  
*Extrapolating Large Dictionaries for the Study of Psychological Distance*
- Jens Agerstrom (Linnaeus University)  
*Seeing the Bigger Picture: Psychological Distance and Selection Decision*

**17:15 – 18:30 Cocktail Reception & Awards Ceremony (MBA Lounge)**