



# ΨPCD

International Psychology  
Conference Dubai

**2016**

CONFERENCE  
PROGRAMME

# IPCD

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## Welcome to the 4th International Psychology Conference in Dubai.

We are very excited to be in our fourth year hosting the IPCD event and to see a host of professional development events now running for our psychology community. We thank all our sponsors, presenters and participants who have continued to support the initiative and make the event a valuable experience for psychologists, counselors, educators, HR specialists and all who attend.

IPCD is also pleased to be in continued partnership with the Middle East Psychological Association and to announce the first formal MEPA conference which will be held in Dubai in April 2017. Although MEPA has been around for several years, this initiative reflects a renewed drive to bring the regional community together and provide an internationally recognized psychology organisation representing our community.

IPCD this year has several themes reflecting growth areas both locally and globally in professional psychology. Among our clinical stream we again have a number of talks surrounding the issue of trauma and violence including our opening keynote from Dr John Thoburn. We also have several talks dealing with specific issues of cross cultural psychology in relationships, professional migration, and approaches to psychological therapy.

Our occupational and organisational stream showcases new technologies in assessment and employee well being. The science of leadership takes a central focus with our keynote speaker Dr Alex Haslam; short papers and a special panel addressing the science of leadership. Our occupational workshops reflect the important growth of positive psychology in this context through an introduction to value based career choices and developing resilience in employees. Linked to occupational fields, we again have our special series on Coaching Psychology on day two. This year the invited guests are both international and local coaches providing workshops and discussions on new models, practices and even interventions from biotechnology in coaching.

Our child psychology stream as always covers a range of issues in both child mental health and educational psychology. Our keynote speaker, Dr Mary Welford, bridges this by looking at the effects of building compassion in young children in schools and therapeutic settings. Our child psychology workshops showcase the move away from traditional clinical settings for child interventions to incorporate both Art and Equine assisted contexts. Finally, we have two talks addressing

the sadly common issues of self harm behavior in young people and post traumatic disorders among children living in war zones.

Following the launch of the Middle East Journal for Positive Psychology mentioned at last years event, IPCD 2016 now has a special series in positive psychology (PP) – including a keynote speaker, Dr Meghana Warren, looking at the development of PP in the Middle East and several workshops introducing positive psychology interventions in clinical, organisational and educational settings.

Despite the continued expansion of psychology and drive to enhance quality of services that we see within our community, there is still disappointing lack of support or inclusion from central bodies. Many of the counties in the GCC still see psychology as simply a branch of psychiatry rather than recognizing the much wider role of psychological science in all industries. However the UAE government continues to take a leading role in moving mental health issues to the fore with their recent appointment of a Minister of happiness and well being. Though this minister will not directly oversee psychological services there is a clear positive link to our profession.

Again the event awards Continued Professional Development (CME) from the local Dubai Health Authority and continues to be recognized by the British Psychological Society. We would like to give special mention to our clinical sponsor – the Human Relations institute and Clinics for their support in our DHA submission.

We hope that each and every one of you take back good memories, new networking contacts, and new topics and practices to share back with other colleagues. We welcome feedback and hope that this and other initiatives continue to gain strength and support from our professional community.

Enjoy the learning!  
With best wishes, The IPCD Team



# AGENDA

# Conference Schedule 2016

## A (Clinical & Counselling Psychology)

## B (Occupational Psychology)

<b>8.00-9.00</b>	Registration/ Coffee & Networking [Foyer]	
<b>9.15-10.30</b>	Keynote Speaker 1: [Auditorium] John Thoburn The Art & Science of Narrative Exposure Therapy for PTSD	
<b>10.30-10.45</b>	Changing Venue	
<b>10.45- 11.45</b>	<p><b>Session IA [Room CR08 &amp; CR09]</b></p> <p>Panagiotis Platanitis: <b>The Role of Counselling Psychology on Expatriate Adjustment in East Asia: A Systematic Review</b> [CR08]</p> <p>Agnieszka Smetana: <b>Looking forward- The role of Peer Support and Peer Support First Aid in improving safety and wellbeing in the workforce</b> [CR08]</p> <p>Farah Lodi: <b>Using the Prophet Mohammed's Personal Model of Psychological Resiliency, to Help Muslim Clients Develop a Spiritually Meaningful and Evidence Based Treatment Protocol for Coping with Anxiety and Depression</b> [CR09]</p> <p>Justin Thomas: <b>Mindfulness Based Stress Reduction Amongst Emirati Muslim Women</b> [CR09]</p>	<p><b>Session IB [Room CR10 &amp; CR13]</b></p> <p>*positive psychology session</p> <p>Lesley Lyle &amp; Dan Collinson: <b>Positive Organisations: How even negative experiences can result in positive outcomes for organisations with a positive psychology approach</b> [CR10]</p> <p>Cut-e -Howard Grosvenor: <b>The transition from computer to mobile device based psychometric assessment: Opportunities, Misinterpretations, Implications (40 min)</b> [CR13]</p> <p>Becky Playfoot: <b>The mobile assessment trend: How to transform workplace assessment to select and retain top talent (40 min)</b> [CR13]</p>

<b>11.45- 12.45</b>	<p>Sofia Fisher: <b>Bringing Psychology to the People</b> [CR08]</p> <p>Sarah Ralph <b>"DBT put the good into 'have a good day' ": A positive approach to treating personality disorders in a forensic prison population</b> [CR08]</p> <p>Ian Grey: <b>Preferred Therapist Characteristics &amp; Implications for Service Delivery in the UAE</b> [CR09]</p> <p>Fatimah Alharbi: <b>Preferences for shared medical decision making: Cross-cultural perspectives</b> [CR09]</p>	<p>*positive psychology session</p> <p>Radhika Punshi: <b>The Strengths Compass Program: Developing Crucial 'Skills for Life' Amongst Youth in the GCC</b> [CR10]</p> <p>Gail Kinman: <b>Building e-resilience: helping individuals and organisations manage technology in a healthy and sustainable way (40 min)</b> [CR13]</p>
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**12.45- 2.00** Networking Lunch & Prayer Break [Foyer & Cafeteria]

<b>2.00- 3.00</b>	<p><b>Session IIA [Room CR08 &amp; CR09]</b></p> <p>*positive psychology session</p> <p>Louise Lambert: <b>Positive Psychology interventions: what are they and how do they work?</b> [CR08]</p> <p>HRI: Mehdiyeh Hussain Abidi &amp; Tooba Dilshad: <b>Superstitious Beliefs Among Different Cultural Groups Living in the UAE: The Effects on Therapy</b> [CR09]</p>	<p><b>Session IIB [Room CR10 &amp; CR13]</b></p> <p>I.H.S- Jonathon Rook &amp; Humaira Anwer: <b>Leading During Times of Uncertainty</b> [CR10]</p> <p>Hannah Matta &amp; Martin Adams: <b>Three mindsets to cultivate happiness and success</b> [CR13]</p> <p>Angela Carter: <b>Youth Employment - A global issue, a Local issue</b> [CR13]</p>
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**3.00- 3.15** Changing Venue/ Coffee Available

**3.15- 4.15** Keynote Speaker 2: [Auditorium] Alex Haslam The New Psychology of Leadership

**4.15- 4.30** Changing Venue/ Coffee Available

<b>4.30- 6.00</b>	<p><b>Session IIA [Room CR08]</b></p> <p>Alina Vasilache: <b>Iconic Therapy for Emotional Instability (4.30- 5.15)</b></p> <p>Debdulal Dutta Roy: <b>Orientation Training workshop on Rbindrik Psychotherapy (5.15- 6.00)</b></p>	<p><b>Session IIIB [Room CR10 &amp; CR13]</b></p> <p>Haslam, Fairley &amp; Al Serkal (Panel): <b>Future of Leadership Development</b> [CR10]</p> <p>Nasiri Niloofer &amp; Mahdi Chalaki: <b>Using the five-factor Model of personality to match mentor and protégé in the workplace formal mentoring program</b> [CR10]</p> <p>Gail Kinman (Workshop): <b>Developing Resilience in Emotionally Demanding Jobs</b> [CR13]</p>
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**6 pm onwards** Conference Dinner: Marriott Marquis Hotel, Business Bay

# Day 1 (Friday 21st October)

## C (Child & Educational Psychology)

<b>8.00-9.00</b>	Registration/ Coffee & Networking [Foyer]	
<b>9.15-10.30</b>	Keynote Speaker 1: [Auditorium] John Thoburn The Art & Science of Narrative Exposure Therapy for PTSD	
<b>10.30-10.45</b>	Changing Venue	
<b>10.45- 11.45</b>	<p><b>Session IC [Rooms CR14]</b></p> <p>Ian Grey: <b>A Relational frame skills training intervention to increase general intelligence and scholastic aptitude</b></p> <p>David Lee: <b>The use of mindfulness with children and young people: Is it effective? If so, for what?</b></p>	

<b>11.45- 12.45</b>	<p>*positive psychology session</p> <p>Sarah El Nabulsi: <b>Predicting Subjective well-being using social support and mindfulness for UAE students</b></p>	<p>*positive psychology session</p> <p>Fuaad Freh: <b>What silent victims can tell us about living in a chronic war zone?</b></p>
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**12.45- 2.00** Networking Lunch & Prayer Break [Foyer & Cafeteria]

<b>2.00- 3.00</b>	<p><b>Session IIC [Room CR14]</b></p> <p>Mary Welford: <b>Compassionate Mind Training (CMT) is a key aspect of Compassion Focused Therapy</b></p>
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**3.00- 3.15** Changing Venue/ Coffee Available

**3.15- 4.15** Keynote Speaker 2: [Auditorium] Alex Haslam The New Psychology of Leadership

**4.15- 4.30** Changing Venue/ Coffee Available

<b>4.30- 6.00</b>	<p><b>Session IIC [Room CR14]</b></p> <p>Sarah Ralph: <b>Understanding the function of suicidal and self-harming behaviour leads to effective treatment</b> [CR14]</p>
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**6 pm onwards** Conference Dinner: Marriott Marquis Hotel, Business Bay

# Conference Schedule 2016

## A (Clinical & Counselling Psychology)

## B (Occupational Psychology)

# Day 2 (Saturday 22nd October)

## C (IPCD Coaching Series)

## D (Child & Educational Psychology)

<b>8.00-9.00</b>	Registration (Foyer)		Registration (Foyer)	
<b>9.00-10.00</b>	Keynote Speaker 3: [Auditorium] Meghana Rao Warren What's Positive About Psychology? Exploring Happiness, Excellence, and Optimal Human Functioning in the Middle East		Keynote Speaker 3: [Auditorium] Meghana Rao Warren What's Positive About Psychology? Exploring Happiness, Excellence, and Optimal Human Functioning in the Middle East	
<b>10.00-10.15</b>	Coffee Break/ Changing Venue		Coffee Break/ Changing Venue	
<b>10.15-11.00</b>	<p><b>Session IA [Room CR08 &amp; CR09]</b></p> <p>John Thoburn &amp; Chasity O'Connell: <b>Psychological Support Program (PSP) and the Heath Support Team (HST) Curriculum [CR08]</b></p> <p>Monica Mansilla (Workshop): <b>Counseling Integrative approach to couple-therapy and its cross-cultural implications in the Middle East [CR09]</b></p>	<p><b>Session IB [Room CR12]</b></p> <p>Joe Bruce (Workshop): <b>The Power of Values</b></p>	<p><b>Session IC [Rooms CR13]</b></p> <p>Nigel Cumberland: <b>Ethical Principles for Coaching in Organisation</b></p> <p>Nigel Cumberland: <b>Ethical Principles for Coaching in Organisation</b></p>	<p><b>Session ID [Rooms CR10 &amp; CR14]</b></p> <p>*positive psychology session</p> <p>Amna Shamim, Amina Butt: <b>Gender Differences in Positive Emotions [CR10]</b></p>
<b>11.00-11.45</b>	<p>John Thoburn &amp; Chasity O'Connell: <b>Psychological Support Program (PSP) and the Heath Support Team (HST) Curriculum [CR08]</b></p> <p>Monica Mansilla (Workshop): <b>Counseling Integrative approach to couple-therapy and its cross-cultural implications in the Middle East [CR09]</b></p>	<p>Joe Bruce (Workshop): <b>The Power of Values</b></p>	<p>Nigel Cumberland: <b>Ethical Principles for Coaching in Organisation</b></p> <p>Nigel Cumberland: <b>Ethical Principles for Coaching in Organisation</b></p>	<p>*positive psychology session</p> <p>Elizabeth Topolskaya et al. (Panel): <b>Happiness and National Policy [CR10]</b></p> <p>Andrew Wright (Workshop): <b>Art Therapy as an intervention for children with early relationship trauma: Cross cultural therapy practice in the United Arab Emirates [CR14]</b></p>
<b>11.45-11.50</b>	Networking Lunch & Prayer Break [Foyer & Cafeteria]		Networking Lunch & Prayer Break [Foyer & Cafeteria]	
<b>11.50-12.05</b>	Cut-e (Auditorium)		Cut-e (Auditorium)	
<b>12.05-1.15</b>	Keynote Speaker 4: [Auditorium] Dr Mary Welford Why, What and How: Placing compassion at the heart of Education.		Keynote Speaker 4: [Auditorium] Dr Mary Welford Why, What and How: Placing compassion at the heart of Education.	
<b>1.15-2.15</b>	Lunch & Prayer Break		Lunch & Prayer Break	
<b>2.15-2.20</b>	Changing Venue		Changing Venue	
<b>2.20-4.00</b>	<p><b>Session IIA [Room CR08]</b></p> <p>Kennon Rider (Workshop): <b>Self – justification and blame: Problems that keep couples locked in conflict. [CR08]</b></p> <p>Anita Anis Allana &amp; Nargis Asad: <b>Researching Gender Based Violence [CR09]</b></p>	<p><b>Session IIIB [Room CR12]</b></p> <p>Cut-e Davda, Barrett, White (Panel): <b>Future of Assessments (60 min)</b></p> <p>Adriana Meyer: <b>"Mumpreneurs" Exploring the Challenges and Motivation of Expatriate Women to Start a New Business (40 min)</b></p>	<p><b>Session IIC [Room CR13 &amp; CR10]</b></p> <p>Justin Kennedy (Workshop): <b>Neuropsychological &amp; psychometric results from executive health coaching psychology interventions and biotechnology applications [CR13]</b></p> <p>Veronica Monroe (Workshop): <b>The 3 brains of leadership for optimal decision making [CR10]</b></p>	<p><b>Session ID [Rooms CR14]</b></p> <p>Pia Ault (Workshop): <b>Equine Assisted Activities and Experiential Learning can help manage symptoms of ADHD in children</b></p>

# KEYNOTE SPEAKERS





## Keynote Speaker

### Dr John Thoburn

**Expert in:** Ph.D. ABPP, Professor of Clinical Psychology, USA  
**Seattle Pacific University**  
**Email:** thoburn@spu.edu

### Keynote 1: Clinical Psychology

Dr. John Thoburn is Professor of Clinical Psychology at Seattle Pacific University where he has taught for the past twenty years. He is a licensed psychologist and licensed marriage and family therapist in the State of Washington and is Board Certified in couple and family psychology by the American Board of Professional Psychology.

Dr. Thoburn is past president of the Society for Family Psychology, Division 43 of the American Psychological Association (APA) and past president of the American Academy of Couple and Family Psychology, a speciality of the American Board of Professional Psychology. He is a past trustee on the Board of Trustees of the American Board of Professional Psychology and is currently the President of the International Academy of Family Psychology.

Dr. Thoburn has been a featured speaker, trainer and clinician in the areas of trauma and disaster and international family psychology. His international training and teaching in disaster and family psychology has included time in Uganda, Bosnia, India, Sri Lanka, China, Jordan, Haiti, Jamaica and Japan.

Dr. Thoburn has received the American Psychological Association's International Humanitarian award, the Florence Kaslow Distinguished Contribution to International Family Psychology award, the Family Psychologist of the Year award from the Society for Couple and Family Psychology and The American Board of Professional Psychology's Award for Significant Contributions in the Field of Couple and Family Psychology. Dr. Thoburn is co-author of Family Psychology: Theory, Research and Practice, published by Praeger Press and co-editor of Clergy Sexual Misconduct: A Systems Approach to Prevention, Intervention and Oversight, published by Gentle Path Press.

#### **Title: Clinical Intervention for PTSD Using a Narrative Exposure Therapy**

This presentation will describe a narrative exposure therapy (NET) approach as a psychological intervention for PTSD. NET is most often used for a repeated history of trauma, but may also be used for one-time trauma events as well as simple or complex trauma. NET treatment is a short term (around 12 sessions), evidence based approach to the treatment of PTSD used for both children and adults. The presentation will offer a) a brief explanation for the biopsychosocial etiology of PTSD, b) a rationale for the use of cognitive behavioural exposure interventions and then c) a detailed session by session breakdown of the NET using a case study approach. While further training in NET therapy is recommended for those who desire to use the approach in clinical work, the presentation will offer a basic outline for learning.

## Keynote Speaker

### Professor Alex Haslam

**Expert in:** Professor of Social and Organisational Psychology and  
Australian Laureate Fellow at the University of Queensland.  
**University of Queensland**  
**Email:** a.haslam@uq.edu.au



### Keynote 2: Occupational Psychology

Alex Haslam is Professor of Social and Organisational Psychology and Australian Laureate Fellow at the University of Queensland.

His research focuses on the study of group and identity processes in organisational, social, and clinical contexts.

Together with over 200 co-authors, Alex has written and edited 11 books and published over 200 peer-reviewed articles on these topics, and his work had been cited over 20,000 times. His work with Michelle Ryan on the Glass Cliff was identified by the New York Times as one of the 'Best 100 Ideas' of 2008, and in 2013 his book The New Psychology of Leadership (co-authored with Steve Reicher and Michael Platow) won the International Leadership Association's Outstanding Leadership Book Award.

He is a Senior Fellow of the Canadian Institute for Advanced Research and Fellow of both the Association for Psychological Science and the Academy of Social Science.

#### **Title: The new psychology of leadership: From theory to practice**

Effective leadership lies at the heart of human progress and it is generally explained in terms of the personal qualities of leaders that set them apart from others — as superior, special, different. In contrast to this view, The New Psychology of Leadership argues that effective leadership is grounded in leaders' capacity to embody and promote a social identity that they share with others. It argues that leadership is the product of individuals' 'we-ness' rather than of their 'I-ness'.

This perspective forces us to see leadership, influence and power not as processes that revolve around individuals acting and thinking in isolation, but as group processes in which leaders and followers are joined together — and perceive themselves to be joined together — in shared endeavour. In order for this to succeed, leaders need to represent and champion the group and they also need to create and embed a sense of shared identity. By producing qualitative transformation in the psychology of leaders and followers this produces collective power that allows leaders and followers to coproduce transformation in the world. The form that this takes then depends on the model and content of the identity around which the group is united.

This talk presents compelling evidence of these processes in action, and spells out implications for all-important issues of theory and practice. In particular, it summarizes the 5R approach to leadership development. This takes leaders through a five-stage process of (1) Readying in which they are informed about the importance of group and social identity processes for leadership, (2) Reflecting in which they ascertain the identity resources in their group, (3) Representing in which they engage in subgroup caucusing to discover the goals and aspirations associated with different subgroup identities, (4) Realizing in which they identify identity-related goals and embed relevant practices and policies to help achieve them, and (5) Reporting in which they assess progress towards superordinate and subgroup goals. Results of research that confirm the viability of the 5R model are presented.



## Keynote Speaker

### Professor Meghana (Rao) Warren

Claremont Graduate University

#### Keynote 3: Positive Psychology

Meg (Rao) Warren is researcher and consultant specializing in optimal human and organisational functioning. She is the Co-founder and Associate Director of the Western Positive Psychology Association (WPPA), and the first President of the Work & Organizations Division of the International Positive Psychology Association (IPPA).

As Director of the Human Resource Management Program at Claremont Graduate University, California, she launched the first ever Master's level concentration in Positive Human Resource Development. Her research interests are in the science of positive psychology, positive relationships in the workplace, and issues of gender, race, and culture.

She has published several reviews evaluating the science of positive psychology in leading journals including the Journal of Positive Psychology, Middle East Journal of Positive Psychology, and Canadian Psychology. Her forthcoming volume edited with Dr. Stewart Donaldson, Scientific Advances in Positive Psychology, will be released in December 2016.

Meg earned her M.A. in Adult Education and Organisational Development from Alverno College, Wisconsin, M.B.A. in Human Resource Management from the Institute of Chartered Financial Analysts of India (ICFAI) University, India, and is earning her doctorate in Positive Organisational Psychology from Claremont Graduate University, California.

**Title: What's positive about positive psychology? Exploring happiness, excellence, and optimal human functioning in the Middle East**

Positive psychology has been described as the scientific, rigorous, and organized inquiry on the positive aspects of human behavior (Gable & Haidt, 2005). The premise of this body of literature is that positive attributes of life and what gives meaning to it is just as worthy of scholarly attention as human dysfunction (Peterson, 2006). The influence of this perspective and approach to psychological research has grown by leaps and bounds over the past two decades. A Google Scholar search of "positive psychology" from 1999 to 2016 produces over 36,000 results. Positive psychology research has influenced scholarship across most sub-areas of psychology, including clinical, social, personality, cognitive, developmental, health, organisational, neuroscience, and rigorous peer-reviewed research has appeared in top tier psychology journals such as *Psychological Science*, *Journal of Personality and Social Psychology*, *Journal of Applied Psychology*, and *Administrative Science Quarterly*.

In her keynote presentation, Meg Warren (previously, Rao) will provide an overview of the field of positive psychology. She will briefly trace its history and development, and discuss findings from her latest work published in a range of review articles, book chapters, and volumes that have synthesized the main contributions of positive psychology in various contexts (Ackerman, Warren, & Donaldson, under review; Donaldson, Dollwet, & Rao, 2015; Kim, Doiron, Warren, & Donaldson, under review; Rao, Donaldson, & Doiron, 2015; Warren & Donaldson, forthcoming; Warren, Donaldson, & Luthans, forthcoming). Finally, she will discuss highlights from positive psychology contributions published in the MENA context and share recommendations for future research and practice.

## Keynote Speaker

### Dr Mary Welford

Expert in: Consultant Clinical Psychologist, UK  
Works in South West England  
Email: mary.welford@compassioninmind.co.uk



#### Keynote 4: Child Psychology

Dr Mary Welford is a Consultant Clinical Psychologist who lives and works in South West England. She is the author of the Compassionate Mind guide to Developing Self Confidence using CFT and the Dummies Guide to CFT. Mary has spearheaded the Compassion in Education project, adapting compassion based approaches for staff, parents and students.

**Title: Why What and How- Placing compassion at the heart of Education**

Compassion-focused therapy was developed by Paul Gilbert as a means of addressing psychological difficulties underpinned by shame and self-criticism. The model draws on social, neurophysiological and evolutionary theory (especially attachment theory) to seek to understand emotional regulation and our basic social motivational systems. It postulates the benefit of mindfully developing compassion and activating our 'affiliative/soothing system', to balance our affect regulating systems, particularly in response to threat. In recent years there has been a growing evidence base for the approach, and the application of compassion-based initiatives has been used with NHS staff teams, the armed forces, business settings and within education. Compassion-based approaches within education settings offer a potential means of generating greater psychological well-being for students, staff, parents and the wider community whilst also protecting and enhancing the priorities of the settings in which they are applied. This keynote provides a rationale for compassion based approaches to education, an overview of the approach and examples of how compassion-based initiatives are carried out.



## Invited Speaker

### Professor Gail Kinman

**Expert in:** Professor of Occupational Health Psychology  
and Research Centre Director, UK  
**University of Bedfordshire**  
**Email:** Gail.Kinman@beds.ac.uk

## Occupational Psychology

Gail is a Chartered Psychologist and an Associate Fellow of the British Psychological Society and co-founder and co-chair of their Work-life Balance Working Group.

She is Professor of Occupational Health Psychology and Director of the Research Centre for Applied Psychology at the University of Bedfordshire. Gail's research interests focus on work-related stress, work-life balance, emotional labour and resilience and how they influence the wellbeing of employees in emotionally demanding occupations such as social work, nursing and the security services.

Gail also has a strong interest in the implications of information communication technology for work-life balance and wellbeing and the role played by individual difference and contextual factors. She is a founder member of the Switched on Culture Research Group that aims to promote ways to engage with technology in a healthy and sustainable way.

Gail has published widely in these areas and works with the media on a regular basis on a range of topics related to occupational health psychology.

See <http://www.beds.ac.uk/howtoapply/departments/psychology/staff/gail-kinman> and <https://alwaysonculture.wordpress.com/> for more details.

**Title:** Building e-resilience: helping individuals and organisations manage technology in a healthy and sustainable way

Technology has considerable advantages for organisations and individuals by offering greater flexibility in the location and modality of work. Technological developments allow an increasing number of people to work flexibly, reducing the time and financial costs of commuting and make substantial savings on capital costs. Fifty percent of work is now compatible with remote working and 80 to 90 percent of the UK workforce would like to do so at least part of the time. The benefits of technology for the work-life balance of employees has also been recognised by helping employees manage the demands of multiple roles. Nonetheless, there is also evidence that technological acceleration is a driver of work intensification and the potential to work anytime and anywhere can reduce recovery opportunities and threaten the wellbeing and job performance of employees.

There is little guidance available on how to help people engage with technology in a way that protects their work-life balance and their wellbeing. Research findings suggest that most organisations only provide their remote workers with general health and safety guidance, meaning that they are forced to self-manage their ICT use. The potential benefits of technology in enabling flexibility are widely recognised, but many employees struggle to set limits on its use and feel overwhelmed by the volume of email traffic and demands for rapid response. A growing number of studies have highlighted the growing potential for email overload and digital burnout. Moreover, the risks to wellbeing may be exacerbated in particular jobs such as knowledge work and under conditions of insecurity where employees may feel obliged to demonstrate commitment by being always available. The importance of individual difference factors, such as job-involvement, boundary management preferences, and some personality variables, in determining what is 'healthy' and 'unhealthy' engagement with technology has also been highlighted.

The nature of work is rapidly changing and the knowledge, skills and behaviours that help employees meet the challenges of the 21st workplace differ to those required in more 'traditional' types of work. Insight into how organisations and individuals can manage technology more effectively is urgently required. The concept of 'e-resilience' refers to the behaviours and environmental interactions that help people engage with ICT in a healthy, efficient and sustainable way. This talk examines the benefits and risks of technology for the wellbeing of employees. It considers the meaning of e-resilience and the characteristics of e-resilient organisations and individuals. Guidance is provided on how to help employees and managers maximise the benefits and minimise the risks of technology use. The need for interventions to be sufficiently flexible to accommodate individuals' preferences and practices will be considered. The importance of multi-level and systemic interventions tailored to specific working contexts will also be emphasised.



SESSION  
SUMMARIES

## Clinical Psychology Stream – Papers

### Mehdiyeh Hussainc Abidi & Tooba Dilshad

**Institution/organization:** Human Relations Institute & Clinics (HRIC)  
**Email:** mehdiyehabidi@gmail.com

Ms Mehdiyeh Hussain Abidi has a BSc (Hons) in Psychology and Human Resource Management from Middlesex University Dubai. She is currently working at the HRIC as a Clinical & Research Associate, under the supervision of Dr. Thoraiya Kanafani and Sabine Skaf. Mehdiyeh plans on pursuing a Master's Degree in Clinical Psychology and Criminology.

Ms Tooba Dilshad is the Marketing Communications and Research Associate at HRIC. She handles all things PR and social media-related and is also a part of the clinical research team. Tooba holds a B.A. in Strategic Communications from Seattle University, United States. She has a background in health and social impact PR.

**Title: Superstitious Beliefs Among Different Cultural Groups Living in the UAE: The Effects on Therapy**

Every culture across the world has a unique set of superstitious beliefs, accepted and practiced by individuals. Common superstitious beliefs include black magic, astrology, luck, and foretelling. Previous research has highlighted the differences between the West and the East regarding their superstitious beliefs and practices. In some Western parts of the world, common superstitious beliefs surround the number 13, walking under ladders, and crossing paths with a black cat. These beliefs are linked to misfortune, illness and death. In parts of Asia such as the Middle East and the Subcontinent, many believe in a phenomenon known as the infamous curse of the "Evil eye", which is also said to be responsible for an individual's misfortune, injury, and death. Through the years, researchers have argued over the influence of culture on superstitious beliefs as there is evidence which supports both sides of the spectrum. While some studies have found a significant link between cultural beliefs and supervision levels, others have dismissed this finding and have found no significant connection. The aim of this study was to explore the levels of superstitious beliefs between different cultural groups living in the United Arab Emirates. This study was based on the results of 150 participants who completed a questionnaire on superstitious beliefs consisting of 38 questions. The hypothesis of the study was that an individual's cultural group significantly influences the level of superstition.

### Fatimah Alharbi

**Institution/organization:** University of Plymouth  
**Email:** fatimah.alharbi@plymouth.ac.uk

Ms. AlHarbi is currently a PhD student in psychology at Plymouth University and a lecturer at Princess Nourah University in Saudi Arabia. Her primary discipline is health psychology and she holds a B.Sc. in Psychology from King Saud University (2006) and a Master Degree in Psychology, Princess Nourah University (2010).

**Title: Preferences for shared medical decision making: Cross-cultural perspectives.**

As part of a drive to improve the quality of care, there has been a growing call for physicians to involve their patients in the process of making clinical decisions relating to the diagnosis, prognosis and treatment of disease. According to Barry (1999), this type of shared decision-making (SDM) is particularly essential when the best management strategy is dependent on the patients' preferred choice for a particular outcome out of a range of different health outcomes that may arise from the decision. Patients' preferences for being involved in the medical decisions that affect them seem critical for the success of SDM procedures and its (potential) positive outcomes. Most of the studies on SDM have been conducted in western societies, such as North-America and (western) Europe. Given that people's definitions of health and their health-related behaviours show significant differences across cultures (Berry et al., 2011), it is likely that preferences for SDM also vary along cultural factors. The aim of this study is to gauge preferences for (shared) medical decision making in non-clinical samples from the UK and Saudi -Arabia. We were interested in investigating how people's medical decision making preferences are influenced by their cultural orientations. Results show that there were indeed differences in SDM between Saudi and UK participants. Saudi participants tended to prefer stronger involvement from their doctor, whereas UK participants preferred to make choices themselves.

## Ian Grey

**Institution/organization:** Centre for Culture, Cognition & Well-Being Zayed University, UAE

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Dr. Grey has in parallel worked as an applied practitioner and research simultaneously over his career. In addition to being Director of Services for a large center for children and adolescents with neurodevelopmental disorders and published over 40 book chapters and journal articles on applied issues. He has held numerous grants and is currently co-founder of the Culture, Cognition and Psychological Well-being unit within Zayed University.

### **Title: Preferred Therapist Characteristics & Implications for Service Delivery in the UAE**

Previous research suggests that the 'therapeutic alliance' is a key factor influencing therapy outcomes. A match between therapist characteristics and client expectancies may influence the therapeutic alliance between client and therapist. This study set out to identify the characteristics of a therapist that are most important to young Emirati women. A total of 100 participants were asked to rank order their five most preferred characteristics of a potential therapist from a list of twenty-three characteristics identified in previous research. Participants were also asked to identify the preferred gender and nationality of the counselor. Results indicated that the most important perceived characteristics for a therapist were: (1) confidentiality, (2) being non-judgmental, (3) being experienced, (4) possessing good communication skills and (5) being trustworthy. Approximately half of the participants indicated a preference for a therapist with the same nationality as them. In contrast gender did not appear to be a significant factor. Results are discussed in the context of previous research on therapeutic alliance, service delivery and training of future therapists in the UAE.

## Farah Lodi

**Institute/organization:** CEO Moving Forward Counselling, Adjunct Instructor Zayed University

**Email:** faflodi65@gmail.com

Farah Lodi, (MA, CCC) is the owner of Moving Forward, a counselling service in Dubai, UAE. She has a Masters degree in Mental Health Counselling from Seton Hall University and is a Canadian Certified Counsellor and Cognitive Behavioural Therapist. She is a featured writer for the Canadian Counselling and Psychotherapy Association online journal, Counselling Connect and has created an online counselling forum which is a free community service. She is also an adjunct Instructor of Psychology at Zayed University in Dubai and is currently writing two proposed chapters for an upcoming book on Islam and Psychology.

### **Title: Using the Prophet Mohammed's Personal Model of Psychological Resiliency, to Help Muslim Clients Develop a Spiritually Meaningful and Evidence-Based Treatment Protocol for Coping with Anxiety and Depression.**

The Prophet Mohammed's life is the single most studied and documented of any historical figure, making him a clinically relevant research subject. Over the course of his lifespan he faced significant trials and tribulations in his personal and public life, experiencing grief and loss, rejection and abandonment, trauma, humiliation, war, poverty and migration. The strategies that he used to maintain psychological resiliency, can be compared to many modern-day evidence-based practices. For example, The Prophet's use of prayer, supplication, and zikr (remembrance), is very similar to today's mindfulness-based techniques. Also, Cognitive restructuring - an evidence based CBT practice was constantly used by the Prophet when he re-framed challenges in a faith-based context which helped him find meaning in difficult life events; not only promoting acceptance and distress-tolerance, but also promoting post-traumatic growth rather than post-traumatic stress. Through these and many other evidence-based psychological strategies, the Prophet Mohammed developed an internal emotional regulation system that helped him maintain an attitude of optimism and hope. This paper includes analyses of specific teachings and actions of the Prophet that relieve emotional distress and a comparison with best practice clinical treatments used today. Clinicians need to recognize the importance of the Prophet as a role model for Muslim clients, and the fact that the foundation of his resiliency was spiritual faith.

## Dr Sofia Fisher - PhD (Psychology & Law) BA Hons. (Psych)

**Institution/organisation:** Meta Motivation

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Sofia is the Senior Psychologist and Officer-in-Charge for the Department of Defence at the Mental Health and Psychology Section for Western Australia. In addition, she has a private practice, Meta Motivation, working with exclusive clientele requiring the utmost privacy. Previously, she had worked in the criminal justice system for many years, working with offenders with substance use problems, anger management issues and entrenched violent lifestyles. She completed her PhD on An Examination of a Sense of Entitlement in Violent Men: Violence towards Others and the Self. She has Australian and international publications in psychology, criminology and philosophy.

### **Title: Bringing Psychology to the People: A foray into electronic media**

Given the greater utility of electronic means of communication, today's therapists need to be prepared to think about ways of reaching their target audience. This may be in a stand alone psycho education program or to supplement therapeutic interventions. The purpose of this presentation is to illustrate the design, development and construction of bringing contemporary psychological issues to the community, using social media. These issues, referred to as "The Big Six" are Depression, Anxiety, Stress, Trauma, Anger and Grief. In this presentation, each of the video clips will be presented, including a thematic analysis of the responses. The original notion was to create six, "Psychology Minutes" that would be widely available, easy to understand, easy to follow and at no cost. Being new to social media there were a number of problems encountered and I hope to help other clinicians to avoid some of the traps-for-new-players. Some of the lessons learned included the experiences of designing and fine-tuning the original scripts and taking media classes. Next, was the development of the video clips, beginning with the filming and followed by the editors recommended visual displays, which in this instance proved to be a distraction rather than an enhancement. This resulted in another learning curve for constructing a suitable backdrop, music and graphics. Feedback as been particularly positive and included increases in individuals' understanding of mental health and easy to follow interventions as well as increases in corporate health. In addition, school teachers have reported that the video clips have been particularly helpful when ntroducing classroom discussions on mental health and wellbeing.

## Panagiotis Platanitis

**Institution:** University of Manchester, UK

**Email:** pplatantis@gmail.com or Panagiotis.platanitis@postgrad.manchester.ac.uk

Candidate of the Professional Doctorate in Counselling Psychology, MSc (Psychology), MSc (Counselling Psychology), and BSc (Sociology). As a trainee counselling psychologist I practice at The Manchester College working with adolescents and in Primary Mental Health of the National Health Service where I work with adults who have been diagnosed with anxiety and depression. My research interest, however, is around expatriation, social mobility, multiculturalism and the role of counselling psychology. I have been an expatriate myself in China and that's where my research interest about expatriation started. I am keen to share my findings, thoughts and opinion about expatriation with the rest of the research community in order to learn new material for our therapeutic work.

### **Title: The role of Counselling Psychology on expatriate adjustment in East Asia: A Systematic Review**

This research paper seeks to review the empirical studies in the field of expatriate adjustment in East Asia in order to produce a thematic understanding of the current adjustment challenges, thus enabling practitioners to enrich their knowledge. Learning to live, work, and function in a country and culture vastly different from that of one's upbringing can pose some unique challenges in terms of adaptation and adjustment. This has led to a growing body of research about the adjustment of expatriate workers. Adjustment itself has been posited as a three-dimensional construct; work adjustment, interaction adjustment and general or cultural adjustment. This qualitative systematic review has been conducted on all identified peer-reviewed empirical studies related to expatriate adjustment in East Asia. Data analysis revealed five key themes. The themes developed were: (1) personality traits (2) types of adjustment, (3) language, (4) culture and (5) coping strategies. Types of adjustment included subthemes such as: Interaction, general, work, psychological, sociocultural and cross-cultural adjustment. The present review supported previous literature on the different themes of adjustment and it takes the focus from work and general adjustment to the psychological challenges and it introduces the psychological adjustment. It also gives a new perspective about the use of cross-cultural training and the coping strategies expatriates use when they are abroad. This review helps counselling psychologists to understand the importance of a multicultural approach when working with expatriates and also to be aware of what expatriates might face when working and living in East Asia.

## Dr Sarah Ralph (C.Psychol)

**Institution/Organisation:** City University London, Cygnet Hospital

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Dr. Ralph is a module leader and principle lecturer on both the BSc Psychology, and the joint research-practitioner Doctorate in Counselling Psychology at City University London. Dr. Ralph is engaged in qualitative and quantitative research focused on the effectiveness of DBT in reducing suicidal and parasuicidal behaviours, for hospitalised inpatients and a forensic prison population. Dr. Ralph is a Clinical Psychologist and leads the DBT programme at Cygnet Hospital, in London. Cygnet is a private inpatient hospital that provides multi-faceted psychotherapeutic interventions and pharmacological healthcare to patients held under the Mental Health Act. Diagnoses typically include learning difficulties, psychosis, schizophrenia, schizo-affective disorder and personality disorders.

**Title: "DBT put the good into 'have a good day' ": A positive approach to treating personality disorders in a forensic prison population.**

There continues to be a global over-representation of female offenders diagnosed with borderline personality disorder (BPD) within prisons (Sansone & Sansone, 2009). Dialectical Behavioural Therapy (DBT) (Linehan, 1993) has shown effectiveness in managing the symptomatology of BPD and has been adapted for a forensic context (Nee & Farman, 2005, Gee & Reed, 2013). There is limited qualitative data available pertaining to the experiences of clients within DBT programmes and none for a forensic context. Seven female prisoners completed semi-structured interviews regarding their experience of completing a 16-week DBT programme.

Analyses shows the Superordinate themes were prison life, which highlighted an impact to life in prison through a reduction of prison disciplinary and risk procedures, and an increase in privilege levels. 'It's a struggle' represented the challenges participants faced and overcame. Increased connection to others illuminates the change in personal relationships participants experienced. Emotional awareness represents the participant's gain in understanding and managing emotions. Who am I Depicts the increased understanding, acceptance and value participants experienced for themselves. The bigger picture represents the participant's ability to reflect upon and re-evaluate a situation, the increased awareness of another person's perspective, their increased understanding of consequences of their actions, and their future outlook on life. Themes are discussed in relation to the potential impact the DBT programme may have for reducing criminogenic risk and reducing rates of re-offending. This reduction in risk is understood within the framework provided by the good lives model (GLM) of offender rehabilitation (Ward, Mann and Gannon, 2007).

## Agnieszka Smetana

**Institution/organization:** Aviation

**Email:** agnieszkaismetana@gmail.com

MA (Social Science), MA (Law). Agnieszka Smetana is currently working for a Middle East international airline in capacity of Employee Assistance Specialist. She is responsible for Peer Support Team for cabin crew and pilots, the selection of personnel, the development of the training, activations (more than 700 members) and participated in the creation of Peer Support First Aid teams across the business. She is also a member of the Polish Society of Motivational Interviewing Therapists, Polish Society of Cognitive Behavioural Therapy and approved trainer for various crisis intervention courses.

**Title: Looking forward- The role of Peer Support and Peer Support First Aid in improving safety and wellbeing amongst various populations in the workforce.**

Peer Support Programs are becoming an important and cost-effective risk management strategy that also enhances organisational health. Peer Support and Peer Support First Aid aim to reduce the stigma attached to mental health conditions and strives to facilitate early intervention to prevent situations from becoming worse. There is also a strong focus on self-care and self-empathy to ensure those supporting others have the knowledge and capacity to take care of themselves.

The presentation will introduce the research supporting comprehensive benefits of Peer Support programs as preventive measures, recent recommendations for the aviation organizations, what Peer Support and Peer Support First Aid is, why it is important and how to set up Peer Support among various populations to minimise the risk and its impact of stressful events on the individuals. The main focus is to introduce an overview of Peer Support Program for aviation personnel and its work. Part of the presentation will touch on the Peer Support First Aid model, and its limitations.

## Justin Thomas

**Institution/Organisation:** Zayed University, UAE

**Email:** justin.thomas@zu.ac.ae

Dr. Justin Thomas PhD, CPsychol. Justin earned his PhD in experimental psychology from the University of Manchester, UK. He also has professional qualifications in health psychology and cognitive therapy. He is a chartered health psychologist with the British Psychological Society and he is presently an associate professor of psychology at Zayed University, where he directs the Research Cluster for Culture Cognition and Wellbeing. Justin publishes extensively on topics related to culture and psychological wellbeing, and psychopathology. His most recent book is, Psychological Wellbeing in the Gulf States: The New Arabia Felix.

**Title: "DBT put the good into 'have a good day' ": A positive approach to treating personality disorders in a forensic prison population.**

Explorations of mindfulness-based psychotherapeutic approaches are relatively scarce outside of Europe and North America. This study examined the cultural appropriateness and acceptability of a Mindfulness Based Stress Reduction (MBSR) program amongst Muslim citizens of the United Arab Emirates. Emirati college women (N=12) were enrolled in an 8-week MBSR program. After completing the program, participants attended a focus group exploring their perceptions of MBSR, with a particular emphasis on cultural appropriateness and acceptability. Results indicate The MBSR program was effective and evaluated favorably by participants. The results are discussed with reference to culturally attuning MBSR for Muslim clients MBSR may have a role to play in promoting well-being and reducing the prevalence of depressive illness in the Arabian Gulf region.

## Clinical Psychology Stream – Workshop

### Anita Anis Allana & Nargis Asad.

**Institution/Organisation:** Aga Khan University, Karachi, Pakistan

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Dr. Anita Anis Allana (MBBS, MBA, and M. Bioeth) is working as Senior Instructor and Senior Coordinator with Department of Curriculum Development and Working Group for Women at The Aga Khan University, Karachi, Pakistan. Dr. Allana has diverse experience of working as a Medical Doctor, Researcher, Faculty and a Gender trainer. Has been a part of research and projects related to women and gender issues. She has conducted trainings and workshops for national and international participants, presented papers and published at national and international conferences/journals. Dr. Nargis Asad is an Associate Professor and consultant Clinical Psychologist in the department of Psychiatry. Dr. Asad is the Chair of Working Group for Women at AKU, whose mandate is to raise awareness on gender related issues and promotion of gender balanced work environment. Most of her publications, national and international presentations are in the similar areas. Dr. Asad has been an active member of research consortiums and projects related to women mental health and domestic violence.

**Title: Researching Gender Based Violence**

Gender based violence is a global phenomenon and manifests in different forms; verbal, sexual, physical, emotional, psychological etc. It has been and is being widely researched and well documented and quantitative and qualitative studies are available on the same. However while researching gender based violence specially violence against women the respondent is highly susceptible and needs to be given special protection and attention along with care and counselling. Also innumerable ethical challenges specific to gender based violence need to be kept in mind along with other ethical guidelines that are common to any type of research.

Since gender based violence is a major concern that needs to be addressed and researched, the workshop aims to educate the participants on the significance and types of gender based violence, further helping them appreciate research on gender based violence using different methodologies. The workshop shall also highlight ethics of research on violence.

**Methodology:** The workshop would be interactive and participatory with maximum participant engagement. Will include brainstorming sessions and hands on activities.

**Learning Outcomes:**

By the end of the workshop participants would be able to:

1. Appreciate types of violence and their impact
2. Understand different methodologies for studying violence/ gender based violence (qualitative and quantitative)
3. Understand ethics of research on violence/gender based violence

## Dr Debdulal Dutta Roy - PhD (Psychology)

**Institution/Organisation:** Psychology Research Unit, Indian Statistical Institute, West Bengal, Kolkata, India

**Email:** dduttaroy@gmail.com

Dr. Debdulal Dutta Roy is the Assistant Professor of the Psychology Research Unit of the Indian Statistical Institute, Kolkata. He received Ph.D. in Organisational Psychology from the Indian Institute of Technology, Kharagpur in 1990. He completed Post Graduation in Psychology with specialization in Abnormal Psychology from the Calcutta University, 1982. He is the recipient of several academic awards. He published 15 book chapters and 83 peer reviewed articles in national and International journals. He wrote one book on questionnaire construction. He developed the concept of Rabindrik Psychotherapy and propagated it to Pakistan, Nepal, China, Thailand and Malaysia.

### **Title: Orientation training workshop on Rabindrik psychotherapy**

Rabindrik psychotherapy is unique, positive universal value driven and brief therapy that enhances happiness, tolerance and resilience across people of different ages specially youth as it supports principles of unbounded consciousness, non-labeling and self-regulatory behavior. This is in line with the new UAE focus on happiness and Well-being. Rabindrik psychotherapy refers to the way of self-awakening with therapeutic postulates (Dutta Roy, 2010) extracted from the literary works of Rabindranath Tagore, the Nobel laureate in literature. It is a paradigm shift from talk-therapy to performing art therapy, labeling to non-labeling, guided therapy to self-regulatory therapy, and from bounded consciousness to unbounded. Client cannot think how he or she is recovered. As Rabindrik psychotherapy reconstructs cognition and guides client to make self-regulatory behavior in goal setting, learning life skills and in regulating emotions, it is very similar to cognitive therapy, cognitive behavior therapy, and gestalt therapy. It is composed of the set of positive values (Dutta Roy, 2015; Shah and Dutta Roy, 2015; Dutta Roy and Basu, 2013). It is effective for treating chronic Obsessive compulsive disorder, depressive and behavior disorders.

### **Learning Outcomes:**

To understand basic assumptions of Positive psychology and research on happiness; basic principles of Rabindrik Psychotherapy, stages of Therapeutic procedure, precautions and limitations. This interactive workshop has three parts:

#### **Part-1: Happiness research**

Happiness is cognitive appraisal of satisfaction with surroundings. Empirical research studies conducted by author on job satisfaction (Dutta Roy, 2005, 1997), life satisfaction (Dutta Roy, 1992) and subjective well-being (Dutta Roy, 1991) will be outlined along with UAE focus happiness and positive psychology.

#### **Part-2: Basic concepts, scope and theories of Rabindrik psychotherapy**

It includes basic assumptions, consciousness layer dynamics, flow characteristics, universal path and goal oriented values, and postulates.

#### **Part-3: Therapeutic procedure**

It involves (i) flow analysis; (ii) improvisation; (iii) competency mapping; (iv) cognitive restructuring; (v) Goal setting and (vi) termination.

## Chastity O'Connell & John Thoburn

**Institution/Organisation:** Seattle Pacific University / American University Sharjah

**Email:** canthony@aus.edu

Chastity O'Connell is a Mental Health Counselor and is currently an adjunct at American University in Sharjah where she teaches undergraduate students in psychology. She has worked in school and clinic settings working with children, adolescents, families, groups, and adults in the UAE and the USA. Recently, she has authored a chapter in Mental Health and Psychological Practice in the United Arab Emirates (2015). Having earned her masters from the School of Foreign Service (2004) at Georgetown University (Washington DC), a masters in counseling from Seton Hall University (2011), and a Masters in Psychological Science from Seattle Pacific University, she loves blending research, international perspectives, and evidenced-based treatments. In addition to psychotherapy and teaching, she has given presentations on a number of issues including parenting (Incredible Years), post-traumatic growth, mental health stigma and awareness, pre-marital counseling, stress and anxiety, safe and healthy internet behaviors, and bullying-prevention.

John Thoburn – see listing under keynotes.

### **Title: Humanitarian Aid and Capacity Building: The Psychology Support Training Program**

Disaster and trauma response evaluations from psychological associations and non-governmental organizations (NGOs) worldwide, as well as media coverage of national and international disasters have consistently pointed to the need for psychological care; however, the provision of mental health care in international relief settings varies in its organization and effectiveness. Research indicates that survivors appear to benefit most from helping networks that occur within the context of natural social routines, which utilize preexisting social support (Centre for Mental Health, 2000; Norris, 2005; Seligman & Csikszentmihalyi, 2000). Humane aid not only aspires to provide resources for survivors, but also seeks to avoid manufactured dependencies by building capacity, a region or people group's ability to develop and tap into its own latent resources. Psychological support provided by trained indigenous volunteers provides a culturally congruent and coordinated response to the psychological impact of disaster, trauma and human rights abuses through sustainable and culturally appropriate mental health interventions that are grafted into existing social and community networks. The Psychology Support Training Program emphasizes a systems and relational process approach that promotes a) informed active listening, b) encouragement, c) hope and d) positive coping skills to enhance resiliency and capacity building. The model is not to be construed as professional counselor training or to take the place of professional counseling when warranted. Rather, recent research in the area of psychological first aid indicates that indigenous, non-professional crisis intervention is often highly effective in assisting disaster and trauma survivors, and preventing the development of more significant mental health disorders (EFPA, 2010; James, Noel, Favorite & Jean, 2012).

### **Learning outcomes:**

The workshop will introduce the concept of indigenous Psychology Support and illustrate how the Training Program can not only be a vehicle for humanitarian aid, but also a vital tool developing indigenous interpersonal resources, resulting in a sense of self-efficacy and empowerment to those volunteers providing trained support to friends and family.

## Dr Monica Mansilla

**Institution/Organisation:** Saybrook University, San Francisco, CA

**Email:** mmansilla@saybrook.edu

PhD (Psychology), MA (Psychology), MSW (Clinical Social Work)

Dr. Mansilla is currently in private practice in Qatar. She has taught Psychology and Clinical Interventions in several Canadian Universities. She is the author of the evidence-based Existential-Humanistic Integrative approach to Couple Therapy EHI-CT, which she teaches internationally to counsellors and psychotherapist. She is also the author of the Mindfulness Based Integrative Counselling approach MBIC, which she leads in group psychotherapy format to individuals dealing with general life, and/or psychological presenting concerns. Dr. Mansilla is an experienced professor, clinician and an international psychotherapy trainer. She is currently working towards the publication of the first textbook in EHCT.

**Title: Counseling Integrative approach to couple-therapy and its cross-cultural implications in the Middle East**

Alongside with the last 30 years of divorce rates described in Western statistics, the divorce rate in the Middle East has doubled in the last decade, impacting both the national and the expatriate populations (Ministry of Development Planning and Statistics, 2014), while matching the divorce rates across the world (. A recent study in Qatar reported a significant shortage of couple therapists and the need for culturally sensitive couple-therapy training (Mansilla, 2015). This led to a Participatory Action Research (PAR) investigation focusing on the development and delivery of an Existential Humanistic Integrative (EHI) couple-therapy training with the expatriate psychotherapy practitioners in Qatar. This study also focused on the cultural applicability of the training and the couple-therapy approach taught during the training. The PAR model used participants' engagement in the evaluation and development of the training. The qualitative and quantitative results of this study suggest that the EHI couple-therapy training effectively contributed towards participants' experience of skillfulness and readiness to conduct couple-therapy in a culturally sensitive and culturally applicable approach.

The purpose of this workshop is to introduce psychotherapy practitioners to the concepts of Existential Humanistic Integrative Couple Therapy EHI-CT, while focusing on its cross cultural application in the Middle East, and with the diverse populations served by the clinicians.

Learning outcomes:

1. Developing a deeper understanding of the intricacies of romantic partnership and the causes and implications of relational distress in marriage
2. Understanding of the research behind the cross-cultural application of couple therapy
3. Introducing the general concepts of EHI-CT for couple-therapists to be able to integrate within their different approaches
4. Presenting a general introduction to the discipline of Couple-Therapy, and EHI-CT for non-couple therapy practitioners hoping to develop a better understanding of this practice.

## Dr Kennon Rider

**Institution/Organisation:** Zayed University, Psychology and Human Services, Marriage and Family Therapist,

German Neuroscience Center, Health Care City - Dubai

**Email:** Dr.kennon.rider@gmail.com

Dr. Kennon Rider, is a trained and licensed Marriage and Family Therapist now practicing in Dubai, as well as an academic who has focused on marital and family issues at universities in Texas and California in the U.S., and now, at Zayed University in the UAE. Specializing in therapy for couples, he has practiced for 30 years and acknowledges that, indeed, mistakes have been made - by him.

**Title: Self - justification and blame: Problems that keep couples locked in conflict.**

When couples come to therapy, they are often locked into a pattern of justifying their own behaviors and blaming their partners for the problems that exist. It takes the shape of "I'm right and you're wrong" or the childish game of "you started it." The pattern occurs in life outside marriage as well, including family and work relationships and even reaches the highest levels of international conflict. This workshop will explore this common problem in therapy (and life in general) from a social psychology perspective, offering techniques for helping people free themselves from this crippling pattern. Lecture, cases and group work will be used to examine the issue and find workable solutions.

Learning Outcomes: By the end of the Workshop participants will have:

1. Become familiar with the common pattern of self-justification and blame in couples therapy and life in general.
2. Been exposed to some of the research on the phenomena.
3. Engaged in self-reflection and discussed personal examples.
4. Explored ideas for dealing with the issue in therapy
5. Considered what to do when, in fact, one is right and the other wrong.
6. Collected resources for further study

## Alina Vasilache

**Institution/Organisation:** American Center for Psychiatry and Neurology, UAE

**Email:** a.vasilache@americancenteruae.com

Alina Vasilache is currently working as a Clinical and Child Psychologist at the American Center for Psychiatry and Neurology and she is a member of the Spanish Clinical Psychologist Society. She has an extensive clinical experience in psychological assessments and psychotherapy for children, parents, families, and adults. She has been providing psychotherapy for the last 8 years in Spain, Dubai, and Abu Dhabi. Mrs. Alina specializes in Cognitive Behavioural Therapy, Solution-Focused Brief Therapy as well as family and group therapy for adolescents and adults.

### **Title: Iconic Therapy for Emotional Instability**

The frustration is a reality of our psychological functionality and, unfortunately, the life style of our current society is not preparing us for learning how to overcome or respond to the frustration. More than ever, our current society emphasises the importance towards protecting us from feeling the frustration, rather than preparing and teaching us how to respond to it in a healthy way. The so called "Iconic Therapy" is a tool which provides a way of working with people that display emotional instability or very reduced tolerance to frustration. The creator of this therapy is Dr. Soledad Santiago Lopez, Director of the Psychological Services in San Juan de Dios Hospital (Malaga, Spain) and a senior lecturer in psychology and teacher of Group and Family Therapy at the University of Psychology, Malaga. The model of intervention is based on a comprehensive model of the emotional instability that illustrates the primary unhelpful responses to frustration and the secondary (compensatory) responses that are meant to avoid the frustration. Based on this model, the Iconic Therapy creates an Integrated Model of intervention that is simplified and applied by using clear icons as steps to follow.

Given that Emotional Instability is such a common psychological difficulty, and is probably one of the most frequent psychological disorders that makes adolescents demand mental health support in the UAE, this workshop will present and explain the intervention model of the Iconic Therapy as a very simple therapeutic alternative for treating Emotional Instability, as individual or group therapy.

Learning outcomes:

1. Emotional instability - definition and diagnosis
2. Most recognized therapeutic approaches for Emotional Instability
3. Explanatory model of Emotional Instability
4. Integrative model of intervention proposed by the Iconic Therapy
5. Iconic Therapy - group intervention



## Occupational Stream - Papers

### Howard Grosvenor

**Institution/organisation:** co-owner Cut-e Dubai

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MSc, C.Psychol., AFBPsS Howard Grosvenor is Director of Professional service for Cut-e UK. He is an experienced HCPC-registered Chartered Occupational Psychologist with over twelve years industry experience designing, implementing and leading talent management and assessment projects for clients large and small. He is passionate about the application of psychology in the workplace and about developing innovative, tailored solutions that meet stakeholder needs. He specializes in business psychology, talent management, assessment, recruitment, selection, development, technology, job analysis, competencies, restructure, and performance management.

**Title: Iconic The transition from computer to mobile device based psychometric assessment: Opportunities, Misinterpretations, Implications**

This paper will provide an introduction to the topic by:

1. Sharing examples and best practices in the field of testing on mobile devices?
2. What are traits or skills that can be measured with mobile devices and not by computers?
3. Is there a difference in data quality and validity of measure gathered by computers and mobile devices and if so, what are the consequences?
4. What are the greatest assets and the greatest challenges of mobile and tablet based testing?
5. Will the transition from computer to mobile and tablet based testing is as important as the transition from paper and pencil to computer based testing

### Becky Playfoot

**Institution/Organisation:** Sova Assessment

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Becky Playfoot is a Chartered Occupational Psychologist with over 12 years' experience in assessment and development. She is an expert in assessment and has considerable experience working with organisations to maximise internal talent capability, through new selection initiatives, high potential identification, leadership and executive assessment. She is interested in personality profiling and the 'darkside' of personality. She has worked with clients from a variety of sectors, including: retail, aviation, government, media, pharmaceutical, telecommunication and utility. Clients include: Virgin Atlantic, Tesco, Sainsbury's, TJX, Royal Mail Group, Land Securities, John Lewis Partnership, AstraZeneca, Council of Europe, B&Q, AQA, Citi Group, Scottish Government, NBC Universal, Emirates, Dubai Duty Free, DEWA, UAE Government, Aldar, Roche and Dubai Government agencies. Becky is a full member of the Division of Occupational Psychology (DOP) and Health and Care Professions Council (HPC). She is also an Associate Fellow of the British Psychological Society (AFBPsS) and has numerous qualifications in psychometric assessments, including BPS personality and ability, Occupational Test User.

**Title: The mobile assessment trend: How to transform workplace assessment to select and retain top talent**

Psychometric assessments must be precise, as well as delivering a great candidate experience. Too often, online assessments can be over-complicated and cumbersome. They can involve long off-the-shelf questionnaires and tests, and have outputs that are complicated to interpret in a standardised way. Secondly, in a world where by 2020, an estimated 85-90% of applications will be via mobile, and compatibility with mobile technology will no longer be optional but an expectation. So, with the mobile assessment trend fully upon us, how can we ensure that the same rigor of traditional psychometrics can still be applied? How can we produce accurate results and provide fair candidate experience? This workshop will explore how assessment technology can be used to create highly bespoke, precise and relevant assessments that are purposely designed for use on mobiles and other devices. A strengths based approach to assessment will also be discussed and how this can be utilised on mobile technology. Case studies of work from across the UAE and UK will be shared.

## Dr Angela Carter (CPsychol.)

**Institution/Organisation:** Sheffield University Management School & Propel International

**Email:** a.carter@sheffield.ac.uk

Dr Angela Carter is a Lecturer at the Institute of Work Psychology, University of Sheffield and Principal of Just Development. She takes an active role in the professional affairs of psychology working with the Divisional of Occupational Psychology (DOP), the European Association of Work and Organisational Psychology (EAWOP) and the international Alliance for Work and Organisational Psychology. Her PhD thesis explored teamwork and well-being in secondary health care teams and the coordination of complex health systems. More recently she has been exploring the issues of youth employment and will talk to us about the latest developments in this area.

**Title: Youth Employment – A global issue, a Local issue**

The Middle East and North Africa (MENA) have by far the highest youth unemployment rates in the world and rates have continued to worsen since 2012, particularly for young women (28.2 and 30.5 per cent, respectively, in 2014, 'Global Employment Trends for Youth 2015', International Labor Organization. In a similar vein, the World Economic Forum Global Risks Survey 2016 revealed that among energy prices and fiscal crises, unemployment was cited as one of the top three business risks in the Middle East. One of the major factors cited as contributing to this trend is the gap between the skills taught in educational institutions and the actual needs of the labor market.

Youth employment is both a global issue and a local issue. In contrast to other parts of the world where higher education leads to increased opportunities for employment, youth in the Middle East and North Africa region (MENA) who have a university degree are more likely to be unemployed than their less educated counterparts (International Youth Foundation, 2012).

## Hannah Matta (CPsychol.) & Martin Adams (CPsychol.)

**Institution/Organisation:** Propel International

**Email:** hannah.matta@propel-international.com

Hannah Matta CPsychol. As a Chartered Psychologist and Certified Yoga Teacher, Hannah is intrigued by the link between the mind, body and wellbeing. Hannah integrates her knowledge of psychology and neuroscience in her approach to coaching and developing leaders; helping individuals and organizations affect change. With over 10 years' international experience working in the field of assessment, development and engagement, Hannah's passion lies in enhancing organisational effectiveness through individuals and teams at work.

Martin Adams CPsychol. An entrepreneurial and innovative Chartered Occupational Psychologist, Martin has extensive commercial experience with a range of public and private sector organisations throughout the UK, Europe, Middle East and Asia Pacific. Martin's experience lies in the application of psychology to the world of work to support organisations in the selection, development and engagement of their talent, supported by his expertise in objective assessment and coaching. Current research interests lie in the relationship between mindset and belief systems as enablers of career development in emerging talent.

**Title: Three mindsets to cultivate happiness and success Presenter: Hannah Matta & Martin Adams**

Latest research in the field of positive psychology indicates that our happiness and success is predominantly determined by what mindsets we adopt. During this presentation, presenters will introduce three different mindsets (The Growth mindset; An Attitude of Gratitude; The Mindful Mindset) that impact on how happy and successful we go through life. The empirical evidence and key findings will be explored and implications for practice discussed.

The cultivation of the three mindsets have wide-ranging applications across domains; from how managers manage, how teachers teach, the values that organizations hold true, how recruitment vacancies are filled, how leaders are developed, the line of questioning a coach may follow and the training curriculum for organizations. These will be discussed in the final section of the presentation. Most interestingly and based upon Mee-yan Cheung Judge's article entitled 'Self as an Instrument' these mindsets, when cultivated in the practitioner psychologist, will have a profound impact on their interventions.

## Adriana Meyer (MSc Business Psychology)

**Institution/Organisation:** Heriot-Watt University Dubai Campus

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Adriana is a Heriot-Watt alumna. She is currently working at Gems Wellington Academy as Welfare Officer focusing on the students well-being through coaching psychology. Living in Dubai for 8 years as an expatriate she decided to research about the expatriate Mumpreneurs as a way of bringing awareness to the challenges faced by these women while trying to succeed in business and motherhood and the need for them to integrate the two roles.

**Title: "Mumpreneurs" Exploring the Challenges and Motivation of Expatriate Women to Start a New Business**

Despite the growing interest of many scholars in the 'mumpreneurs' phenomenon worldwide, there is still a gap in the literature with regards to the expatriate mumpreneurs (Ekinsmyth, 2011, 2013, 2014; Duberley and Carrigan, 2012). This article explores the challenges and motivations of expatriate women to start a new business, especially in Dubai, United Arab Emirates (UAE). The findings from 22 interviews with expatriate mumpreneurs suggest that this particular subset of women preferred to initiate a business start-up in the spatiality of their homes rather than going back to the workforce, in an attempt to rediscover their identities while adjusting in an alien country. Reported issues such as the difficulty to fit into the local market, was one of the main causes that led these women to opening a home-business, instead of an enterprise in Dubai. However, the ultimate reason that motivated these women to embark on this new trend of entrepreneurship, was still the idea of having flexibility to combine motherhood while pursuing an occupation as a mumpreneur.

## Niloofar Nasiri & Mahdi Chalaki

**Email:** nilfarnasr@gmail.com; nilnasiri@ut.ac.ir / mim.chalaki@gmail.com

Niloofar Nasiri - Institution/organization: University of Tehran, Iran  
PhD student (Public Administration), MSc (Management). Niloofar Nasiri is currently PhD student of public administration and research on learning methods and mentoring in both public and private organization. She is training and development manager at Dr. Abidi pharmaceutical and use mentoring and coaching program to enhance the training effectiveness.

Mahdi Chalaki - Institution/organization: University of Payam Noor, Iran MSc (MBA),  
BSc (Industrial Management). Mahdi Chalaki is MBA student and currently is recruitment supervisor of Abidi pharmaceuticals. His interest is in behavioral subjects and psychological aspect of job applicants. As a consultant of talent acquisition facing complexity of Character Recognition of applicants and also competitive environment of job market, he practices new method of hiring.

**Title: Using the five-factor Model of personality to match mentor and protégé in the workplace formal mentoring program**

Organizations engage in mentoring relationships provide employees with a "sense of competence, identity, and effectiveness in a professional role" (Kram, 1985). Mentors-protégés' characteristics influence the initiation of mentoring relationships (Singh et al., 2009). Assessing mentors and protégés on the Five-Factor Model (FFM) personality may be one way to improve mentoring match. The FFM consists of emotional stability, extraversion, openness to experience, agreeableness and conscientiousness. According to the Lee et al. (2000) the FFM helps to make the formal mentoring program more effective by helping organizations to a better match between mentors and protégé. Scandura's study (1998) supported that the mismatches in values, personality or work style result in most negative mentoring experience.

The results of narrative analysis and semi-structured interview (SWIH) with a purposive sample of mentors and protégés at a leading rapid growth company indicate that the mentoring match based on personality characteristics shows more effective outcomes. The findings will be discussed with reference to FFM role in formal mentoring program of the organizations which help HR specialists who are dealing with mentors- protégés for formal mentoring programs.

## Occupational Stream - Workshops

### Joe Bruce

**Institution/Organisation:** PathBoss

**Email:** joe@pathboss.com

MSc (Occupational Psychology). Joe Bruce is a Psychologist and entrepreneur with a background in leadership assessment, development, coaching, psychometrics and training. After six years working as a Leadership and Talent consultant across the Middle East, Joe has recently started his new business, PathBoss, which seeks to support individuals through career transitions via online video based content, live workshops and one-to-one coaching

**Title: The power of personal values in decision making**

In recent years great strides have been taken towards identifying what the 'good life' looks like and how it can be achieved. Martin Seligman outlines in his book Flourish (2011), how having 'meaning', or purpose, in one's life is one of five critical components in the overall pursuit of happiness. It is widely understood and was recently demonstrated that more meaningfulness can be gained when one's actions are consistent with the core values of the self (Baumeister, 2013). Thus the task of reducing the dissonance between our actions and our values is set. With demanding work agendas, varying social norms and dubious media driven narratives, living in-line with our core values can be difficult. Mindful awareness of what exactly our personal values are, allows for more conscious choice by the individual towards reducing the cognitive dissonance that inevitably exists when we value one thing highly and yet find ourselves acting against that same value.

Participants will learn the theory behind the use of values in decision-making before they experience a values elicitation exercise and some application exercises which they can take away and apply in their own settings. Applications of values to major life decisions, career choices and day-to-day habits will be explored and discussed in relation to our effectiveness to choose and our satisfaction and success resulting from our actions. This workshop will act as both an opportunity for individual self-evaluation, and a chance to learn some simple but powerful values based coaching tools.

Learning outcomes:

1. Theoretical background on the power of values
2. Several easy to use coaching techniques for elicitation and application of personal values
3. Personal insight and reflection on one's own values

### Humaira Anwer & Jonathan Rook

**Institution/Organisation:** PathBoss

**Email:** Hanwer@innovative-hr.com / Jrook@innovative-hr.com

Humaira Anwer - Occupational Psychologist.  
MSc Work Psychology and Business, Masters in Human Resource Management (CIPD), BPsych, Chartered Humaira is a Senior Occupational Psychologist with a passion for developing Competency Frameworks and developing customised personality psychometrics, Leadership Assessment and Development programmes and designing and running 360 degree feedback programmes. Humaira has worked with West Midlands Police (UK), Accenture Consulting, the London Home Office and Ministry of Defence in various specialist human capital consulting roles.

Jonathan Rook - Senior Occupational Psychologist  
MSc Applied Psychology, PGC Occupational Psychology, Chartered Occupational Psychologist  
Jonathan is a Chartered Occupational Psychologist with a broad based human capital consulting experience working across public and private sectors. Aside from his in-depth experience across the GCC, he has worked in UK, Portugal, Switzerland and India. His particular passion lies in psychometric test development, talent analytics, organisational change management and HR consulting with key experience in selection and assessment, leadership development, executive assessment, job analysis & competency development, career counselling and coaching.

**Title: Leading During Times of Uncertainty**

The aim of this session is to explore models of leadership in the context of the modern world and what that means for us as talent professionals. It will define some of the broad theoretical positions of leadership, followed by an introduction to the concept of VUCA (volatile, uncertain, complex & ambiguous) which has become pervasive since the financial crisis of 2008. It will then examine how leadership styles have evolved since pre-VUCA environments to a VUCA world. - We will focus on some key leaders throughout these periods to illustrate how leadership styles have evolved and adapted, highlighting the need for situational leadership and a new approach. This will lead to a depiction of 'successful' leadership during VUCA times and how this can be profiled using modern psychometrics. The implications for talent and leadership succession planning within organizations will be examined.

# Child Psychology and Educational Psychology Stream – Papers

## David A. Lee

**Institution/Organisation:** Camali Clinic, Dubai Healthcare City, UAE

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BSc (Hons), MPhil, DClinPsychol, CPsychol, CSci, AFBPsS (UK). Dr Lee is consultant clinical psychologist and the current head of psychology and counseling in a UAE child and adolescent mental health service. He has worked extensively in public and private sector UK mental services for children, adolescents and adults. Dr Lee specialises in using mindfulness-based interventions with children and young people experiencing a wide variety of emotional problems. He is experienced in individual and group mindfulness-based interventions.

**Title: The use of mindfulness with children and young people: Is it effective? If so, for what?**

Mindfulness-based interventions (MBIs) have become increasingly popular in recent years both in clinical arenas and in more ecologically valid settings like schools and workplaces. Mindfulness can be understood as the capacity for staying willfully present with one's experience through the cultivation of non-judgmental awareness, friendly openness and curiosity (Kabat-Zinn, 2005). Mindfulness has been used with a wide variety of clinical populations and has similarly been incorporated into numerous psychological therapies (e.g. mindfulness-based cognitive therapy, dialectical behavior therapy, acceptance and commitment therapy and compassion-focused therapy). There is now strong evidence for the positive impact that mindfulness can have on a range of mental and physical health conditions as well as on the development of emotional intelligence, learning and cognition in adults (Baer, 2003; Hofman, 2010; Zeidan et al., 2010). Research into the effectiveness of MBIs with children and young people is limited at present (Weare, 2012) but meta-analysis suggests that it can have positive effects on wellbeing in non-clinical samples (Zoogman, 2014). The findings of numerous studies and reviews will be discussed with a view to developing a broad understanding of whether MBIs can be used effectively with child and adolescent clinical populations both as stand-alone and integrated treatment approaches (Burke, 2010). The proactive and preventative use of mindfulness will also be considered in relation to school-based initiatives including the UK Mindfulness in Schools Project (Weare, 2013).

## Ian Grey

**Institution/Organisation:** Centre for Culture, Cognition & Well-Being Zayed University, UAE

**Email:** Ian.Grey@zu.ac.ae

Dr. Grey has in parallel worked as an applied practitioner and research simultaneously over his career. In addition to being Director of Services for a large center for children and adolescents with neurodevelopmental disorders and published over 40 book chapters and journal articles on applied issues. He has held numerous grants and is currently co-founder of the Culture, Cognition and Psychological Well-being unit within Zayed University.

**Title: A relational frame skills training intervention to increase general intelligence and scholastic aptitude**

This study aimed to replicate and extend the pilot findings of Cassidy et al. (2011) which found that teaching children to derive various relations among stimuli leads to increases in the full scale IQ scores of both typically developing children and those with educational and learning difficulties. In Experiment 1, fifteen 11-12-year-old children were exposed over several months to an intensive training intervention to improve their understanding of the relations Same, Opposite and More and Less. Significant increases in full scale IQ of around one standard deviation were recorded for each child. In Experiment 2, the same intervention was delivered to thirty 15-17 year old children. Significant increases in verbal and numerical reasoning were recorded for almost every child. These findings corroborate the idea that relational skills may underlie many forms of general cognitive ability.

## Sarah El Nabulsi

**Institution/Organisation:** American Center for Psychiatry and Neurology

**Email:** sarahelnabulsi@gmail.com

Sarah el Nabulsi, MS.c., M.A. Clinical Psychologist Specialist in wellness and Positive psychology Interventions Ms. El Nabulsi a Masters in Clinical Psychology at the U.A.E. University in Al Ain where she specialized in Positive Psychology Interventions such as Happiness Building. Along with her focus on research and clinical work, Ms. Nabulsi lectures and conducts workshops in universities and corporations across the U.A.E. and in the U.S. Finally, Ms. Nabulsi is also a well experienced and advanced certified teacher of stress management techniques including the Transcendental Meditation

**Title: Predicting subjective wellbeing using social support and mindfulness for UAE university students**

This study in the field of positive psychology examined the psychological well-being of the United Arab Emirates University students community and predicted factors that significantly contributed to it. Two factors were assessed, social support and mindfulness. Self-report questionnaires were administered online to a sample of 889 students at the United Arab Emirates University. The instruments included five questionnaires: Section 1, Demographics (6 items). Section 2, PANAS (20 items). Section 3, The Life satisfaction scale (5 items). Section 4, CAMS-R (12 item). Section 5, Multidimensional scale of perceived social support (12 item). The findings showed that both social support scores and mindfulness scores significantly predicted subjective well-being scores. Social support was a stronger predictor of life satisfaction (the cognitive component of subjective well-being) than mindfulness. Whereas mindfulness was the strongest predictor of the positive affect scores (one of the emotional component of subjective well-being along with negative affect). Social support from family members was the highest source of social support when compared to social support from friends and significant other. The findings from this study can help guide clinical interventions in a more targeted, culturally sensitive and, therefore, more effective manner to increase subjective well-being in the UAEU student population.

# Child and Educational Psychology Stream – Workshops

## Pia Ault

**Email:** pia@caballusconsulting.com

Pia Ault is a licensed and certified professional coach and equine facilitated learning practitioner. She holds a Master's Degree in Social Psychology and helps families and individuals deal with anxiety and stress, specifically families with children diagnosed with ADHD. Pia also holds a license as trainer in Dynamic Emotional Integration (DEI) ©, a program on what information and messages our emotions hold for us. Pia is a frequent speaker in Dubai schools and businesses on topics such as emotions, managing stress and anxiety and other social issues.

**Title: Equine Assisted Activities & Experiential Learning can help manage symptoms of ADHD in children**

This workshop will include hands-on practical exercises to illustrate how Equine Facilitated Learning can be effective in managing ADHD symptoms in children. Equine Facilitated Learning (EFL) is a series of activities with horses, on the ground, designed to increase self-awareness, spatial boundaries and communications through non-verbal body language. EFL can help improve ADHD children's ability to focus and stay on task. Interactive experiential activities encourage and increase the child's awareness of the impact body language, intent and the emotional state have on the horse's reaction.

Children with ADHD typically have a higher level of stress and being around a horse helps reduce this stress and anxiety, calms them and helps them pay attention. Horses are big, powerful, and, sometimes, scary. Kids with ADHD get very distracted but having a 1,200 pound animal next to them gets their attention. Some of the activities used to increase attention, focus and staying on task, includes mindful grooming. Another exercise is a leading exercise where the objective is to notice how the horse reacts when we pay attention while leading the horse around, as opposed to when we simply pull the horse along while our mind is somewhere else. This activity enhances focus and connection with another sentient being. Learning to set personal and healthy boundaries through observing horse herd behavior is another exercise that helps children with ADHD interact appropriately with others. (283 words)

Learning outcomes:

Alternative child development methods to manage ADHD symptoms and considering whether non-medical methods are viable for some families who oppose drugs.

## Andrew Wright

**Institution/Organisation:** Art Therapy International Centre, UAE

**Email:** andrew@aticarttherapy.com

PgD Art Psychotherapy HCPC (UK) BAAT (UK) Andrew C Wright is a British trained Art Psychotherapist (HCPC) UK licensed and registered, who trained at Goldsmiths College University of London UK. Andrew is the Clinical Director at Art Therapy International Centre (ATIC) Dubai, where he provides art therapy services to children, adolescent's adults and couples. Andrew is currently undertaking research studies with the University College of London.

**Title: Art Therapy as an intervention for children with early relationship trauma: Cross cultural therapy practice in the United Arab Emirates**

This workshop will be an opportunity for participants to learn about how art therapy can be an effective intervention for children who have experienced early relationship trauma. It will outline how creative art and play is crucial for helping children develop emotional bonds and attachments. I will discuss how neuroscience research and attachment theory informs the art therapy treatment model used to help people who have experienced abuse and trauma (Hass-Cohen and Carr, 2008); (Klorer 2005). Where the process of making art can allow the person to access memories and express feelings that are difficult to verbalise (O'Brien 2004; Carr, 2014 and Greenwood, 2011). There will be an opportunity to engage in hands on art making that explores creative interventions that may be suitable to help people.

We will reflect on the issue of social stigma in the UAE in taking up services that cater to mental health difficulties (Haque and Thompson, 2015) as well as highlighting acculturation issues for expatriate populations (Gerstein, 2009) with pressures on families without the extended family for support. I will also stress the importance of cultural awareness and sensitivity (Sue & Sue, 2013) and the more culturally aware therapist (Calisch, 2003). Thus providing information about how art therapy provides a less invasive treatment for early relational trauma in a cross-cultural setting such as the UAE.

Learning Outcomes:

This experiential workshop will offer participants an insight into how art therapy is used as a treatment modality for children who have experienced early relationship trauma. The workshop will be a combination of lectures, case study and an art making experiential with group discussion. In addition, the discussion and workshop will be grounded within a cultural context

## Dr Sarah Ralph (C.Psychol)

**Institution/Organisation:** City University London, Cygnet Hospital.

**Email:** sarah.ralph.1@city.ac.uk

Dr. Ralph is a module leader and principle lecturer on both the BSc Psychology, and the joint research-practitioner Doctorate in Counselling Psychology at City University London. Dr. Ralph is engaged in qualitative and quantitative research focused on the effectiveness of DBT in reducing suicidal and parasuicidal behaviours, for hospitalised inpatients and a forensic prison population. Dr. Ralph is a Clinical Psychologist and leads the DBT programme at Cygnet Hospital, in London. Cygnet is a private inpatient hospital that provides multi-faceted psychotherapeutic interventions and pharmacological healthcare to patients held under the Mental Health Act. Diagnoses typically include learning difficulties, psychosis, schizophrenia, schizo-affective disorder and personality disorders.

**Title: Understanding the function of suicidal and self-harming behaviour leads to effective treatment.**

Greydanus and Shek (2009) completed a review of literature investigating deliberate self-harming (DSH) behaviours and found DSH to be represented globally and individually defined within a cultural context. Research conducted by AbuMadini and Rahim (2001) assessed the characteristics of patients attending A&E at the King Fahd University Hospital in Saudi Arabia due to deliberate self-harm events, between 1994-2000. 362 cases were included in the study. ICD-10 diagnoses were made for 87% of the sample, 32% of the sample were diagnosed with a personality disorder. AbuMadini and Rahim (2001) state that 12.7% were recorded as having intent to die, with the remaining 87.3% engaging in deliberate self-harm for reasons such as emotional dysregulation and poor affect management.

This workshop explores the varying ways that suicidal and parasuicidal behaviours clinically present across the differing diagnostic populations of learning difficulties, psychosis and personality disorders. In exploring the psychological function of these challenging behaviours this workshop aims to develop the clinician's ability to identify and treat self-harming behaviours effectively, utilising relational skills and Dialectical Behavioural Therapy skills (Linehan, 1993).

## Coaching Psychology - Workshops

Curated by Danielle Bryant, PhD (performance psychology)  
Senior Psychologist Emirates Group & Shirley Attenborough  
MSc, MBPsS Executive Coach, Fluid Moves International

**Email:** [Danielle.bryant@emirates.com](mailto:Danielle.bryant@emirates.com)

Coaching is a growing field in the UAE with the number of residential and visiting coaches working in the region growing. As the coaching profession itself continues to grow worldwide, it is important for coaches to engage in continuing professional development, keep up to date with new research, new practices and case studies. For the first time as part of its programme, the International Psychology Conference Dubai is offering a coaching specific series of workshops, presentations and round table discussions designed to provide coaches working in the region, and beyond, with an opportunity for professional development and networking. This is a great opportunity to meet other coaches and discuss key coaching topics in the region, hear live case studies from both coaches and clients, and learn about new trends in the industry. Please find more details on the specific presentations on the opposite page.

Neurophysiological and psychometric data results from executive health coaching psychology interventions and related biotechnology applications.

Presenter: Justin Kennedy

**Email:** [justin@kennedy.ae](mailto:justin@kennedy.ae)

Professor Kennedy is a consulting neuroscientist and executive coaching psychologist based in the Middle East, potentially also teaching Neuroeducation courses at BUId.ac.ae in the new year. He is a Harvard Medical School Affiliate at McLean Hospital and their Founding Fellow at the Inst. of Coaching. He is a published researcher and on the Medical School's Neuroscience Research Committee Group as well as a faculty member with up.ac.za. At Monarch University, he is faculty head: Organisational Behavior and Psychology, with special interests in behavioural health, neuro-psychology and coaching behavior change. This is based on his HPS-Axis model that defines the relationship between sustained happiness, cognitive performance, stress resilience and wellness.

Given the unique context and lack of comprehensive research into the impact stress has on work performance in the Arabic Gulf, this workshop ensures the practitioner finds the most effective different techniques to promote resilience to stress related pathology and sustains work place wellness based on empirical data. The workshop demonstrates the relevance of neuro-psychological, neuro-cardiac and behavioural tools have on health and performance. The biotechnology demonstration and empirical data is covered in detail. Participants will learn how to apply these neuro-psychological protocols and use the biotechnology as part of an intervention that ensures healthy and happy performance in the ME workplace. Practitioners will learn to evaluate corporate wellness campaigns using empirical data and will have opportunity to experiment with neuro-psychological techniques and test the application of bespoke biotechnology in managed role plays. They will experience how the application of these protocols will reduce risk of stress related pathology, cardiac disease and build protective wellness systems that are driven by empirical data that which directly improve cognitive performance, and even IQ score levels. The workshop begins with an overview of the Harvard IOC paper being presented in September 2016 regarding neurophysiological, cognitive work performance and cardiac data generated from a population of C-Suite executives participating in a health coaching study. The application validity of DC Potential and HRV was assessed and compared to other psychometric data. Conclusions regarding resilient health performance and psychological toughness are compared between four groups. Relevance towards controlling symptoms of hypertension, obesity, burn-out and stress related pathology are discussed. Neuro-physiological data along with the impact the study had on improved working memory, leadership and socio-cognitive data are explained. Further assessment of neurophysiological resilience and psycho-sociological adaptation to occupational stress is suggested. Results from measuring the hormones of happiness are discussed as well as the reduction of the stress hormones. Further practitioner studies are suggested in order to validate proactive health-care and the neuro-psychological tools for the practitioner.

Learning outcomes:

1. Neuro-psychological techniques for practitioners to build healthy and sustainably happy behavior changes.
2. Empirical methods for eliciting medical data for working people's resilience to neuro-cardiac stress.
3. Neuro-psychological techniques that improve levels of sustainable happiness, work performance and wellness.
4. Data points and behavioural factors that need to be included in corporate wellness campaigns.
5. How to promote employee engagement as part of data driven wellness campaigns in ME organisations.
6. Evaluating wellness campaigns that move organisations forward, by using on empirical based data.
7. Evaluation of the delegate-practitioner is not only by way of attendance, but rather also based on their competency in learning and applying the neuro-psychological techniques. The application of relevant biotechnology and their appropriate inclusion into interactive wellness campaigns is proposed. Competency in the understanding and delivery of these practical activities is optional.

## The Three Brains of Leadership for Optimal Decision-making

Presenter: Veronica Munro

**Institution/organization:** Veronica Munro FZ LLE

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Veronica Munro is an International Executive Coach and a Business Performance Facilitator to CEOs, C-suite leaders and their teams within major global organizations and NGOs across Middle East and Africa. Her specialism is facilitating the achievement of business strategy, shifts in mindset and culture and behavioural change through building authentic and aligned, successful and high performing leaders and teams that deliver superior and sustainable business performance and happiness.

*"In unstable business environments an intuitive decision making style is positively associated with company performance"*  
(Richie, Kolodinsky & Eastward)

*"In complex situations, intuitive decisions are more reliable than using higher level cognitive processes"*  
(Li Zhaoping - Professor of Computational Neuroscience in the Department of Computer Science in University College London.

In the increasingly complex and volatile business environments, leaders who are unable to tap into and harness their full intuitive and innate intelligence of their multiple brains are at a distinct disadvantage. The new field emerging in leadership development is known as mBIT (multiple brain integration techniques or mBraining). The purpose of this session is for delegates to explore and experience this new 'technology' for themselves and uncover new ways to make optimal decisions, as well as solving complex problems, effectively.

This session provides delegates with first hand experiences of mBIT in the context of their personal decision making and particularly with a decision they may be currently 'stuck' on.

Learning outcomes:

The ability to concentrate, think, plan and decide is compromised by the ever-increasing demands on leaders. So how can individuals make more effective decisions? Delegates will:

1. Gain insights into 'processing' through the 3 brains and how they are already doing this to a certain extent in their lives;
2. Explore their own decision making styles and what is happening within them when they make a sub optimal decision (including the process)
3. Explore their own decision making styles and what is happening within them when they make an optimal decision (including the process)
4. Understand and practice using mBIT techniques, consciously, so as to make an optimal decision within the session, as well as having an additional tool to making future decisions, particularly in complex and fast moving environments.

## Repertory Grid Technique and Personal Construct Psychology in Coaching Practice

Presenter: Dasha Grajfoner

**Email:** D.Grajfoner@hw.ac.uk

Dr Dasha is the Director of the Centre for Business and Coaching Psychology at Heriot Watt University in Edinburgh where she also lectures in Coaching Psychology and Leadership. Dasha is the Director of Postgraduate Taught Programmes in Psychology and Programme Director of the MSc in Business Psychology. She is also the Director of the Centre for Anthrozoology at the University of Maribor, Slovenia. Dasha is Past Chair of the Special Group in Coaching Psychology (2014-2016) and Past Conference Chair of the International Congress of Coaching Psychology. Dasha is a Chartered Psychologist, Chartered Scientist, Associate Fellow of the British Psychological Society (BPS) and an Accredited Coaching Psychologist (ISCP) with a PhD in differential psychology, which she received from the University of Edinburgh. In her practice she predominantly uses elements of personal construct coaching, cognitive behavioural and positive psychology approaches. Dasha's research and consultancy interests cover the application of coaching psychology in leadership, performance and wellbeing, coaching competencies, and animal assisted coaching. She is currently a Principal Investigator on a research grant by Leadership Foundation for Higher Education, looking at academic leadership coaching.

Personal construct psychology (PCP), developed by Kelly (1955) is often described as a "precursor of coaching" (Stojnov & Pavlovic, 2010), due to its inherent tendency to promote ongoing experiential learning and evaluation. This is important in all areas of coaching, however, it is pertinent in leadership and executive coaching for example, where the awareness of self and others and the ability to adapt as a leader in different context are essential.

PCP is critical for establishing the initial setup in the coaching process; it allows a coach to address more existential issues, like values, traits, competencies and relationships with others. High level of experimentation, reflection and experiential learning in coaching process is echoed in Kelly's core idea of person-as-scientist, which asserts that we make sense of our reality by continuously building hypotheses, testing, and rejecting or accepting them. Kelly's tool to access this process is Repertory grid technique (RGT).

RGT has constituents and stages. Constituents of RGT are elements, subjects and bipolar dyadic constructs. Stages of RGT are elicitation, elaboration and scoring. Elicitation is a creation of bipolar constructs ("interested-disinterested"), elaboration of those constructs provides further clarification, while scoring enables the formation of spatial configuration of coachees' reality. In this skills workshop the participants will be guided through all stages of RGT and encouraged to apply the technique to their own coaching practice.

Is there an increased need for Coaches to be aware of ethics when conducting their work; and to consciously follow and abide by their relevant professional bodies' Codes of Ethics?

Presenter: Nigel Cumberland

**Institution/organization:** The Silk Road Partnership

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Founding Fellow of the Harvard Medical School affiliated Institute of Coaching, MA(Hons) Cambridge University, Certified Coach (Senior Practitioner level) with the European Mentoring & Coaching Council. Nigel is the co-Founder of The Silk Road Partnership and is a well known senior leadership coach to a range of organisations which have included The World Bank Group, Standard Chartered Bank, Dell, the Al-Futtaim Group and the Dubai Government. He works across cultures evidenced by recent assignments in Nepal, Armenia, Bulgaria, India, Malaysia, the Philippines as well as across MENA. He is the author of a range of leadership and self-help books including the recently published 100 Things Successful People Do: Little Exercises for Successful Living (John Murray Learning, UK, 2016) and Secrets of Success at Work: 50 Techniques to Excel (Hodder & Stoughton, UK, 2014). He is active in the field of coaching and ethics through heading the Ethics working group of the EMCC, leading the creation of a joint EMCC and Association for Coaching (UK) Global Code of Ethics for Coaches & Mentors as well as sitting on a UK Academic-Industry partnership called The Collaboration for the Future of Coaching ('CFC') which are finalizing an Ethical Principles and Good Practice for Coaching Provision in Organisations.

There is increased awareness within all sectors of life and in all kinds of organisations of all kinds of ethical issues and dilemmas. We see it in terms of rules being broken, in a lack of honesty and integrity, in some forms of cheating and in breaches of confidentiality and trust. This increased awareness may be due to a more global media in the internet age revealing level of poor ethical behaviour. Alternatively it might reflect an increase in the volume of such incidents. We see it sportsmen, politicians and business leaders having been found to have been unethical in some form. The world's coaching profession and main accreditation bodies recognize this heightened awareness. This is evidenced by the Global Coaching and Mentoring Council ('GCMA') creating, in 2015, a working group to evaluate, compare and contrast its member bodies' respective Codes of Ethics (for coaches and mentors) with a view to creating one overarching best practice code.

Discussion themes:

1. To what extent do we need to walk our talk?
2. Our work involves us supporting and encouraging our clients to uphold the highest levels of integrity, ethical behaviours and living up to their organisations' values, codes of conducts and expectation. To what degree must we ensure that we deliberately hold ourselves to similarly high standards?
3. In what ways and under what conditions do we as Coaches risk acting unethically?

## IPCD 2016 Special Theme Positive Psychology

Managed by Louise Lambert and Radhika Punshi

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Since the introduction of positive psychology back in 2000, the field has grown exponentially. At first, it was ridiculed, suspected, and even rejected by mainstream psychology, and those of us who believed that a shift from misery and despair towards states of human excellence and flourishing were necessary, in fact badly needed, kept quietly studying, researching, and learning all that we could about the science of happiness and wellbeing. This momentum and movement made its way to the GCC countries a few years ago and the fact that we are before you today at this conference with a stream entirely dedicated to positive psychology attests to the fact that there are now enough of us here plotting and planning to build greater happiness in the region! But more seriously, the region as a whole needs a new way of doing things, let's be honest, a focus on the negative has not worked wonders. Instead, we believe (and have seen through our interventions and research) that a focus on strengths, wellbeing, human capital, excellence, and bringing out the very best in people, does. Know that this movement is bigger than what you see here today. We have had initiatives working proudly yet silently across the GCC countries, major positivity campaigns and social interventions in Kuwait for the past 3 years, a new Minister of Happiness in the UAE, a very strong interest in developing human excellence in Saudi Arabia and exciting projects to come, and of course, the first ever Middle East Journal of Positive Psychology, which is set to publish its second issue very soon. The change has arrived and we hope you will join it.

## Introducing Positive Psychology and Positive Psychology Interventions

Presenter: Louise Lambert

**Institution/organization:** Associate Professor and Researcher at the Canadian University Dubai.

**Email:** [ltlamber@yahoo.com](mailto:ltlamber@yahoo.com)

Dr. Louise Lambert, PhD., is a Registered Psychologist (#2659, College of Alberta Psychologists, Canada) with over 15 years' experience in counselling centres, mental health, not-for-profit organizations, higher education and research, and primary healthcare organizations. She has lived in the UAE for eight years and is currently Associate Professor and Researcher at the Canadian University Dubai. With a concentration in positive psychology, she has developed and delivered three evidence-based positive psychology intervention programs. Her "Happiness 101" program is used in clinical settings and has shown 6-month post treatment effectiveness. She also developed the "Strengths Compass Program", a program used for the growth of workplace character strengths in teens, young adults, and entry-level employees and "Happiness Matters in University" Finally, "Happiness Matters at Work" is focused on employee well-being and is useful in supporting organizations through change and opportunity, as well as for harnessing the power of their human resource capital.

### **Positive Psychology interventions: what are they and how do they work?**

In this one hour workshop, learn about positive psychology interventions, what they do, how they work and then try a few for yourself! Be ready to learn a little science and then test out a few interventions, so be prepared to feel a little happier by the end of the hour and consider how you might use these in your own practice

## International Positive Psychology Workshop:

Positive Organisations: How even negative experiences can result in positive outcomes  
for organisations with a positive psychology approach

Presenters: Lesley Lyle & Dan Collinson

**Institution/organization:** Positive Psychology Learning

**Email:** [Lesley@positivepsychologylearning.com](mailto:Lesley@positivepsychologylearning.com) / [Dan@positivepsychologylearning.com](mailto:Dan@positivepsychologylearning.com)

Lesley Lyle (MAPP) and Dan Collinson (MAPP) are both associate lecturers on the MSc in Applied Positive Psychology (MAPP) course at Bucks New University, High Wycombe, UK.

Organisations that adopt a positive psychology approach throughout the workplace have been shown to benefit from increased employee engagement, higher levels of happiness, improved wellbeing and greater productivity, as well as lower levels of stress, anxiety and reduced absenteeism. However, what happens when an organisation has to restructure, downsize or make redundancies? Existing redundancy processes, such as those that exist in the UAE region, have been found to have a negative effect on an organisation's reputation as an ethical employer and lead to problems such as adverse work attitudes, job adaptation and organisational withdrawal behaviours (Probst, 2002). Additionally, the redundancy process can have a negative financial impact on organisations, for example, if there is an appeal to a visa being revoked. The authors posit that organisations that introduce and implement a positive psychology strategy to cope with adversity can create and retain good relationships with employees and their families during the term of their employment and even after end of contract (Luthans, Youssef, & Avolio, 2007). Consequently, they can not only withstand such adversities, but can even prosper in such circumstances. An approach, which focuses on positive psychology tenets, such as resilience, compassion, strengths and psychological wellbeing, can enable retained employees to increase their resilience and happiness, more compassionately support those being made redundant and enhance the reputation of an organisation to be seen as the organisation of choice for employees and prospective employees.

## Positive Psychology Research Paper:

Gender Differences in Positive Emotion

Presenter: Amna Shamim and Amina Butt

**Institution/organization:** Lahore College for Women University, Lahore, Pakistan

**Email:** aamnakhawar786@yahoo.ca

PhD Scholar (Psychology), MS (Health Psychology), M.Sc. (Applied Psychology). Amna Shamim is currently working as an Assistant Professor in the department of Applied Psychology, Lahore College for Women University, Lahore, Pakistan. She has been teaching Health Psychology, Positive Psychology and Behavioural Neuro Science at BS and MS level.

The study is aimed at identifying the Phenomenology of Positive Emotions and finding out the differences in the experience of Positive emotions between men and women. During the first phase extensive review of literature was conducted (year 2005-2015). Gender differences were found in the experience of Positive Emotions from reviews of previous literature (Fredrickson, 2005). During the second phase three focus groups were conducted. One with men (N=9) other with women (N=10) and the last with both men and women (N=10). Finally Positive Emotions Scale (PES) was presented to participants (N=200) to see differences in the experience of Positive Emotions. Results indicated that men and women both experience Positive Emotions at different times of their lives but the style of their experience is different. Women's Positive Emotions were more related to their social interactions, friends and family moreover women were more likely to experience Compassion than men. Positive Emotions like Pride was more frequently found among men as compared to women. Findings suggest that there are significant differences among men and women in the perception, understanding and experience of positive emotions. Overall men were found to be happier than women

## Special Panel:

Happiness and National Policy in the Middle East

Moderator: Elizabeth Topolskaya

Panel Members: Yara Younis, Louise Lambert, Radhika Punshi,  
Meghana Warren & Elena Aldridge

**Institution/organization:** Canadian University Dubai, U.A.E.

**Email:** yarayounis96@gmail.com / Elizabeth@Topolskaya.com

Elizabeth Topolskaya is a senior student at the Canadian University of Dubai, majoring in Health Organization Management. She has collaborated with Dr. Louise Lambert on the book chapter, which focused on the broaden-and-build theory by B. Fredrickson and included a thorough literature review, as well as recommendations for the HR professionals on how to introduce the culture of positivity into the workplace through simple yet effective Positive Psychology Interventions. Moreover, Elizabeth is currently working on publishing a concise literature review paper, explaining why managers should pursue the rather counterintuitive idea of prioritizing colleagues' feelings over the costs and performance indicators.

As more countries treat happiness as the focal point of policy decision-making, well-being research is increasingly being used by governments to improve the quality of life in social, economic, and political aspects (Diener and Tov, 2012). By focusing on measures that increase well-being, governments can improve prosperity, productivity, and trust in their societies (Adler and Seligman, 2016). Faced with instability and conflict, the Middle East can benefit from a practical national policy design, based on well-being, to recover from crises. Even the United Arab Emirates has recognized the importance of happiness for the growth of its society. Accordingly, this panel proposes that governments in the Middle East can benefit from the focus and application of well-being in national policies. The United Arab Emirates, Syria, and Lebanon are among the specific cases that will be presented to illustrate how well-being in national policy can be beneficial. Precise strategies for practical policy design in these countries will be proposed, based on extensive research. The discussions will be reinforced using an international perspective of the Middle East moving away from its unstable arena, towards a flourishing region that can tackle critical issues using well-being policies.

## Positive Psychology Workshop: 'Strengths Compass'

Presenter: Radhika Punshi

**Institution/organization:** The Talent Enterprise

**Email:** radhika@thetalententerprise.com

Radhika Punshi is the Co-Founder and Managing Director for the Talent Enterprise. Radhika is a published author and her books include 'Unlocking the Paradox of Plenty' and a new book titled 'Game-Changers', both focused on the Arab World. Radhika is a graduate of the Masters in Positive Psychology Program from the University of Pennsylvania under the guidance of Dr. Martin Seligman. She served on founding Board of Directors of the prestigious International Positive Psychology Association and was previously a Visiting Scholar at the University of Pennsylvania. Radhika is an advisor to policy-makers, HR professionals and educational institutions, with a special focus on youth and female inclusion in the region.

### **The Strengths Compass Program: Developing Crucial 'Skills for Life' Amongst Youth in the GCC**

This interactive workshop will focus on providing practical tools & examples on how to create and deliver localised programs in positive psychology and positive education for youth in the region. The workshop will provide two case studies, one from the UAE and another from Saudi Arabia, on developing crucial life skills such as grit, resilience, growth mindset and self-efficacy to support career guidance, work readiness and employability, as well as the overall well-being and happiness of youth. The workshop will provide participants with tips, tools and information on both, the design & delivery as well as on the impact of the programs.



## Organising Committee



### Nanette Fairley

Nanette has been in the region for over 20 years in various roles in the Occupational Psychology field. Her major interest lies in the identification and development of potential and leadership talent. Post her studies in occupational psychology she completed an MBA and since then has qualified both to use, and train others, on a myriad of diagnostic and developmental tools. She is currently responsible for the identification, development and management of talent for an international airline. This is her fourth year on the IPCD committee.



### Dr Annie Crookes (Heriot Watt University)

Annie currently works as Academic Leader for Psychology at Heriot Watt University's Dubai campus. She has been in the UAE for 8 years working for UK Higher Education Institutions helping to set up and run their psychology programmes (both UG and PG). Prior to this she was employed as a lecturer at the University of Leicester, UK. She holds both a PhD in cognitive psychology and an MSc in International Addiction Studies from UK institutions.

She has taught extensively across a broad range of applied and core psychology subject areas and worked closely with industry professionals.

### Dr Alia Al Serkal

Alia Al Serkal has over 10 years of experience in Applied Psychology, having worked in various organisations related to telecommunication and aviation. Her speciality includes identifying talent in the organisation, setting up talent pool programmes, as well as succession planning. She is a firm believer in utilising psychometric testing and assessment centers to assist in selection and development as well as focusing on Emiratisation. Her interests lie in personality, stress and coping, emotional labour, well-being, work engagement, psychometric testing and norm creation just to name a few. She obtained her PhD in Psychology from the University of Leeds (UK).

She is a member of the EPA, APA and a Chartered Member of the BPS



### IPCD Administrator: Susie Hylton

Susie is a British Expatriate who, after working for 18 years as a Midwife in the UK and Saudi Arabia, has now resided in Dubai for over 15 years working in many corporate environments. Susie is a Certified Anti Money Laundering and Compliance Officer, with experience in HR Management, Business Development, Relocation, Recruitment, Project & Event Management and Administration, across many industries including Retail, Oil and Gas, Relocation, and Legal. She is a Committee Member of the International Business Women's Group in Dubai



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