Prof. Dr. Michael Frese, Asia School of Business (in collaboration with MIT Sloan Management) and Leuphana, University of Lueneburg – June 2026

Career:
Prof. Frese holds appointments at Asia School of Business, Kuala Lumpur (distinguished professor and faculty chair) and Leuphana University of Lueneburg. Prior appointments were at NUS (Head of Dept. and Provost chair), University of Giessen (chair for work and organizational psychology) and visitng professor at London Business School; professorial appointments also at University of Bremen, at University of Pennsylvania, at LMU (Munich) and at UvA (Amsterdam). He lectured internationally – as visiting professor in the USA (Maryland, Michigan State), Sweden, Zimbabwe, Brazil, China (Zheijang Univ), Uganda (continuous visiting professor at Markerere University Business School), and elsewhere. Prof. Frese was a student at Univ of Regensburg (BA=Vorplom), Free University of Berlin (Diploma = MSc) and Technical University Berlin (PhD).

Research areas:
Prof. Frese's theoretical background is action theory. His research spans a wide range of basic and applied topics within organizational behavior and work psychology. Most important are his longitudinal studies on psychological effects of **unemployment**, impact of **stress at work**, predictors of **personal initiative**, as well as psychological success factors of **entrepreneurs**. His field studies on **errors, error management, and error management culture** have received wide attention. In the area of **training** are concepts of error management training, leadership training and training to improve entrepreneurial success and personal initiative. He studied **cultural factors** in organizations and across nations, as well as success factors in entrepreneurs in developing countries (Africa, Latin America, and Asia). He is known for his (cross-national) research on **innovation**, most recently innovation processes in Asia.

Journal articles and books:
Frese has authored ca 190 peer-reviewed journal articles (in amongst other journals SCIENCE, AMJ, JAP, PP, AMLE, JPSP, JBV, ROB, JOB, JVB, JOOP, APIR, American Economic Review Insights) and ca 250 book chapters, etc, and was editor/author of ca 30 books and special issues. A SCIENCE article provides the results of a randomized controlled experiment of his training concept of Personal Initiative for Entrepreneurs with similar results 7 years later (AER-I, 2026). His edited books include 'Goal-Directed Behavior: The Concept of Action in Psychology', 'Psychological Issues of Human-Computer Interaction in the Work Place', 'Successful Entrepreneurs: Psychological Analyses and Practical Suggestions for Entrepreneurs in East and West Germany (German and Russian)', 'Success and Failure of Microbusiness owners in Africa: A Psychological Approach', 'The Psychology of Entrepreneurship' (SIOP Organizational Frontiers Series), 'Errors in Organizations' (SIOP Organizational Frontiers Series), 'The Psychology of Planning in Organizations';' New Perspective on the Psychology of Entrepreneurship' (with Gielnik and Cardon, M (2021).

Awards:
The Global Award for Entrepreneurship Research, Stockholm Sweden May 27, 2024 – the most important award given to entrepreneurship researchers (https://www.e-award.org/); elected as **Fellow** by the **German Academy of Sciences** (Leopoldina); **Fellow** of the following scholary associations: Academy of Management, Society for Industrial and Organizational Psychology (Division 14 of APA), Association for Psychological Science, and International Association of Applied Psychology; 2015 **Distinguished Scientific Contributions Award by SIOP; 2015 Entrepreneurship Division of the Academy of Management Greif award** for the most influential entrepreneurship publication of the last 6 years (ETP, 2009); 2016 **Distinguished Career Contributions Award of the German Psychological Association** (Leipzig), 2016 **Dedication to Entrepreneurship, a Life Time Achievement Award by the Entrepreneurship division of the Academy of Management** (Anaheim), 2016 **Emerald Africa Academy of Management Trailblazer Award** (Nairobi, Kenya); **2018 Distinguished Scientific Contributions Award** of the International Association of Applied Psychology (Montreal); 2020 the **Path-to-Scale Award** by

Innovation for Poverty Action (IPA); **2021 Life Time Achievement Award** of Organizational Behavior Division, Academy of Management.

Impact:
Ranked third among German management professors in publications (BWL-Handelsblatt-Rankings 2012, 2014) and among the five most cited economists in Germany (Scopus Frankfurter Allgemeine Zeitung Ranking on Research 2015, 2016, 2017, 2018, 2020, 2021 - the German term economist includes management), he is the most frequently cited work and organizational psychologist and organizational behavior scientist as well as entrepreneurship researcher in Germany and Asia and one of the most frequently cited Europeans (**h-index =124; about 92,500 Google Scholar citations**; **i10=305**). The most highly cited professor in Malaysia, he belongs to the 15 most frequently cited active scholars in Management, Organizational Behavior, and Entrepreneurship and Work Psychology worldwide and the **2% best** researchers according to the **Stanford Ranking by Ioannidis et al**. **2020, 2021, 2022, and 2026. AD ranked** Prof. Frese 2023 as No 1 in Germany, Europea and in Malaysia (in 'business and management'), research.com **D=108** (ranked 12 in the world). He presented approx. 90+ invited congress keynote addresses, e.g., at ICP in San Francisco (1998), Stockholm (2000), Athens (2006), Melbourne (2010), BPS Occupational Psychology, Chester (2013) and Paris ICAP (2014), APS (2017), Montreal ICAP (2018), AoM, 2021 and ca 500 talks at conferences and colloquia.

Consultant and lecturer to management of many companies (e.g., banking, technology, automobile, utility, telecommunication, industry), with more than **500 popular talks** given and **consulting** jobs done.

Service:
He currently serves on the following editorial boards of journals: Academy of Management Journal, Journal of Applied Psychology, Applied Psychology: An International Review: Journal of Business and Psychology, as well as Annual Review of Organizational Psychology and Organizational Behavior until 2023. Prof. Frese served as field editor of Journal of Business Venturing – the most important entrepreneurship journal (until end of 2016). He was senior editor of the journal Applied Psychology: An International Review, Co-Senior Editor of Psychologische Rundschau, and was on the editorial board of various book series (e.g., Management Series (Routledge)) and many other journals. He was President of the International Association of Applied Psychology and headed the division Work and Organizational Psychology of German Society for Psychology. For 2020, he was also elected to be on the Board of Directors of GLOBE (Global Leadership and Organizational Behavior Effectiveness).

Research support:
Research grants from the Deutsche Forschungsgemeinschaft (from 20 000 to a few million Euros), German government, Volkswagenstiftung, European Union, Nederlandse Wetenschap Organisatie, Mercedes-Benz, Opel, and Accenture, Ministry of Education and SSRC in Singapore, UNESCO, DAAD, World Bank, and other science supporting organizations).

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https://scholar.google.com.sg/citations?hl=en&user=AvzNfqsAAAAJ&view_op=list_works&gmla=AJsN-F6GQemKF-4w6OlDo0YaCxaDnPT_kHGLjRKancdcE8zmroOB71D-prASh6rMmNQjY8MC4swTosDy0Bvd5yqFP--TI99ZWuhKePJryjo-n0T2tsNZxxI

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NAME:		Prof. Dr. Michael Frese
EDUCATION:	Vordiplom	University of Regensburg, 1971
	Diploma (Dipl.-Psych.)	Free University of Berlin, 1976
	Ph.D. (Dr. phil)	Technical University of Berlin, 1978
CAREER:	1976 to 1980	Scientific Assistant at Department of Education and Societal Science, Technical University of Berlin
	1980	Visiting Professor (C 3) in the Department of Psychology, University of Bremen
	1981 to 1983	Associate Professor, University of Pennsylvania
	1984 to 1991	Tenured Professor of Work Psychology, Dept. of Psychology, University of Munich
	1988 to 1989	Visiting Professor at Pennsylvania State University, Dept. of Psychology, Organizational Psychology Unit, partly supported by Fulbright Foundation
	1989 to 1990	Visiting Professor at University of Mannheim
	1990 to 1992	President (speaker) of the Organizational and Industrial Psychologists of the Deutsche Gesellschaft für Psychologie
	1984 to 1991	Adjunct Professor at the University of Pennsylvania, Department of Psychology
	1991 to 2009	Chair for Work and Organizational Psychology, University of Giessen
	1995 to 2000	Chair for Work and Organizational Psychology, University of Amsterdam (1998 – 2000 part-time)
	1991 to 1998	Editor of the journal of the International Association of Applied Psychology APPLIED PSYCHOLOGY: An International Review
	1998 to 2002	President-Elect of the International Association of Applied Psychology (IAAP)
	1999 to 2000	Visiting Professor at London Business School
	2000 to present	Visiting Professor Zheijang University, China
	2001 to 2009	Visiting Professor at London Business School (part-time)
	2002 to 2006	President of the International Association of Applied Psychology

2003	Visiting Professor, University of Maryland
2003 to 2004	Visiting Professor, Michigan State University
2006 to 2010	Officer (Past President) of the International Association of Applied Psychology
2009 to 2016	Field Editor of the most important entrepreneurship journal: Journal of Business Venturing
2009 to present	Visiting Professor at Makerere University Business School, Kampala, Uganda
2009 to 2021	Tenured Professor at National University of Singapore (NUS), Business School, Department of Management and Organization (on leave 2020/21)
2016 to 2021	Appointed as Provost Chair at NUS Business School and appointed as head of department
2009 to present	Leuphana University of Lueneburg, Germany (dual appointment ASB and Leuphana) Senior professor (part time) at Leuphana University of Lueneburg, Germany Germany (dual appointment ASB and Leuphana)
2018 to present	Full Professor for Organization and Management at Asia School of Business (in collaboration with MIT Sloan Management)
2020 to present	Visiting Professor at NUS Business School Distinguished Professor, Faculty Chair and PhD Program Director at Asia School of Business (ASB, in collaboration with MIT Sloan Management), Kuala Lumpur, Malaysia and
2021 to 2024 Since 2025	Leuphana University of Lueneburg, Germany

MEMBERSHIPS:

- Deutsche Gesellschaft für Psychology (former president of I/O group)
- American Psychological Association/Foreign Associate
- Society for Industrial and Organizational Psychology (elected Fellow)
  Academy of Management
- International Association of Applied Psychology
  President (2002-2006)
  Officer (1998 to 2010)
  (Honorary) Member of the Board of Directors (BOD)
- Honorary Member of Psychological Society of South Africa (PSYSSA)
- Singapore Psychological Society
- The Society for Organizational Behavior (SOB, by invitation only)
- The Summit Group (I/O Psychologists by invitation only)
- Association for Psychological Science (elected Fellow)
- German Academy of Sciences (Leopoldina, Fellow, elected by invitation only; oldest Academy of Sciences worldwide; former members were e.g., Einstein and Darwin)
- Former Member of Board of Directors of GLOBE (Global Leadership and Organizational Behavior Effectiveness) (2020).

BOOK SERIES (Editor):

- Organization and Management Series (Routledge, Taylor and Francis) (Editor) (ca 2006- 2017)
- Entrepreneurship Research Monographien, Josef Eul Verlag (Editorial Board)

- IAAP – Blackwell Handbooks in Applied Psychology – Former General Editor
- SIOP- Frontier Book Series (Editorial Board 2001-2005)

EDITOR of JOURNALS:

- APPLIED PSYCHOLOGY: An International Review (senior editor from 1991 – 1998)
- Zeitschrift fuer Psychologie (co-senior editor, 1998-2000)
- Journal of Business Venturing (field editor: Entrepreneurship & Psychology, 2009-2016)

MEMBERSHIP IN EDITORIAL BOARDS (FORMER OR CURRENT MEMBER):

- Journal of Applied Psychology (current, Contributing Editor, from 2017 Consulting Editor)
- Academy of Management Journal (from 2012 to current, more than 100 reviews submitted) (Editorial Review Board Member)
- Annual Review of Organizational Psychology and Organizational Behavior (2017 2022)
- Africa Academy of Management Journal (current)
- Entrepreneurship Theory and Practice
- Industrial and Organizational Psychology: Perspectives on Science and Practice
- Applied Psychology: Health and Well-Being
- Journal of Business and Psychology (current)
- Zeitschrift für Arbeits- und Organisationspsychologie (last 30 years stopped 2025)
- APPLIED PSYCHOLOGY: An International Review (current; former Senior Editor)
- Journal of Business Venturing (Field Editor, 2009 to 2016 before that Board Member)
- Personnel Psychology
- Human Performance
- The European Journal of Work and Organizational Psychologist
- Journal of Occupational Health Psychology
- Journal of Organizational Behavior
- Human Relations
- Zeitschrift fuer Psychologie (Former Editor)
- Organizational Behavior and Human Decision Processes
- Journal of Occupational and Organizational Psychology
- Journal of Small Business Management
- Gedrag en Organisatie
- Zeitschrift für Arbeitswissenschaft
  Foundations and Trends in Entrepreneurship (current)

PROFILES OF PROF. FRESE:

Google Scholar: https://scholar.google.com.sg/citations?user=AvzNfqsAAAAJ&hl=en

AWARDS/HONORS:

- **2026**: **Stanford Ranking update** among the 2% most cited Scientists in the category of management (Standardized Ranking) Ioannidis, J. (2026); the **third best** one in all sciences in **Malaysia**; the second best one in **Germany** in Business
- **2025**: The paper "Long-term and Lasting Impacts of Personal Initiative Training on Entrepreneurial Success", American Economic Review Insights, 2025, has been selected as a winner in the IGL Annual Research Prize Competition for the category of **Best Experimental Paper for Potential Policy Impact** (Innovation Growth Lab, London England, www.innovationgrowthlab.org for 2024 but announced 2025)
- **2024**: **Global Award for Entrepreneurship Research,** Stockholm May 27th, 2024 – for spearheading "groundbreaking research aimed at answering a set of fundamental questions about human psychology and entrepreneurship"; this is worldwide the most important award given to entrepreneurship researchers: https://www.e-award.org/
- **2024: Research.com:** The most highly cited business and management scholar in Malaysia and in Germany, Rank 15 in the world (D=109)
- **2024 inaugural ScholarGPS Highly Ranked Scholar (**Michael Frese | Scholar Profiles and Rankings | ScholarGPS) ranked No 147 worldwise and No 2 in Germany
- **2023 SIOP Joyce and Robert Hogan Award for Personality and Work Performance best paper award for the paper by** W.-D. Li, S. Li, J. J. Feng, M. Wang, H. Zhang, M. Frese, et al. "Can becoming a leader change your personality? An investigation with two longitudinal studies from a role-based perspective Journal of Applied Psychology 2021
- **2023 Research.com: Ranking of D-scores**: Ranked Nr 1 in Malaysia in Management and Entrepreneurship and in Psychology
- **2021 and 2022 Stanford Ranking update** among the 2% most cited Scientists in the category of management (Standardized Ranking) (Baas, J., Boyack, K., & Ioannidis, J. (2021). August 2021 data-update for "Updated science-wide author databases of standardized citation indicators.". *Mendeley Data, 3.*) Update 2022: Ioannidis, J. P. A. (2022). September 2022 data-update for "Updated science-wide author databases of standardized citation indicators". *Mendeley Data*, *4*.
- **2022** FAZ-Rankings **Ranked** among **five highest ones in citations for economists** in Germany for research citations
- **2022** Highly Cited Researchers (h>100) according to their Google Scholar Citations public profiles The data for this edition was collected during March 2022. https://www.webometrics.info/en/hlargerthan100
- **2021 Life time achievement award** (online conference of the Academy of Management, award ceremony July 30th 2021 (**Academy of Management/ Division of Organizational Behavior**
- **2020 Stanford Ranking Ioannidis** et al: PLOS Biol Mentioned among the 2% most cited Scientists in the category of management (Standardized Ranking) **(**Ioannidis, J. P., Baas, J., Klavans, R., & Boyack, K. W. (2019). A standardized citation metrics author database annotated for scientific field. *PLoS Biology, 17*(8), e3000384.)
- **2020** FAZ-Rankings **Ranked** among five highest ones in citations for economists in Germany for research citations
- **2020 Elected for Board of Director** Global Leadership & Organizational Behavior Effectiveness (GLOBE) Foundation
- **2020 Path to Scale Award by IPA for the study published in Science 2017 (Innovation for Poverty Action (**IPA associated are Nobel prize winners Banerjee and Duflo, MIT)

- **SAGE Publishing's 10-Year Impact Award** for 2009 Rauch, Wiklund, Lumpkin, Frese paper in Entrepreneurship Theory and Pracice (one of three most highly cited published papers in all of Sage journals)
- **2019** FAZ-Rankings **Ranked** among five highest ones in citations for economists in Germany for research citations
- **WoS on the Rauch et al 2009 paper : "**As of July/August 2018, this **highly cited paper** received enough citations to place it in the top 1% of the academic field of Economics & Business based on a highly cited threshold for the field and publication year."
- **WoS on the Unger et al 2011 paper "**As of July/August 2018, this **highly cited paper** received enough citations to place it in the top 1% of the academic field of Economics & Business based on a highly cited threshold for the field and publication year".
- **2018 IAAP Distinguished Scientific Contributions Award** of the International Association of Applied Psychology (29th International Congress of Applied Psychology, Montreal, June 26-30, 2018) .
- **Responsible Research in Management 2017 Inaugural IACMR Presidential Award (International Association for Chinese Management Research)** for my Science Paper "Teaching personal personal initiative beats traditional training in boosting small business in West Africa" (Dec 2017, the plaque was given at the Conference in 2018; also invited keynote address as speaker at the conference)
- **Best Paper award** 2017 Diana International Research Conference Women: Women entrepreneurs taking actions: The key role of personal initiative for spousal support and business growth after training; Entrepreneurship Conference, Kansas City Oct 2017 (my PhD student Kathrin Wolf was first author)
- 2019 – 2021 Appointed as **Provost"s Chair** in the NUS School of Business.
- **2016 Distinguished Career Contributions Award** of the German Psychological Association (50th Congress of the German Psychological Association in Leipzig, Oct 2016)
- 2016: **Entrepreneurship division career award: The Dedication to Entrepreneurship** Award (awarded at The 76th Annual Meeting of the Academy of Management - August 5-9, 2016 - Anaheim, California, United States)
- 2016 – 2019 Appointed as **Provost Chair** in the NUS School of Business.
- **2016 Hogan Award for Personality and Performance** (Society for Industrial and Organizational Psychology, 31st Annual Conference, 2016) (Li, Fay, Frese, Harms & Gao in Journal of Applied Psychology, 2014
- **The 2016 Emerald Africa Academy of Management Trailblazer** Award (3rd Biennial Conference, Nairobi, Kenya, January, 2016)
- 2016, The **100 top professors of entrepreneurship globally** (hottopics.ht), Michael Frese Named as one of the 100 top professors globally, as nominated by Tech Entrepreneurs
- **2015 Distinguished Scientific Contributions Award** by the Society for Industrial and Organizational Psychology, awarded at 30th Annual Conference of SIOP, Philadelphia, 2015
- 2015: **Greif Award for most influential entrepreneurship publications** of last 6 years 2015 awarded at AoM conference with Rauch, A., Wiklund, J.& Lumpkin, G.T. 2009. Entrepreneurial orientation and business performance: A meta-analysis. *Entrepreneurship Theory and Practice, 33*, 761-787.
- **Ranked** among five highest ones in citations for economists in Germany (FAZ-Rankings 2015, 2016, 2017, 2018, 2019, 2020, 2021 for research citations)
- **2015 Best Reviewer Award** by Academy of Management Journal (2015)

- **2015 – 2022 Ranked** among the 12 most cited living entrepreneurship scholars at Google Scholar
- **2015 – 2022 Ranked** among the 10 most cited living organizational psychology scholars at Google Scholar
- **2015 – 2022 Ranked** among the 10 most cited living Organizational Behavior scholars at Google Scholar
- **2015 – 2022 Ranked** among the 12 most cited living management scholars at Google Scholar
- **Ranked** third in publications of management scholars in Germany
- **Ranked third highest in lifetime publications among German management professors** in Germany (Handelsblatt-Rankings 2014, BWL-Rankings)
- **Best Reviewer Award**: Entrepreneurship Theory and Practice 2014
- **Fellow** of the Academy of Management (2014)
- **Fellow** of the International Association of Applied Psychology, IAAP (2014)
- **Elected Fellow** of the German National Academy of Sciences (2013) (the oldest National Academy of Sciences in the world (former members , e.g., Darwin and Einstein)
- **Falcone Distinguished Entrepreneurship Scholar**, Syracuse University (2013) The Falcone Distinguished Entrepreneurship Scholar award presented by Syracuse University to "individuals who have distinguished themselves with significant publications on topics critical to the advancement of entrepreneurship as a discipline and produce work that has had a major impact on theory advancement, entrepreneurial practice, and/or public policy efforts that encourage entrepreneurial activity."
- **Ranked third highest in lifetime publications among German management professors** in Germany in Germany (Handelsblatt-Rankings 2012 BWL-Rankings)
- **Oustanding Researcher Award** from NUS Business School (2012)
- **Best Researcher Award "Leuphana Forschungspreis"** from Leuphana University, Lueneburg, Germany (2012), received July 2013
- **Fellow** of Association for Psychological Science (APS, 2012)
- **Finalist for Best paper Award** of Leadership Quarterly 2011 (with Rosing, K. & Bausch, 2011. Explaining the heterogeneity of the leadership-innovation relationship: Ambidextrous leadership. *Leadership Quarterly, 22*, 956–974.
- ***Best Paper Award* 2005** by Center for Creative Leadership for paper with Brandstätter, Heimbeck, Malzacher, 2003. Goals need implementation intentions: The model of action phases tested in the applied setting of continuing education. *European Journal of Work and Organizational Psychology*, 12, 37-59.
- ***Best paper award*** in 2006 for best paper since last 10 years in JOHP with Zapf, Dormann, 1996). Longitudinal studies in organizational stress research: A review of the literature with reference to methodological issues. *Journal of Occupational Health Psychology*, 1,2, 145-169
- ***Best paper award*** *2009 for paper with* Spector, Zapf, Chen. Why negative affectivity should not be controlled in job stress research: Don't throw out the baby with the bath water. *Journal of Organizational Behaviour*, 2000, 21, 79-95. Award for being one of the eight most cited (influential) articles in the Journal of Organizational Behavior since its inception in 1980.
- Elected **Fellow** of Society of Industrial and Organizational Psychology (SIOP, division of APA), 2000
- Various additional **awards for books** to which Prof Frese contributed (e.g., SIOP book award for two GLOBE books)

PUBLICATIONS

A. Articles in peer-reviewed journals

190. Rauch, A., Frese, M., & Tabilo, M. (2026). Meta-analyses in entrepreneurship research: the state of the art and future directions for validity assessment. *Foundations and Trends in Entrepreneurship*, *22*(1), 1-107.

189. Frese, M., Brieger, S. A., & Horvath, D. (2026). Towards a concept of error tolerance culture: Entrepreneurship facilitator or societal risk amplifier? *Applied Psychology*, *75*(3), e70109.

188. Wolf, K., Hafner, M., Zhou, J. L., & Frese, M. (2026). Help or hindrance? Husbands' influence on women entrepreneurs' business success in Sub-Saharan Africa: A latent profile analysis. *Journal of Business Venturing*, *41*(5), 106606.

187. Carnevale, J. B., Frese, M., Jack, S. L., Parker, S. K., & Wiklund, J. (2026). A better tomorrow? Work and well-being in the entrepreneurial society. *Journal of Business Research*, *207*, 115986.

186. Liang, C., Yu, K., Li, W. D., Zhu, Z., Frese, M., & Li, C. (2025). Are people in the West really more proactive than those in the East? The role of different processes and forms of proactivity. *Asia Pacific Journal of Management, 1-26.*

185. Alinaitwe, Cinderella, Michael Frese, Hadija Mohd, and Tan Jiunn Wen. "A psychological rating instrument: The entrepreneurial pitching success scale and its reliability and validity." *Journal of Small Business Management* (2026): 1-35; DOI:10.1080/00472778.2025.2593399.

184. Starmann, F. A., Hubner-Benz, S., Frese, M., & Ng, J. W. X. (2026). Synthesizing, Patchworking, Evaluating, and Abstaining: Patterns of Creative Interaction. *Academy of Management Proceedings 2026*, p. 21618.

183. Peschmann, J., Gielnik, M. M., Frese, M., & Bischoff, K. M. (2025). Overcoming poverty and unemployment: The transfer dynamics of entrepreneurship training. *Journal of Applied Psychology*. Advance online publication. (2y impact 9.4) https://dx.doi.org/10.1037/apl0001300

182. Campos, Francisco, Michael Frese, Leonardo Iacovone, Hillary C. Johnson, David McKenzie and Mona Mensmann. 2025. "Long-Term and Lasting Impacts of Personal Initiative Training on Entrepreneurial Success." *American Economic Review: Insights*, 7 (4): 463–79. (2y impact 6.7; "*American Economic Review* (parent journal) consistently ranks as one of the most cited and influential journals, with an h5-index of 146 and a high impact factor (ca. 11.6 or higher depending on the year/source). *AER: Insights* is designed to achieve a similar impact per article due to its stringent quality control). (received 2024 IGL Research Prizes, for best experimental study for potential policy impact, announced 2025.)

181. Rauch, A., Saeed, S., & Frese, M. (2025). Decoding evidence-based entrepreneurship: A systematic review of meta-analytic choices and reporting. *Journal of Small Business Management*, *63*(4), 1783-1829. (2y impact 5.3).

180. Frese, M. (2024). Learning from African entrepreneurship: On the psychological function of entrepreneurial preparedness. *Small Business Economics*, 1-16 (2y impact 4.8).

179. Klamar, A., Horvath, D., Frese, M., Keith, N. (2024). Different approaches to learning from errors: Comparing the effectiveness of high reliability and error management approaches. *Safety Science*, (2y impact 6.1).

178. Wei, Deng, Hubner-Benz, Frese, M., Song, Z. (2023). Different ways lead to ambidexterity: Configurations for team innovation across China, India, and Singapore. *Journal of International Management, 29 (3),* 101027. (2y impact 6.1).

177. Frese, M., & Gielnik, M. M. (2023). The Psychology of Entrepreneurship: Action and Process. *Annual review of organizational psychology and organizational behavior, 10*, 137-164 (2y impact 18.33).

176. Horvath, D., Keith, N., Klamar, A., & Frese, M. (2023). How to Induce an Error Management Climate: Experimental Evidence from Newly Formed Teams. *Journal of Business and Psychology*, *38*(4), 763-775. https://doi.org/10.1007/s10869-022-09835-x (2y impact 6.76).

175. Lex, M., Gielnik, MM., Spitzmuller, M., Jacob, G.H., Frese, M. (2022). How passion in entrepreneurship develops over time: A self-regulation perspective. *Entrepreneurship: Theory and Practice,* 46 (4), 985–1018 (2-year impact 10.07)

174. Ubfal, D., Arraiz, I., Beuermann, D. W., Frese, M., Maffioli, A., & Verch, D. (2022). The impact of soft-skills training for entrepreneurs in Jamaica. *World Development*, *152*, 105787. (2y impact 6.3).

173. Keith, N., Horvath, D., Klamar, A., & Frese, M. (2022). Failure to learn from failure is mitigated by loss-framing and corrective feedback: A replication and test of the boundary conditions of the tune-out effect. *Journal of Experimental Psychology: General*, *151*(8), e19. (2y impact 4.9)

172. Klamar, A., Horvath, D., Keith, N., & Frese, M. (2021). Inducing Error Management Culture–Evidence From Experimental Team Studies. Frontiers in Psychology, 12 (2y impact 2.99).

171. Hubner, S., Frese, M., Song, Z., Tripathi, N., Kaschner, T. & Kong, X.L. (2021): An Asia-Centric Approach to Team Innovation: Cultural Differences in Exploration and Exploitation Behavior. *Journal of Business Research,138,* 408-421 (2y impact 10.67)

170. Lisbona, A., Las Hayas, H., Palací, F.J. & Frese, M. (2021). Initiative in work teams: Lever between authentic leadership and results. *International Journal of Environmental Research and Public Health,* 18, 4947 (2y impact 3.78) (honorary mention in 2023: the 5th most cited paper of Psicothema within 5 years)

169. Zhu, J., Bischoff, K. M., Frese, M., Gielnik, M. M., Handrich, E., & Bellstedt, D. (2021). The effectiveness of the effectuation approach on opportunity identification and pursuit: evidence from a randomized controlled field experiment. *Academy of Management Learning & Education, 20*(4), 562-577 (2-year impact 4.37)

168. Horvath, D., Klamar, A., Keith, N. & Frese, M. (2021). Are all errors created equal. Testing the effects of error characteristics on learning from errors in three countries. *countries, European Journal of Work and Organizational Psychology, 30:1, 110-124, DOI:10.1080/1359432X.2020.1839420* (2-year impact factor 3.97)

167. Uy, M. A., Jacob, G. H., Gielnik, M. M., Frese, M., Antonio, T., & Wonohadidjojo, D. M. (2021). When passions collide: Passion convergence in entrepreneurial teams. *Journal of Applied Psychology, 106*(6), 902. (2-year impact 11.80)

166. Li, W.-D., Li, S., Feng, J. J., Wang, M., Zhang, H., Frese, M., & Wu, C.-H. (2021). Can becoming a leader change your personality? An investigation with two longitudinal studies from a role-based perspective. *Journal of Applied Psychology, 106*(6), 882. (2-year impact 11.80)

165. Bischoff, K. Gielnik, M.M., Frese, M. (2020). When Capital Does Not Matter: How Entrepreneurship Training Buffers the Negative Effect of Capital Constraints on Business Creation. *Strategic Entrepreneurship Journal, 14,* 69–395. (5-year impact 6.13) entrepreneurship training buffers the negative effect of capital constraints on business creation. Strategic Entrepreneurship Journal. 2020;14:369–395.

164. Frese, M. (2021). Primed Goals and Primed Actions: A Commentary from an Action Theory Point of View. *Applied Psychology: An International Review, 70*, 262-267.
doi: 10.1111/apps.12271 (2-year impact 5.41)

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46 Alibhai, Salman, Niklas Buehren, Michael Frese, Markus Goldstein, Sreelakshmi Papineni and Kathrin Wolf (2019) "Full Esteem Ahead? Mindset-oriented business training in Ethiopia", World Bank Policy Research Working Paper no. 8892.

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D. Keywords, Book Reviews, and Abstracts in Journals

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E. Invited keynote speeches and invited addresses

104. Reducing Poverty in Low Income Countries: Training for Increasing Entrepreneurial Success and Entrepreneurship Participation, International Congress of Applied Pyschology 21-25 July 2026

103. Negative Events and Organizational Resilience: Invited address at International Researcher and Student conference 2025, Tunku Aboul Rahman University of Management and Technology Aug 14th, 2025

102. Keynote Speech: SME World Foru Kuala Lumpur Nov 29, 2024, MILA University, Negeri Sembilan. Malaysia: Training for Successful Entrepreneurship.

101. Intrapreneurship and Innovation: German Embassy in Kuala Lumpur and German Chamber of Commerce. Intrapreneurship and Innovation. Oct 8, 2024

100. Invited Speech: Royal Swedish Academy of Engineering Science. Personal Initiative Training. May 30th, 2024.

99. Invited Speech: Personal Initiative Training. Jönköping University. May 29th, 2024

98. Invited Speech House of Innovation, Stockholm School of Economis. Personal Initiative Training. Stockholm May 28th, 2024.

97. 2024 Award Lecture: Learning from African entrepreneurship: On the psychological function of entrepreneurial preparedeness in low and middle income countries. Global Award for Entrepreneurship Research to Michael Frese, Stockholm May 27, 2024 (https://www.e-award.org/).

96. 2023 Innovation for Poverty Action (IPA) Best Seminar Series: Entrepreneurial Mindset and Soft Skills Training for Business Growth, Invited Talk: Scaling Up Psychological Preparedness for Entrepreneurial Actions, Nov 2023, Zoom talk

95. Invited keynote: 2023 Jilin University International Conference on Innovation and Entrepreneurship, ICIE 2023: Creative Entrepreneurship in the Digital Economy-Some Hypotheses, Zoom talk

94. Invited keynote: Rethinking Agripreneurship Webinar of FAO (Food and Agriculture Organization of the UN), Feb 1, 2023 Impact of personal initiative agripreneurship training on MSME success; Zoom talk.

93. Invited talk: Ministry of Culture and Francophonie: Culture coupled with the national week of artis and culture Ivory Coast Korholo Feb 24 2023 – Personal Initiative Short Intro (with Eric Kacou)

92. Invited keynote: SWEDD Assinie Retreat, Ivory Coast, Feb 17, 2023, Action training for entrepreneurship: STEP and Personal Initiative Training (SWEDD is a female oriented program for 14 – 25 youngsters often without education)

91. Invited keynote: Introduction to Personal Initiative Training. Retreat of Entrepreneurial Solutions Partner (ESP, Abidjan Ivory Coast), Jan 23, 2023.

90. Invited: University Training for Entrepreneurs: poverty reduction and employment. Jan, 18th 2023. DAAD KIWI connect and match event Entrepreneurship in Jordan and Germany.

89. Invited keynote: IAAP conference: Early Career Marathon: What if Applied Psychology Mattered to the World. Oct 17th 2021, Online Conference.

88. Invited keynote speech at the occasion of the Life Time Achievement Award of the Organizational Behavior Division of the Academy of Management 81st Annual Meeting of the Academy of Management. How can OB Scholars have an influence on society? Grand Research Questions – July 30th to Aug 3, 2021 online

87. Invited keynote speech Psychology Day at the UN 'Psychology for economic development to fight poverty' organized by Psychology Coalition of NGOS Accredited at the United Nations (PCUN) New York City, April 15, 2021 (Zoom).

86. Invited keynote, online: Psychology of Entrepreneurship: an action theory perspective on entrepreneurial actions and success. ANEGEPE (Brazilian Ass. on Entrepreneurship and Small Business Studies). Brazil, Feb 26, 2021.

85. Invited Masterclass: The psychology of excellent entrepreneurship. Leadership Energy Summit Asia (LESA) Conference by ICLIF Executive Education Center, 16 Nov – 19 Nov 2020, Kuala Lumpur, Malaysia.

84. Invited Keynote: Indonesia Global Entrepreneurship Network; Transformational Entreprenership Developing a Growth Mindset. Webinar June 4, 2020; 17.00 - 18.30 (Jakarta time)

83. Invited Keynote: Development Entrepreneurship and Personal Initiatives: Long term massive randomized experiments on personal initiative training for entrepreneurs to reduce poverty in developing countries 2019 *Stanford Social Innovation Review-Hauyang University Global Impact Conference.* 29th- 30th of Oct 2019, Seoul, Korea.

82. Invited keynote: Innovation and Personal Initiative to Reduce Poverty in Developing Countries; The 6th International Conference on Entrepreneurship 2019, Surabaya, Indonesia' 30th of Aug 2019

81. Invited Keynote: Umgang mit Fehlern und Fehler-managementkultur in Unternehmen (Dealing with errors and error management culture in companies). 25 Forum Risko-und Sicherheitsmanagement (25th Forum for Risk and safety management) Hochschule fuer Oeffentliche Verwaltung Bremen 28 June 2019

80. Invited keynote: How to make use of evidence based management in entrepreneurship: The example of Personal Initiative Training; XVI. National Congress of the Work and Organizational Psychology group in the Associazone Italiana di Psicologia, Rome 27-29 Sept 2018

79. Invited keynote: How to Use Science-Based Theories to Develop Training Concepts for Reducing Poverty in Developing Countries, 29th International Conference of Applied Psychology, 30th of June 2018, Montreal Canada.

78. Invited keynote: Training Personal Initiative as Responsible Research in Developing Countries: The Example of the Togo Study, International Association for Chinese Management Research, Congress Wuhan June 16, 2018

77.

76. Invited Talk: Long term massive randomized experiments on personal initiative training for entrepreneurs to reduce poverty in developing countries. Association of Psychological Science (APS) Conference, Boston, May, 2017.

75. Psychological Driver of Entrepreneurial Scucess and How to Change Key Behaviors. Speech ISPACE, Shanghai, Nov 2016

74. Invited Talk: Leadership for Innovation and Entrepreneurship: Unleashing Personal Initiative. Leadership Conference 2016 (Leadership and innovation in a changing global environment) LEADCON conference of the Centre for Islamic Banking and Finance. Univ of Brunei. Nov 7, 2016

73. Invited Keynote Speech: Psychological Interventions for Effective Entrepreneurial Mindsets. (VHB) Verband der Hochschullehrer fuer Betriebswirtschaft Conference, Munich, Germany, 18-21 May, 2016

72. Invited Addess: GIZ Integrated Mineral Resource Initiative, in cooperation with National University of Mongolia, Faculty for International Relations and Public Administration, Ulaanbaatar, Mongolia: Unleashing personal initiative: How to become a successful entrepreneur. April 12, 2016

71. Invited Talk: GIZ Integrated Mineral Resource Initiative, in cooperation with National University of Mongolia, Faculty for International Relations and Public Administration, Ulaanbaatar, Mongolia: How to develop effective entrepreneurial mindsets among the youth. April 11, 2016

70. Invited Talk: GIZ Integrated Mineral Resource Initiative, in cooperation with National University of Mongolia, Faculty for International Relations and Public Administration, Ulaanbaatar, Mongolia: The Problems of Personal Initiative in Transitional Economies – the Example of East Germany and Some Generalizations to Other Countries. April 11, 2016.

69. Invited Address for SIOP Award (Distinguished Scientific Contribution Award, 2015): Contrarian Thoughts and Attention to Phenomena: A Scientific Journey. Confererence of the Society for Industrial and Organizational Psychology.

68. Anaheim, 13-16.March 2016.

67. Invited Talk: What happens after an error has occurred. The concept of error management and its effects on profitability, accidents, and learning from errors. Leopoldina Symposium: Action and Decision in Heidelberg, February 25-26, 2016

Invited short address as recipient of the Emerald Africa Academy of Management Trailblazer Award, 3rd Biennual Conference of the Africa Academy of Management, Nairobi, 6-9- Jan 2016

Invited Address: Leadership in the Service Era; Fung Scholars Leadership Conference 2015, Oct 10**,** 2015

66. Keynote Speech: Interventions to Develop Effective Entrepreneurial Mindsets; International Conference on Entrepreneurship, Aug 27-29, 2015, Ciputra University, Surabaya, Indonesia

65. Invited keynote: The International Family Enterprise Research Academy (IFERA) Annual Conference, Towards a micro view of innovation in family firms, June/July 2015, Hamburg, Germany.

64. World Bank, Washington: Africa Economics Seminar Series and Trade & Competitiveness Global Practice, April, 2015 *Psychological Drivers of Entrepreneurial Success and the Role of Training* \

63. Invited Colloqium: Chinese European International Business School, Nov 9, 2015, Shanghai, China: An Action Regulation Theory Perspective of the Psychology of Entrepreneurship

62. World Bank: Impact Evaluation Workshop: Trade up and Compete, Istanbul May, 2015 Invited Address: *Psychological Interventions for Effective Entrepreneurial Mindsets*

61. World Bank Addis Adaba May 2015 Invited Colloqium *Personal Initiative Training to Develop Effective Entrepreneurial Mindsets*

60. Kenyatta University invited Talk: *The Project STEP: Psychological Interventions for Effective Entrepreneurial Mindsets,* May 2015

59. Mount Kenya University, Nairobi, Kenya, invited Addess: *Psychological Interventions for Effective Entrepreneurial Mindsets,* May 2015

58. Bridging the micro-macro divide: Levels of analysis in management research. INSEAD, Singapore, March 8, 2015.

57. Error Management: How to maximize the positive effects of errors and minimize their negative effects. Kongress der Deutschen Gesellschaft f. Psychologie, Bochum 2014

56. Errors are a central fact of life: Dealing with them and learning from them – 28th International Congress of Applied Psychology, ICAP 2014 Paris, July 2014

55. How can we learn from errors and mistakes – a contribution to applied psychology Singapore Psychological Society Meeting March 2014

54. Psychology of Entrepreneurship – Presentation at School of Economics and Business Administration, Beijing Normal University, 27 November 2013

53. Error Management – Presentation at Institute of Psychology, Chinese Academy of Sciences, 27 November 2013

52. Action Regulation Theory – Presentation at Renmin University of China, 26 November 2013

51. Error Management at work – Presentation at Tsinghua University, Department of Psychology, 25 November 2013

50. Personal Initiative – Presentation at Department of Psychology, Peking University, 25 November 2013

49. Training of Entrepreneurs – Keynote speech at Eastern Africa Regional Conference of Psychology (EARCP 2013 Conference), Uganda, 6-8 November 2013

48. Towards an action regulation theory of entrepreneurship – Syracuse University, Syracuse, New York, 30 October 2013; Presentation as Falcone Distinguished Entrepreneurship Scholar

47. Fehlermanagement: Lernen aus Fehlern, Leibniz-Institut für Arbeitsforschung an der TU Dortmund (IfADo), Dortmund, 12 June 2013

46. Fehler, Fehlermanagement und Lernen aus Fehlern: Wie man aus einem Problem das Rohmaterial für besseres Management schmiedet , Production Sytems 2013, Frankfurt, 5 June

45. "Fehler zulassen, systematisch aus ihnen lernen - kreativer, innovativer und erfolgreicher sein.", invited adress, 20. Innovationstag Mittelstand des BMWi, Berlin, 16 May2013 Berlin

44. Organisational Culture and Human Factors in Mistakes and Errors in Healthcare. Healthcare Quality Forum 2013, 16. March 2013, Singapore

43. Evidence-based management – Keynote Address at Division of Occupational Psychology Annual Conference 2013, Connecting and Contributing to Make a Difference, Crowne Plaza, Chester, 9-11 January 2013

42. Toward a Psychology of Entrepreneurship – An Action Regulation Theory Perspective. Keynote Speech at Organizational Behaviour Conference, Technicon, Haifa, Israel, May 14, 2012

41. Dialectics of Innovation – Colloquium at Business School, Hebrew University of Jerusalem, May 13, 2012

40. Invited Colloquium: Toward a Psychology of Entrepreneurship – An Action Regulation Theory Perspective. Darla Moore School of Business University of South Carolina, Columbia, 27th October 2011.

39. Symposium Positive Psychologie. Invited talk: Eine positive Psychologie der Arbeit, July 2011

38. Historisches Kolleg München, Keynote address: *Der Erfolg des Unternehmers,* July 2011

37. Esade, Barcelona May 2011. Invited Colloquium. *An Active Behavior Approach to Entrepreneurship*

36. Invited Friday Seminars: Economic Downturn: Psychological Issues. At the SIOP 26th Annual Conference, Chicago, 14-16th April 2011.

35. International Congress of Applied Psychology, Melbourne July 2010: IAAP Division 1 Work & Organizational Psychology – Invited Keynote: Psychological Success Factors in Entrepreneurs

34. Action regulation theory as a basic theory of applied psychology. Work and Organizational Psychology Conference Brazil, Sao Paulo, July 2010.

33. Entrepreneurship in transitional economies: Psychological factors for entrepreneurial success. Invited Adress; First South East European Congress of Psychology, Sofia Oct 30 to Nov 1, 2009.

32. Active approaches to work - A topic of positive psychology. Invited speaker at First World Congress on Positive Psychology, Philadelphia, USA, June 18-21, 2009.

31. The entrepreneur in the entrepreneurial process: State of the art. Winter School Erasmus Mundus, Barcelona/Spain, March 3-4, 2009

30. Krisen und Fehler: Chance und Probleme. Invited speech at 3. AKAD-Forum, Wissenschaftliche Hochschule Lahr, October 25, 2008.

29. Learning from errors by individuals and organizations. Invited speech at 20th Annual Convention of the Association for Psychological Science (APS). Chicago, USA, May 22-25, 2008.

28. What do we know about the psychological make-up of entrepreneurs? Towards developing a new field of inquiry for I/O psychology. Invited keynote speech at 29th Annual Conference of Industrial-Organizational Psychology & Organizational Behavior (IOOB). Denver, Colorado, USA, March 14-16, 2008.

27. Stress, Belastung, Beanspruchung – Wissenschaftliche Zugänge zur Stressforschung. Keynote speech at DLR Graduierten-Workshop, Heidelberg, October 10, 2007.

26. Ein aktives Konzept der Performanz in der Arbeits- und Organisationpsychologie: Entwicklungen und neue Forschungsfragen. Keynote speech at 5. Tagung der Fachgruppe Arbeits- und Organisationspsychologie der Deutschen Gesellschaft für Psychologie. Trier, September 19-21, 2007.

25. On building better evidence in entrepreneurial research. Invited keynote speech at 4th AGSE International Entrepreneurship Research Exchange. Brisbane Graduate School of Business. Brisbane, Australia, February 7, 2007.

24. What if applied psychology mattered in the world? Keynote speech at Opening Ceremony of 26th International Congress of Applied Psychology, Athens, Greece, July 16-21, 2006.

23. Advances in training research during the last 20 years. Invited address at the Asian Applied Psychology International-Regional Conference. Bangkok/Thailand. November 14-16, 2005.

22. Entrepreneurship and culture. 5th International conference of the International Entrepreneurship Forum (IEF). Cape Town, South Africa. September 7-9, 2005.

21. Can we train managers to be charismatic/inspirational leaders? Guest speaker at The Delta Forum, Baruch College, New York. December 11, 2003.

20. Entrepreneurship and personal initiative: Individual level contribution to organizational growth and development. Distinguished Speaker Series, George Mason University. October 10, 2003.

19. Entrepreneurship and personal initiative: Individual level contributions to organizational growth and development. 5th Australian Industrial & Organisational Psychology Conference. Melbourne, Australia, June 26-29, 2003.

18. Taking charge and initiative: An active approach to work, organizations, and entrepreneurship. Chinese SIOP conference on HR and Entrepreneurship. Zhejiang University, Hangzhou, China. March 31-April 2, 2003.

17. Psychology in the present world from a European perspective. Thai Symposium of the Psychological Association of Thailand. Bangkok, Thailand, July 13-14, 2002.

16. Taking charge and initiative: An active approach to work, organizations, and entrepreneurship.XXVIII Congress of the Interamerican Society of Psychology (ISP). Santiago de Chile, Chile, July 29 – August 3, 2001.

15. German action theory: A fundamental theory for applications, particularly in the area of work and organisational psychology. VII European Congress of Psychology. London, July 1-6, 2001.

14. The role of work and organizational psychology for future work places. 10th European Congress on Work and Organizational Psychology. Prague, Czech Republic, May 16-19, 2001.

13. Self-regulation at work: The case of personal initiative. Centenary Annual Conference of the British Psychological Society. Glasgow, England, March 30, 2001.

12. The function of errors in human behavior: Applications in training, job design, tool design, and organizational culture. XXVII. Int. Congress of Psychology. Stockholm, Sweden, July 23-28, 2000.

11. First African Regional Congress of Psychology. Organizer: PSYSSA. Durban, South Africa, July 18-23, 1999.

10. Implications of globalization and change of job concept for work and organizational psychology: Empirical examples from studies on initiative and on entrepreneurs. Ninth European Congress on Work and Organizational Psychology: Innovations for Work, Organization and Well-being. Espoo-Helsinki, Finland, May 12-15, 1999.

9. Increased flexibility in time place and social environment. Conference: Health hazards and challenges in the New Working Life. Stockholm, Sweden, January 11-13, 1999.

8. Personal initiative: A concept for work and organizational psychology in the 21st century. 24th International Congress of Applied Psychology, San Francisco, August 9-14, 1998.

7. Personal initiative: A concept for work and organizational psychology in the 21st century. International Work Psychology Conference, Sheffield, UK, July 1-3, 1998.

6. The concept of self-reliance: Learning processes, initiative and occupational socialisation. The Open University Psychological Society, Nottingham University, Nottingham, England, July 4-6, 1997.

5. Self reliance – work in the 21st century. Postgraduate Occupational Psychology Conference 1996. The University of Hull. September 11, 1996.

4. Distinguished Speaker Series. The concept of error training and its implications. University of Montréal, April 24, 1996.

3. From socialism to capitalism in former East Germany. The Strand Group conference: Management of change, hosted by The Royal Mail, London, June 23, 1994.

2. Action errors, error prevention and error management. Occupational Psychology Conference, British Psychological Society, Liverpool, Jan. 6-8, 1992.

1. Stress prevention. Industrial and Organizational Psychology Graduate Student Convention in New Orleans. March, 11, 1989.

F. Organization of Scientific Congresses, Symposia, Workshops

63 Invited Symposium: Learning from Errors, Reflection, and Context: Insights from Applied Psychology Across Work, Sport, and Entrepreneurship, International Congress of Applied Pyschology 21-25 July 2026

62. Organizer symposium with Song, Z. and Sun, S.: Advancing cross-cultural understanding of team innovation at 85th Annual Meeting of the Academy of Management, Copenhagen 25 – 29 July 2025.

61. Organizer (with Eric Kacou and Ily Coulibaly): Train-the-trainer workshop on Personal Initiative Mindset Training for trainers in Africa. Abidjan, CoteD'Ivoire, March, 2023.

60. Organizer (with Tabea Bruening): Train-the-trainer workshop on Personal Initiative Mindset Training for trainers in Africa and beyond. Harare,
59. Zimbabwe, Dec, 2018.

Organizer (with Gabriel Jacob): Train-the-trainer workshop on Personal Initiative Mindset Training for trainers in the Asian Region and beyond.
58. Atheneo University, Manila, Feb 19 - 26, 2018.

Organizer (with Alois Geiwitsch): Train-the-trainer workshop on Error Management Culture Change Program for trainers in the Indian Automobile
57. Industry. TUEV SUED India, Pune, Feb 13-14, 2018.

Co-organizer with Kathrin Wolf: Rigorous Evidence on Training Interventions to Improve Entrepreneurial Success of Micro and Small Businesses in Africa:
56. 4th Biennial Africa Academy of Management, Jan 3 – 6, 2018, Addis Ababa.

Co-organizer with Mona Mensmann: Active training approaches for employees and entrepreneurs. Professional Development Workshop (76th
55. Annual Meeting of the Academy of Management - August 5-9, 2016 - Anaheim, California)

Co-organizer with Gabriel Jacob and Michael Gielnik: Train-the-trainer workshop for four Universities in the Philippines (De la Sallle, Atheneo, U of Philippines, Bicol University) in the method developed by our research group: Enhancing entrepreneurial skills through action regulation training, Manila, 5-10 Dec, 2013.

54. Co-organizer of the East African Regional Conference of Psychology in Kampala, Uganda, Nov 6 – 9, 2013

53. STEP Conference, Makerere Business University Kampala Uganda, 6-8 May, 2013

52. Workshop Getting published; Division of Occupational Psychology Annual Conference 2013, Crowne Plaza, Chester, January 9-11, 2013

51. Facilitator Professional Development Workshop "JBV as a Multidisciplinary Forum for Entrepreneurship Research on the Informal Economy", AoM 2012 Annual Meeting, August 3-7, 2012, Boston, Massachusetts.

50. Symposium "International Research on Leadership, Innovation, and Entrepreneurship", 30th International Congress of Psychology, July 22-27, 2012, Cape Town, South Africa.

49. Errors in Organizations – A Panel Discussion, SIOP 27th Annual Conference, April 26- 28, 2012, San Diego, California

48. Workshop on Entrepreneurship. 27th International Congress of Applied Psychology, July 2010, Melbourne, Australia.

47. Workshop/Seminar on The psychology of Entrepreneurship at Winter School (Erasmus Mundus, WOP). Barcelona, March 3-4, 2009.

46. Workshop: Publishing in international journals. London Business School, February 6 & 7, 2009.

45. Publishing internationally. Pre-Congress Workshop at XXIX. International Congress of Psychology, Berlin, July 20-25, 2008.

44. Workshop on The psychology of Entrepreneurship at Winter School (Erasmus), Conference Centre of the University of Bologna, Bertinoro. February 18-19, 2008.

43. Chair of workshop: Wissenschaftliches Schreiben und Publizieren. 5. Tagung der Fachgruppe Arbeits- und Organisationspsychologie der Deutschen Gesellschaft für Psychologie. Trier, September 19-21, 2007.

42. Chair of workshop: Publishing in international journals. Erasmus Mundus Master Organ. Programm (organized by INPERE). Valencia, Spain, October 27, 2006.

41. Chair of workshop: The psychology of entrepreneurship. Erasmus Mundus Master Organ. Programme (organized by INPERE). Valencia, Spain, October 26, 2006.

40. Publishing without perishing. Chair and organization (with Gigerenzer) of workshop at 45. Kongress der Deutschen Gesellschaft fuer Psychologie (DGPs). Nuernberg, September 17-21, 2006.

39. Workshop: Publishing in international journals. Ph.D.-Seminar of Makerere University Business School. Kampala, Uganda, September 13, 2006.

38. As President of IAAP I helped in the organization of the International Congress of Psychology in Athens 2006

37. Training research. Workshop at the Asian Applied Psychology International-Regional Conference. Bangkok/Thailand. November 14-16, 2005.

36. Chair and organization of 1st Workshop of the International Network for Psychology of Entrepreneurship Research and Education (INPERE) / Publishing in Entrepreneurship Workshop Marburg & Giessen, September 24-26, 2005.

35. Meta-analysis and evidence-based entrepreneurship: Towards an accumulated knowledge in entrepreneurship. Chair and presenter at Professional Development Workshop. Academy of Management Annual Meeting, Honolulu/Hawaii. August 5-10, 2005.

34. Chair and organization of Symposium/Panel: Policy implications of applied psychology. 9th European Congress of Psychology, Granada, Spain. July 3-8, 2005

33. Organization of Workshop "Publishing in International Journals". XII. European Congress of Work and Organizational Psychology, Istanbul, Turkey. May 12-15, 2005.

32. Chair and organization of Symposium (with John Berry): Applications of psychology to public policy. 28th International Congress of Psychology, Beijing, China. August 8-13, 2004.

31. Chair and organization of Symposium: Cross-cultural issues of entrepreneurship. 63rd Annual Meeting of the Academy of Management, Seattle, Washington, USA. August 1-6, 2003.

30. Organization of Workshop "Action training: Practical implications and examples". 5th Australian Industrial & Organisational Psychology Conference. Melbourne, Australia, June 26-29, 2003

29. Organization of Workshop (together with G. Gigerenzer) "Publishing without perishing". 43. Congress of the DGPs (German association of psychologists). Berlin, September 22-26, 2002.

28. Organization of Workshop "Psychology of Entrepreneurship". Thai Symposium of the Psychological Association of Thailand. Bangkok, Thailand, July 13-14, 2002.

27. Organization of Workshop "Learning to publish in international journals". Congress for Work Psychology. Nürnberg, September 19-21, 2001.

26. Chair and organization of Symposium "The Underresearched I-O Psychology of Entrepreneurship". 16th Annual Conference of the Society for Industrial and Organizational Psychology (SIOP), San Diego, USA, April 27-29, 2001.o

25. Organization of Workshop "Change Management" (with Doris Fay). Giessen, September 23, 2000.

24. Organization of Thematic Session (with Zhong-Ming Wang) "Making errors and organizational error culture in different national cultures". XXVII. Int. Congress of Psychology. Stockholm, Sweden, July 23-28, 2000.

23. Organization (together with Christian Friedrich) of the international conference "Success factors of micro- and small-scale enterprises in Africa: Psychological, cultural, and economic factors". Giessen, February 24-25, 2000.

22. Organization of symposium: Theory and research: European and American approaches as part of the Joint American-European Symposia on Work and Organizational and I/O Psychology. 106th APA Convention – American Psychological Congress, San Francisco, August 14-18, 1998.

21. Chair of symposium: Furthering research in cross cultural psychology in IAAP. 24th International Congress of Applied Psychology, San Francisco, August 9-14, 1998.

20. Organizer of invited symposium "New problems and prospects for work and Organisational Psychology in the 21st century. 5th European Congress of Psychology: A touch of Ireland. Dublin, July 7-9, 1997.

19. Organizer of workshop on "Groupwork" for Kurt Lewin Institute. Amsterdam, April 7-8, 1997.

18. Organizer of invited symposium with participation of Bandura, Wall, Hacker, Wang & Ilgen on "Cross-fertilization between basic and applied psychology". XXVI. International Congress of Psychology, Montréal, Canada, August 16-21, 1996.

17. Chairman and convener of workshop on "Contextual performance" for Kurt Lewin Institute (with Steven Motowidlo, Robert Roe among others). Amsterdam, April 17-18, 1996.

16. Organizer and chairman (with Veronique de Keyser) of HCM Network meeting. Topic: Error management and learning from errors. Amsterdam, March 4-5, 1996.

15. Convener and chairman of workshop on "Action theory". Kurt Lewin Institute, Amsterdam, November 24-25, 1995.

14. Organization of workshop "Integrating cognitive and organizational approaches to the study of computer- based systems" ECCE 7 (Seventh European Conference on Cognitive Ergonomics), Bonn, September 1994 (with C. Clegg).

13. Organizer and discussant in workshop (with Nigel Nicholson) "Work and Personality". 23rd International Congress of Applied Psychology. Madrid, July 1994.

12. Chair and organization of Int. Academic Exchange in I/O-psychology with participants from Germany, England, Sweden, Switzerland, The Netherlands. Rauischholzhausen, February 1994.

11. Chair and organization of workshop of Fachgruppe Arbeits- und Organisationspsychologie „Zur Europäisierung der Arbeits- und Organisationspsychologie". Giessen, November 1993.

10. President of Work and Health Line. Conference on Work and Health, Copenhagen, January 1993.

9. Chair and organization of symposium "Errors in Human-Computer Interaction" at the congress Work with Display Units, September 1992, Berlin.

8. Chair and organization (with B. Zang-Scheucher) of conference „Software für die Arbeit von morgen für das Bundesministerium für Forschung und Technologie“, January 1991.

7. Organization of workshop: Software-Entwicklung, January 1991.

6. Organization of conference on „Mensch-Maschine Kommunikation“ (MMK 87) in Peiting, November 1987.

5. Chair and Organization (with Graf C. Hoyos & von Benda) of workshop „Psychologische Aspekte der Mensch-Computer Interaktion“ of the Deutsche Gesellschaft für Psychologie (Sektion Arbeits- und Organisationspsychologie) in Munich, 1986.

4. Chair and organization (with H. Weiss) of the symposium “Work and Personality” at the 21st International Congress of Applied Psychology in Jerusalem, 1986.

3. Chair and organization (with W. Hacker) of the symposium “action theory” at the International Congress of Psychology in Mexico, 1984.

2. Chair and organization (with J. Kuhl) of symposium “Developmental Approaches to Theories of Action” at the 6th Biennial Meeting of the International Society for the Study of Behavioural Development, Toronto, August 1981.

1. Chair and organization (with N. Semmer) of workshop „Beziehungen zwischen Arbeitspsychologie und Klinischer Psychologie“at the symposium „Arbeitspsychologie“of the Schweizerische Gesellschaft für Psychologie, Zürich, October 1978.

G. Talks at Conferences and Colloquia

485. Frederic Alexander Starmann, Sylvia Hubner.Benz, Michael.Frese, Song, Zhaoli: A process study of collective idea elaboration. G-Forums (17.– 19. Sept. 2025),
484. Stuttgart

483. Panelist of Organizational determinants of error management culture and climate at85th Annual Meeting of the Academy of Management, Copenhagen 25 – 29 July 2025.

482. Discussant of Organizational Issues in Entreprneurial Innovation at 85th Annual Meeting of the Academy of Management, Copenhagen 25 – 29 July 2025.

481. Ng, J. Kaur, A., Frese, M. Differentiating CItures across Asia and pedicting team innovation. Talk at 85th Annual Meeting of the Academy of Management, Copenhagen 25 – 29 July 2025.

480. Hubner-Benz, S., Ng, Frese, M.: Societal culture shaping team innovation performance: The role of stranger sociability. Talk at 85th Annual Meeting of the Academy of Management, Copenhagen 25 – 29 July 2025.

479. Towards a Theory of Learning from Action and Action Training. European Work and Organizational Psychology Conference, Prague, 21 – 24 May 2025

478. Supervision of PhD Students: International Perspectives, 18 Feb 2025, Markerere University Business School.

High Impact Study Design, 14 Feb 2025, Markerere University Business School.

477. Publishing in International Journals, 14 Feb 2025, Markerere University Business School.

476. How to do Experimental Research, 13 Feb 2025, Markerere University Business School.

475. Publishing in International Journals, 12 Feb 2025 Kampala International University

474. ESG Summit of Newpaper Star: 6-7 Nov 2024, Kuala Lumpur: Eudaimonic Wellbeing, Personal Initiative, Fun, and Passion

473. Effectuation – A constrasting View. Rethinq entrepreneurship, Kuala Lumpur, 22 Oct 2024

472. Kaur & Frese Teaching AoM Workshop Pedagogy Based on "Deliberate Learning from Failure" and "Culture Setting" Approach. *Academy of Management Conference* Chicago, Aug 9-13

471. Glosenberg (Frese) et al. Actions and Behaviors What actions are helpful for marginalized entrepreneurs? Developing Questions inductively. *Academy of Management Conference* Chicago, Aug 9-13,

470. Bridging Organizational Behavior and Entrepreneurship Research Panelist, *Academy of Management Conference* Chicago, Aug 9-13,

Wilmot, M. P., Rauch, A., Saeed, S., & Frese, M. (2024). Person-Level Antecedents of Entrepreneurship: A Synthesis of Meta-Analytic Findings. *Academy of Management Conference* Chicago, Aug 9-13,

469. Kuria, Elisabeth, Hafner, M. & Frese, M.Entreprneurial connections: Unfraveling how attachment anxiety shapes feedback in the context of entrepreneurship training. 2024 Babson College Entreprneurship Research Conference, Munich,

468. Germany, June 5-8.

467. Frese, M.: Rudimentary theory of entrepreneurship. Royal Institute of Technology, Stockholm May 30th, 2024.

Frese, M. African entrepeneurship: General lessons for entrepreneurship. Colloquium Universität Paderborn, May 8th, 2024.

466. Wilmot, Rauch, Saeed, Frese Entrepreneurial Personality: A quantitative review and synthesis of meta-analyses. SIOP April 18-21, 2024

Personal Initiative Training and its impact on women's economic empowerment. Talk at East African Girls' empowerment and Resilience (EAGER) Workshop,

465. March, 4, 2024 Action theory as a theory of work crafting. Work Design for Success: Innovative Research and Leading Edge Practice. Curtin University, Feb 13-14 2024.

464. Creative entrepreneurship in the digital economy. International Conference of Innovation and Entrepreneurship of Jilin University China, Aug 12 -14, 2023

463. Janina Peschmann et al. The impact of action-oriented entrepreneurship training on employment, income and business performance among younger adults. Babson Entrepreneurship Conference, June 2023

462. Hafner, Frese, Kuria Examining initial transfer attempts after entrepreneurship training, Babson Entrepreneurship Conference, June 2023

461. Entrepreneurial Decision Making and Behaviour, EURAM, June Dublin, 2023 (with Hubner-Benz et al.).

Talk at UNESCO Ivory Coast on STEP training for high school students, UNESCO Commission in Abidjan, Ivory Coast, Feb 1, 2023

460. Invited talk: What works in entrepreneurship trainings: Food and Agricultural Organization of the United Nations (FAO) Webinar Feb 1, 2023

459. Bridging Organizational Behavior and Entrepreneurship Research. Introduction to PDW on Bridging Organizational Behavior and Entrepreneurship Research. *82nd Academy of Management Conference August 5, 2022* in Seattle.

458. Discussant of Symposium on Advancing Asia-centric perspective of innovation. 82nd Academy of Management Conference August 8, 2022 in Seattle

457. Discussant of Symposium on "Invisible Inequalities: Socioeconomic Disadvantages Affect Perception, Personality, and Motivation 82nd Academy of Management Conference August 8, 2022 in Seattle

456. Seminar July 1, 2022: Universidade Nova de Lisboa Invited colloquium: Error smanagement for indioviduals, teams, companies, and societies: Importance for

455. safety, performance, and innovation.

454. ICRIOS Seminar at Bocconi University, Milano, Italy, July 7, 2022: Towards a Psychology of Entrepreneurship.

453. UN Behavior Science Week UN; talk on success factors of entrepreneurship – a toolkit sharing methods and lessons learned from the regional project that can benefit other entrepreneurship development practitioners.

452. RMI-Debate on evidence base in medicine and management; Reihard Mohn Institute of Management May 28th, 2022. 'Evidence-based management – what else' a debate with Prof. Kieser

451. Society for Industrial and Organizational Psychology Conference, Poster April 28, 2022 Learning from Failure and from Success: Boundary Conditions of the Tune-out Effect (with D. Horvath, N. Keith, and A.Klamar)

450. Lilly: Diabetes Colloquium; Fehler- und Risikomanagement April 26, 2022, Fehlerkultur in Deutschland, invited talk

449. Worldbank Group Live Webinar Series Solutions for Women's Empowerment: Women's Entrepreneurship – Minding the Skills Gap- Does Access to Training help to improve business performance among female-owned enterprises? Moderator and Discussant, Nov 4, 2021 – Online

448. Development of a cultural inventory on Asian countries and syploratory approach to predict innovation (with Jomel Wei Xuan Ng et al.) talk at 81st Annual Meeting of the Academy of Management – July 30 to August 3, 2021 – Online

447. Understanding Shared Leadership for Team Creative Output: A Qualitative Study Using Whats-App Study on Creativity (with Ameek Kaur) talk at 81st

446. Annual Meeting of the Academy of Management – July 30 to August 3, 2021 – Online

445. Invited talk: Training and learning for entrepreneurship from a psychological perspective. Protestant Academy Loccum: Workshop: The innovation model of doing, using, and interacting: Learning within regions. Feb 22 – 23, 2021.

444. Invited Inaugural Talk at Asia Pacific Entrepreneurship and Innovation Seminar Series – Inaugural Session. Evidence-Based Management and Entrepreneurship, Dec 9, 2020

443. Glosenberg, A., Frese, M., Foster, L., Steffens, P., & Meyer, I. (2020). *Personal Initiative Training for Entrepreneurs-Exploring Research and Impact*

442 *Possibilities with a focus on Africa.* Paper presented at the 5TH BIENNIAL CONFERENCE-Nigeria 2020.

441. Introduction to the SSRC project to three universities in Indonesia on the first pilotstudy on cross-cultural instrument: Binus University; University of Indonesia, and UPH (Universitas Pelita Harapan) Nov 2020

440. Teow, Lee, Wang, Tripathi, Frese The Effects of Culture on Innovation Adoption: An Exploratory Study; 2019 Frontiers in Service, Singapore July 18-21.

439. PDW workshop talk Mentoring graduate students. 79th Annual Meeting of the Academy of Management – August 8-13, 2019 – Boston, USA

438. Participation in two PDWs as Facilitator HR Research Roundtable Forum and Successful Publishing for Early Career Scholars of Management in Africa. 79th

437. Annual Meeting of the Academy of Management – August 8-13, 2019 – Boston, USA

436. Uy, Jacob, Gielnik, Frese et al. When passions collide: Emergence and consequence of passion convergence in entrepreneurial teams. 79th Annual Meeting of the Academy of Management – August 8-13, 2019 – Boston, USA

435. Panelist in Symposium Strategy and leadership in managing errors in organizations: What we know, what we should know. 79th Annual Meeting of the
434. Academy of Management – August 8-13, 2019 – Boston, USA

Fehler und Recht (errors and law) Wissenschaftliches Kolloquium anlaesslich der
433. Verleihung der Ehrendoktorwuerde der Famultaet Wirtschaftssissenschaften an Prof. Vosskuhle. July 3, 2019

How to make use of evidence based management in entrepreneurship: The example of Personal Initiative Training, Kuala Lumpur, Asia School of Business,
432. April 2019.

How to make use of evidence based management in entrepreneurship: The example of Personal Initiative Training, Vancouver March 2019

431. Personal Initiative Training: theory, empirical Evidence and where to go from here, HEC, Paris, November 2018

Towards an action theory of innovation: Emotions, planning, dialectice, and
430. sorts of confusion. Warwick Business School, 19 oct, 2018.

Psychology at work: when research meets practice: Evidence based approaches in Management and HRM , talk for the PhD students XVI. National Congress of
429. the Work and Organizational Psychology group in the Associazone Italiana di Psicologia, Rome 27-29 Sept 2018

Talk with Mona Mensmann "Closing the gender gap: Personal Initiative Training
428. and female business performance"; 78th Annual Meeting of the Academy of Management – August 10-14, 2018 – Chicago, USA.

427. Discussant Symposium Errors in Organizations: Bridging Research Streams to Explore New Grounds; 78th Annual Meeting of the Academy of Management – August 10-14, 2018 – Chicago, USA.

426. Personal Initiative Training for Entrepnreurs - Talk at PDW Entrepreneurship Doctoral consortium 78th Annual Meeting of the Academy of Management – August 10-14, 2018 – Chicago, USA.

425. Entrepreneurship in Global Settings- Talk at PDW on Global Healthcare Management

424. Innovation & Entrepreneurship 78th Annual Meeting of the Academy of Management – August 10-14, 2018 – Chicago, USA.

423. Meet Keynote Speakers and Award Winners Panel PDW Sunday, June 17

Economics and Management School of Wuhan University

Reciprocal Relationships between Dispositional Optimism and Career Outcomes
422. 33rd Conference of the Society for Industrial and Organizational Psychology (SIOP). Chicago April 2018.

Colloquium: Eigeninitiative-Training als erfolgreiches Training und Handlungstheorie – gibt es Verbindungen zur Kognitionspsychologie? Giessener Abendgespräche Kognition und Gehirn. April 24, University of Giessen.

421. Colloquium: Personal Initiative Training: Theory, Empirical Evidence, and Where to Go, UNSW Sydney, May 31, 2018.

. Errors as a Positive Resource: Error Management and Innovation. Talk at the 3M
420. Innovation Roundtable, London, May 26, 2018.

The centre-piece of entrepreneurship: Agency- based and action regulation. In Symposium: Rigorous Evidence on Training Interventions to Improve
419. Entrepreneurial Success of Micro and Small Businesses in Africa: 4th Biennial Africa Academy of Management, Jan 3 – 6, 2018, Addis Ababa.

With F. Campos, M. Goldstein, L. Iacovone, Hl. Johnson, D. McKenzie, M.
418. Mensmann: Training personal initiative beats business Training: The Togo Study. In Symposium Rigorous Evidence on Training Interventions to Improve Entrepreneurial Success of Micro and Small Businesses in Africa: 4th Biennial
417. Africa Academy of Management, Jan 3 – 6, 2018, Addis Ababa.

With Kathrin Wolf: Women entrepreneurs taking action: The key role of personal initiative for spousal support and business growth after training. Presented at
416. Diana International Research Conference, October 2017, Kansas (received **best paper award**)

Podium-discussion on entrepreneurship NUS Business School 3 Nov 2017
Psychological Driver of Entrepreneurial Scucess and How to Change Key
415. Behaviors

India Institute of Technology, Bombay, Entrepreneurship Cell for Students, Sept
414. 2017

How a Scientifically Developed Entrepreneurship Training Can Reduce Poverty in Developing Countries (and How You Can Learn from This Example) –
413. Scholarship Award Ceremony NUS Business School 11 Oct 2017

Error Orientation Across Cultures: Evidence from the GLOBE-Study, (talk at the
412. conference of German Work and Organizational Psychologists in Dresden 13/09 to- 15/09/2017)

411. with Alexander Klamar, Dorothee Horvath, Rebecca Funken, Nina Keith

Ungenutztes Potenzial von Fehlern: Wovon hängt ab, wie viel wir aus ihnen
410. lernen? (talk at the conference of German Work and Organizational Psychologists in Dresden 13/09 to- 15/09/2017) ,

with Dorothee Horvath, Nina Keith, Alexander Klamar Self-efficacy as specific
409. confidence? Knowledge as the moderator between self-efficacy and small business success: Two-country studies. Talk at 77th Annual Meeting of the Academy of Management – August 6-8, 2017 – Atlanta Georgia, USA.

408. Myths of Entrepreneurship, Round Table Discussion, Entrepreneurship Center, University of Lueneburg, July 2017

Psychological Driver of Entrepreneurial Scucess and How to Change Key
. Behaviors

407. Nairobi, Kenya, Strathmore Business School, June 2017

Psychological Interventions of Increasing Personal Initiative to Improve Entrepreneurial Performance in Developing Countries 23rd of May, 2017: invited colloquim, ITAM, Mexico City

406. 100 Years of I/O Research: Contributions from Around the Globe; 32nd Conference of the Society for Industrial and Organizational Psychology (SIOP).

405. Orlando (invited talk), April 27 to 30, 2017

Psychological Interventions of Increasing Personal Initiative to Improve Entrepreneurial Performance in Developing Countries 27th of April 2017: Wharton Business School, University of Pennsylvania, Philadelphia – invited colloquium

404. High-impact entrepreneurial training – using psychology to foster proactive haviour; 24th of April, 2017: Invited colloquium at Worldbank Group, Gender Innovation Lab

Error management: Important for safety, performance, and innovation. Invited
403. Keynote Speech at the Alumni Forum of NUS Business School, 10th of April 2017, Shenzhen, China

Error management: Important for safety, performance, and innovation. Invited
402. Lecture at the Academy of Huawei, Head quarter of Huawei, 10th of April 2017, Shenzhen, China

Dynamic Performance; 9th of April 2017; invited talk at Workshop on
401. Performance Issues, Sun Ya Tsen University, Guangzhou, China

Psychological Interventions of Increasing Personal Initiative to Improve
400. Entrepreneurs' Performance in Developing Countries 7th of April 2017: The Hongkong University of Science and Technology – invited colloquium

An Action Regulation Theory Perspective of the Psychology of
399. Entrepreneurship. Colloquium Shanghai University of Finance and Economics, Nov 2016.

398. What Happens After an Error Has Occurred? The Concept of Error Management

397. Talk in a symposium on Errors in organizations: History, Renaissance, and Future of a Multi-dimensional construct(76th Annual Meeting of the Academy of Management – August 5-9, 2016 – Anaheim, California)

396. In a nutshell: The action regulation training approach for personal initiative. Talk at the Professional Development Workshop on active training approaches for

395. employees and entrepreneurs. (76th Annual Meeting of the Academy of Management – August 5-9, 2016 - Anaheim, California)

394. Enhancing entrepreneurship under adverse conditions with psychological training. Talk a Symposium on Enhancing Entrepreneurship und Adverse Conditions (76th Annual Meeting of the Academy of Management - August 5-9, 2016 - Anaheim, California)

393. Enhancing Entrepreneurship with Psychological Training: Theory, Applications, and Results; Talk at Invited Symposium 31st International Congress of Psychology, Yokohama, July, 2016

392. Invited Colloqium: What happens after an error has occurred. The concept of error management and its effects on profitability, accidents, and learning from errors. University of Manchester, Dept. of Psychology, May 5, 2016.

VHB Tagung, Munich, Germany: Evidenzbasierte Unternehmensführung und –politik May, 2016.

391. Using I-O Psychology to make and impact on the larger society. Symposium talk, 31st Annual Conference of the Society for Industrial and Organizational Psychology, April 14 – 16, Anaheim, USA.

390. Causal inference in empirical research: Necessary, sufficient or neither? Talk for Opening Plenary Asian Management Research Consortium. 1st and 2nd of April

389, 2016

388. How We Can Learn from Errors and How We Can Develop a Good Error Management Culture in Hospitals Changi General Hospital AHP Lunch & Learn Series Feb 2016

387.

386. Symposium: Discussant in*"Dealing with Competing Paradoxical Demands in Search of Co-existance Paradoxical Demands",* 2015 *Academy of Management Annual Meeting,*, Vancouver, Canada, 6-11 August 2015.

385. Talk at Symposium*"Effectuation Research: Taking Stock and Moving forward". 2015 Academy of Management Annual Meeting, Vancouver, Canada, 6-11 August 2015.*

384. Panelist in PDW Workshop: "Capacity Building in the Face of Extreme Proverty", AoM 2015 Annual Meeting, 6-11 August, 2015, Vancouver, Canada

383. Colloquium Nova School of Business and Economics, Universidade de Lisbao, Portugal, June 2015, Towards a Psychology of Entrepreneurship — An Action Regulation Theory Perspective

382. Talk: Job Design and Entrepreneurship, Symposium*"The Future of Job Design", 2014 Academy of Management Annual Meeting, Philadelphia, Pennsylvania, 1-5 August, 2014*

381. Discussant in "*National Culture and Leadership: Implications from the GLOBE CEO Leadership Study"Symposium Academy of Management Annual Meeting, Philadelphia, Pennsylvania, 1-5 August, 2014*

380. PDW on entrepreneurial individual and Teams: Advances in the Psychology of Entrepreneuirship *Academy of Management Annual Meeting, Philadelphia, Pennsylvania, 1-5 August, 2014*

379. Implications of a Person-Centric Work Psychology
Authors: Howard M. Weiss, Daniel R. Ilgen (Symposium Organizer), Michael Frese, Sabine Sonnentag – Sessions organized under the auspices of the Alliance for Organizational Psychology – ICAP 2014 Paris 8-13 July 2014

378. Adaptivity/Adjustment and Proactivity: On the Dialectic Differences between These Concepts - Employee Adjustment: Perspectives From Different Applied Psychological Domains – Symposium, ICAP2014, Paris, France, 8-13 July 2014
377. Round Table: IAAP United Nations Representatives and Division Presidents and Representatives discussion at ICAP 2014 Paris, 8-13 July, 2014
376. Where is Work Psychology in IO Psychology? Thoughts About the Psychology of Working – Society for Organizational behavior, 2013 S.O.B. Meeting, Carnegie Mellon University, Pittsburgh, PA, 1-3 November 2013
375. (with Kim Bischoff, Thorsten Dlugosch, Michael Gielnik) Limited Access to Capital, Start-Ups, and the Moderating Effect of an Entrepreneurship Training: Integrating Economic and Psychological Theories in the Context of New Venture Creation, Babson College Entrepreneurship Research Conference, 5-8 June 2013, Lyon, France
374. (with Kim Bischoff, Michael Gielnik) The Effect of An Entrepreneurship Training on The Relationship of Limited Access to Capital and Start-Ups: Complementing Economic Theories with Psychological Theories, 6th Congress of the European Association of Work and Organizational Psychology, 22-25 May 2013, Münster, Germany
373. (with Tom Sommerlatte) Practitioner-Scientist Debate "Innovation in Organizations", 6th congress of the European Association of Work and Organizational Psychology, 22-25 May 2013, Münster, Germany
372. (with Kathrin Rosing) Where are We With? A Dialectic Theory of Innovation , 6th congress of the European Association of Work and Organizational Psychology, 22-25 May 2013, Münster, Germany
371. Position Paper Working at the cross-road between micro-economics and organizational psychology I: Towards Evidence Based Management, Deutsche Gesellschaft fuer Psychologie, Bielefeld, Germany, Sept. 2012
370. (with Thorsten Dlugosch, Michael Marcus Gielnik) Personal Initiative and Its Role in the Entrepreneurial Process, contribution to Symposium on Leading to Proactive Behavior: The Role of Leadership from a Multi-level Perspective, AoM 2012 Annual Meeting, August 3-7, 2012, Boston, Massachusetts.
369. Discussant in "Business Creation in Developing Countries: Assessing the Informal Sector", AoM 2012 Annual Meeting, August 3-7, 2012, Boston, Massachusetts.
368. Talk in "Research Incubator for Exploring Tensions and Paradoxes in Creativity and Innovaion Management – Innovation Management Paradox", AoM 2012 Annual Meeting, August 3-7, 2012, Boston, Massachusetts.
367. Discussant in Professional Development Workshop "JBV as a Multidisciplinary Forum for Entrepreneurship Research on the Informal Economy", AoM 2012 Annual Meeting, August 3-7, 2012, Boston, Massachusetts.
366. Presenter Organizational Behavior Doctoral Cosortium Professional Development Workshop, AoM 2012, Annual Meeting, August 3-7, 2012, Boston, Massachusetts.
365. Discussant in Professional Development Workshop "Reconsidering the Front End of Innovation. Integrating Internal and External Idea Management", AoM 2012 Annual Meeting, August 3-7, 2012, Boston, Massachusetts.
364. Discussant in Symposium "DOING GLOBAL GOOD: Psychologists at the United Nations Impact on International Issued and Invitation for Involvement", 30th International Congress of Psychology, July 22-27, 2012, Cape Town.
363. Talk in Symposium "What Do We Know About Entrepreneurship and Innovation in Africa? A Summary of Research", 30th International Congress of Psychology, July 22-27, 2012, Cape Town.
362. Discussant in Symposium/Forum "Important factors in the initiation and evaluation of proactive behaviour", SIOP 27th Annual Conference, April 26 28, 2012, San Diego, California.

361. (with Ronald Bledow, Kathrin Rosing) A Dynamic Perspective on Affect and Creativity, talk at SIOP 27th Annual Conference, April 26-28, 2012, San Diego, California.

360. (With R. Bledow) Cross-cultural Issues of Innovation, contribution to Symposium on International Advances in Innovation and Creativity in the Workplace, SIOP 27th Annual Conference, April 26-28, 2012, San Diego, California.

359. Colloquim Talk (Research Talk). Entrepreneurship; Georgia Institute of Technology, Atlanta, Georgia, 25th October 2011.

358. (with Kathrin Rosing and Ron Bledow) Talk Momentum: Motivational and cognitive antecedents of momentum: The force behind exploitation and exploration. Academy of Management 2011 Congress, San Antonia, Texas, 12-16th August 2011

357. (with Kathrin Rosing and Ron Bledow) Talk: Organizational and Individual Process that Affect Creativity and Innovation – A Linear Chaos Model of the Innovation Process. Academy of Management 2011 Congress, San Antonia, Texas, 12-16th August 2011

356. (with Michael Gielnik and others) Entrepreneurial Education - Towards Evidence-Based Entrepreneurship: Evaluation of an Action-Oriented Entrepreneurship Training. Academy of Management 2011 Meeting, San Antonia, Texas, 12-16th August 2011

355. Presenter at Pre-Conference Workshop (PDW): Recent Advances and Future Directions in Research on Self-Regulation - A Longitudinal Analysis of Self-Regulated Deliberate Practice and Entrepreneurial Success. At the Academy of Management 2011 Meeting, San Antonia, Texas, 12-16th August 2011

354. Presenter at Pre-Conference Workshop: Researching Entrepreneur's Behavior:
Importance and Methods. At the Academy of Management 2011 Meeting, San Antonia, Texas, 12-16th August 2011

353. Invited Talk: A dialectic approach to innovation, Hamburger KolloqiumArbeit, Beruf, Organisation, Hamburg June 2011

352. Publishing without perishing: How to publish in English- speaking journals with high impact rates. Workshop with Gerd Gigerenzer at the 47th Congress of the Deutsche Gesellschaft fuer Psychologie. Bremen, 26-30th September 2010

351. Training from an Action theory perspective: What we know, where we have to go and future research necessities. Talk at the 47th Congress of the Deutsche Gesellschaft fuer Psychologie. Bremen, 26-30th September 2010

350. Happy and proactive? The role of hedonic and eudaimonic well-being in personal initiative. Talk with V.C. Hahn and A. Schmitt in the Symposium Passion and Proactivity: When and How does Affect at Work Fuel Self-initiated Behaviors? At the Academy of Management Annual Congress, Montreal, August 2010

349 Discussant for the Symposium The Challenge to Explore and Exploit: Bridging Perspectives of Different Disciplines. At the Academy of Management Annual Congress, Montreal, August 2010

348. Personal Initiative Training for Small Business Owners. Talk with M. Glaub, S. Fischer, M.Klemm, G. Solomon, K. Gramberg, C.Friedrich and L. Hass in the Symposium Advances in Understanding Change-Oriented Behaviors At the Academy of Management Annual Congress, Montreal, August 2010.

347. Mind Matters: The Future of Research on the Psychology of Entrepreneurship. PDW At the Academy of Management Annual Congress, Montreal, August 2010

346. How Culture Interacts with Entrepreneurship – Evidence from Studies in China, Germany, and Other Countries. Talk at 27th International Congress of Applied Psychology, July 2010, Melbourne, Australia.

345. Further steps towards a theory of the psychology of economic development of nations; Symposium on Poverty and Organizational Psychology; 27th International Congress of Applied Psychology, July 2010, Melbourne, Australia.
344. National Cultural Values, Firm's Cultural Orientation, Innovation and Performance: Testing Cultural Universals and Specific Contingencies Across Five Countries. Talk with Andreas Rauch at the Babson Entrepreneurship Research Conference in Lauzanne, June 9-12th 2010.
343. How Culture Interacts with Entrepreneurship – Evidence from Studies in China, Germany, and Other Countries. Talk Brownbag Meeting China, NUS Business School, Feb 26, 2010
342. Panelist in panel discussion: Psychologie in der Wirtschaftskrise (Psychology in the financial crisis). Funkkolleg Psychologie HR2, Giessen, July 9, 2009.
341. Panelist in panel discussion (org. by Wayne Cascio): The limits of employee engagement. 24th Annual Conference of the Society of Industrial and Organizational Psychology (SIOP), New Orleans, USA, April 2-5, 2009.
340. Leadership and innovation: What we know and need to know. Participant in Symposium/Forum (org. by Ronald Bledow). 24th Annual Conference of the Society of Industrial and Organizational Psychology (SIOP), New Orleans, USA, April 2-5, 2009.
339. Changing error prevention, changing culture: From pure error prevention to error management (with N. Keith). Presentation in symposium: Transforming organizational culture in complex, dynamic environments for safety (org. Sallie Weaver). 24th Annual Conference of the Society of Industrial and Organizational Psychology (SIOP), New Orleans, USA, April 2-5, 2009.
338. Wege zum Erfolg von Unternehmern: Psychologie des Unternehmertums. Science4Life Initiative, Hessische Landesvertretung Berlin, March 5, 2009.
337. Evidence-based management and entrepreneurship (EBME): A systematic approach to cumulative science. 6. Jahrestagung des Arbeitskreises Empirische Personal- und Organisationsforschung (AKEMPOR). Rauischholzhausen, Germany, November 14-15, 2008.
336. Fuehren und Motivieren im 21. Jahrhundert. 9. Schmalenbach-Unternehmerforum in Halver, Germany. October 24, 2008.
335. with Oliver Schlösser: Humane orientation and agreeableness as cultural dimensions: Individual-level measures vs. culture-level measures. 19th International Congress of the International Association for Cross-Cultural Psychology, Bremen, Germany, July 27-31, 2008.
334. Personal initiative at work and work-related well-being: Why is there no relationship? Presentation in Symposium (org. Beate Muschalla): Workplace and anxiety. XXIX. International Congress of Psychology (ICP), Berlin, Germany, July 20-25, 2008.
333. Psychologie des Unternehmertums. 7. Kongress für Wirtschaftspsychologie (BdP). Stuttgart/Fellbach, April 28, 2008.
332. Personal initiative and health – relationships and question marks (talk and workshop). International Seminar on Positive Occupational Health Psychology (org. Marisa Salanova & Wilmar Schaufeli), Castellón/Spain, April 24-26, 2008.
331. Poverty reduction through psychological research on business owners in Africa. Presentation in Symposium (org. Walter Reichman): Organizational psychologists and world poverty. 23rd Annual Conference of the Society for Industrial and Organizational Psychology (SIOP), San Francisco, USA, April 10-12, 2008.
330. Panelist in panel (submitted by Denise Rousseau) on: How I/O psychology can contribute to evidence-based management. 23rd Annual Conference of the Society for Industrial and Organizational Psychology (SIOP), San Francisco, USA, April 10-12, 2008.

329. Enabling innovation in organizations. Presentation at SIOP Leading Edge Consortium. 23rd Annual Conference of the Society for Industrial and Organizational Psychology (SIOP), San Francisco, USA, April 10-12, 2008.
328. Panelist in panel (submitted by James Farr): Creative and innovative processes in teams: Dealing with inherent messiness. 23rd Annual Conference of the Society for Industrial and Organizational Psychology (SIOP), San Francisco, USA, April 10-12, 2008.
327. Panelist at Special Event: SIOP's new journal: Continuing the dialog on employee engagement. 23rd Annual Conference of the Society for Industrial and Organizational Psychology (SIOP), San Francisco, USA, April 10-12, 2008.
326. Unternehmer in Entwicklungslaendern aus psychologischer Sicht: Was macht Unternehmer erfolgreich? Talk at 133. Plenarsitzung des Wissenschaftlichen Beirats BMZ, February 28, 2008.
325. Personal initiative and entrepreneurship: Individual contributions to organizational growth and development. Talk at Singapore Management University, January 2008.
324. Learning from errors. Talk at National University of Singapore, January 2008.
323. Ein aktives Konzept der Performanz in der Arbeits- und Organisationpsychologie: Entwicklungen und neue Forschungsfragen. 5. Tagung der Fachgruppe Arbeits- und Organisationspsychologie der Deutschen Gesellschaft für Psychologie. Trier, September 19-21, 2007.
322. Humane orientation construct and its ties to change adaptation (with Schloesser). Presentation at the Academy of Management Meeting. Philadelphia, August 3-8, 2007.
321. Action theory and its value for entrepreneurship (with Unger). Panel discussion symposium "The value of applying psychological perspectives to entrepreneurship". 26th International Congress of Applied Psychology, Athens, Greece, July 16-21, 2007.
320. Cross-cultural perspectives in strategic entrepreneurship among small and medium-sized enterprises. Discussant at symposium (org. by Zhong-Ming Wang). 26th International Congress of Applied Psychology, Athens, Greece, July 16-21, 2007.
319. The role of applied psychology in the development and implementation of public policy. Symposium (chaired together with John Berry): Psychology and policy orientation. 26th International Congress of Applied Psychology, Athens, Greece, July 16-21, 2007.
318. Cross-cultural issues of entrepreneurship. Entrepreneurship Conference (org. by MPI/Werner Bönte). Berlin, July 12, 2007.
317. The Psychology of Entrepreneurship. State-of-the-Art presentation. 11th European Congress of Psychology, Prague, Czech Republic, July 3-6, 2007.
316. EMBA Snap Shot. Third Advisory Board Meeting European Utility Management. Oslo, Norway, May 11, 2007.
315. Training psychological skills for entrepreneurial success. Roundtable on Entrepreneurship Education. 4th AGSE International Entrepreneurship Research Exchange. Brisbane Graduate School of Business. Brisbane, Australia, February 6, 2007.
314. How culture interacts with entrepreneurship. Presentation for Research Seminar Series on Entrepreneurship and Innovation. Brisbane Graduate School of Business. Brisbane, Australia, February 5, 2007.
313. Evidence-based entrepreneurship: A systematic approach to cumulative science (with Bausch, Schmidt, Rauch, & Kabst). 10. Interdisziplinaere Jahreskonferenz fuer die Gruendungsforschung (G-Forum 2006). Berlin, November 9-10, 2006.
312. Wissenschaftliche Erkenntnisse der Psychologie. Der Transfer von Kreation zu Akzeptanz und Anwendung in der Gesellschaft. Panel discussion with Spiel,

Silbereisen, Hasselhorn, Wottawa. 45. Kongress der Deutschen Gesellschaft fuer Psychologie (DGPs). Nuernberg, September 17-21, 2006.

311. How to use applied psychology in Africa. Talk at Uganda Society of Applied Psychology (USAP). Kampala, Uganda, September 13, 2006.

310. Antecedents of proactive ehaviour: The role of person-related variables. Discussant at symposium (org. by Mike Crant). 21st Annual Conference of the Society of Industrial and Organizational Psychology (SIOP), Dallas/Texas, USA, May 5-7, 2006.

309. Psychologische Faktoren in der Entrepreneurship-Forschung. 4. Tagung der Fachgruppe Arbeits- und Organisationspsychologie. Bonn. September 19-21, 2005.

308. Building a safer health system: Managing and learning from errors in hospitals. Discussant at symposium chaired by David Hofmann. Academy of Management Annual Meeting, Honolulu/Hawaii. August 5-10, 2005.

307. Configurations of small and micro businesses and success. Author at symposium New venture performance: Effects of financing, governance and alliances chaired by Scott Newbert. Academy of Management Annual Meeting, Honolulu/Hawaii. August 5-10, 2005.

306. Who the entrepreneur is vs. what the entrepreneur does: Comparing two dominant approaches. Author at symposium Entrepreneurship and new ventures chaired by Rory O'Shea. Academy of Management Annual Meeting, Honolulu/Hawaii. August 5-10, 2005.

305. Learning entrepreneurship. Presenter at workshop organized by Barbara Bird. Academy of Management Annual Meeting, Honolulu/Hawaii. August 5-10, 2005.

304. Entrepreneurship and personal initiative: Individual contributions to organizational growth and development. Wharton School of the University of Pennsylvania, Philadelphia, USA. April 18, 2005

303. Towards a concept of planning: A facet success in entrepreneurship. Symposium (org. Robert Baron) New ventures : A fertile ground for testing and refining I-O's theories. 20th Annual Conference of the Society for Industrial and Organizational Psychology (SIOP). Los Angeles, USA. April 15-17, 2005.

302. With Nina Keith: Performance effects of error management training: A meta-analysis. Symposium (org. David Hofmann) Managing errors in organizations. 20th Annual Conference of the Society for Industrial and Organizational Psychology (SIOP). Los Angeles, USA. April 15-17, 2005.

301. Personal initiative training for small business owners: Evaluation studies in South Africa and Germany. Interdisciplinary European Conference on Entrepreneurship Research (IECER). University of Amsterdam, Amsterdam, The Netherlands. February 2-4, 2005.

300. Eigeninitiative und Unternehmertum: Konzepte und Implikationen. Universität Bielefeld. November 29, 2004.

299. Action theory as a theory of performance. University of South Florida, Tampa, Florida. October 25, 2004.

298. Intolerance, terrorism and community policing (Moderator for symposium). 57th Annual United Nations DPI/NGO conference "Millennium Development Goals: Civil society takes action". United Nations Headquarters, New York, USA. September 8-10, 2004.

297. Cross-cultural issues of entrepreneurship: Data speculations. Contribution in symposium (org. by Zhong-Ming Wang): Culture and strategies in entrepreneurship and innovation. 28th International Congress of Psychology, Bejing, China. August 8-13, 2004.

296. Lecture (with Robert Baum): SIOP Organizational Frontiers Series: Entrepreneurship. 17th Annual Conference of the Society for Industrial and Organizational Psychology (SIOP), Chicago, USA. April 2, 2004.

295. Individual differences in self-regulatory effectiveness. Discussant at symposium org. by Phillip Mangos. 17th Annual Conference of the Society for Industrial and Organizational Psychology (SIOP), Chicago, USA. April 2, 2004.
294. The psychology of entrepreneurship. University of Illinois at Chicago, College of Business Administration, Chicago, USA. April 1, 2004.
293. Entrepreneurship and personal initiative: Individual level contributions to organizational growth and development. University of California at Irvine, Graduate School of Management, Irvine, USA. March 17, 2004.
292. Entrepreneurship and personal initiative: Individual level contributions to organizational growth and development. Georgia Institute of Technology, Atlanta, USA. March 15, 2004.
291. Entrepreneurship and personal initiative: Individual level contributions to organizational growth and development. Instituto Mexicano de Investigacion de Familia y Poblacion. Mexico. March 11, 2004.
290. Personal initiative in achievement situations: Theory and empirical evidence. University of Pennsylvania, Dept. of Psychology, Philadelphia, USA. March 9, 2004.
289. Psychological factors for entrepreneurial success: A new look at an old problem Babson College, Babson Park, USA. February 12, 2004.
288. Learning from errors: Results and speculations from training research and research on organizational culture. Harvard Business School, Boston, USA. February 11, 2004
287. Personal initiative: The concept and its ramifications. University of Michigan, Business School. January 21, 2004.
286. Entrepreneurship and personal initiative: Individual level contributions to organizational growth and development. University of North Carolina, The Kenan-Flagler Business School, Chapel Hill, USA. October 31, 2003.
285. Entrepreneurship and personal initiative: Individual level contributions to organizational growth and development. University of Maryland Business School, College Park, USA. October 3, 2003.
284. Personal initiative and entrepreneurship: Individual level contributions to organizational growth and development. New York University. September 29, 2003.
283. Learning from errors. University of Maryland, Department of Psychology. College Park, USA. September 15, 2003.
282. Unternehmertum und Eigeninitiative: Neue Performanzkonzepte der Organisationspsychologie. Technische Universität Braunschweig. July 9, 2003.
281. With Andreas Bausch: Pre-planning and success in entrepreneurship: Towards developing evidence-based best practice. 2003 Babson Kauffman Entrepreneurship Conference. Babson Park, USA. June 5-7, 2003.
280. Occupational health and safety: Encompassing personality, emotion, teams, and Automation. Discussant at symposium org. by Craig Wallace. 18th Annual Conference of the Society for Industrial and Organizational Psychology (SIOP), Orlando, USA. April 11-13, 2003.
279. Going global? Link with counterparts around the world through the International Association of Applied Psychology (IAAP). Participant at Roundtable symposium org.by Virginia Schein (Div. 1 President IAAP). 18th Annual Conference of the Society for Industrial and Organizational Psychology (SIOP), Orlando, USA. April 11-13, 2003.
278. With Nina Keith & Leonore Schulze: Processes in error training: Metacognition, Achievement motivation, and learning strategies. Symposium: Active Learning, Critical elements, instructional supports, and learning processes. 18th Annual Conference of the Society for Industrial and Organizational Psychology (SIOP), Orlando, USA. April 11-13, 2003.

277. Action errors, learning from errors, and error training. University of Cape Town, Department of Psychology, South Africa. March 2003.
276. Action training. University of the Western Cape, Department of Management, South Africa. March 2003.
275. Leadership and culture. University of the Western Cape, Department of Management, South Africa. March 2003.
274. Learning from errors. London Business School. November 29, 2002.
273. with Andreas Bausch & Peter Schmidt: Evidence-based best practice: A new approach for entrepreneurship. 29th International Small Business Congress (ISBC), Amsterdam, The Netherlands. October 27-30, 2002.
272. with Peter Schmidt: Evidence based best practice: Ein neuer brauchbarer Ansatz in der angewandten Psychologie. Positionsreferat. 43. Congress of the Deutsche Gesellschaft für Psychologie (DGPs), Berlin, Germany. September 22-26, 2002.
271. with S. Krauss: Micro-business owners action strategies and new venture success: Longitudinal evidence from Africa. In symposium org. by J. Robert Baum "Entrepreneurial behavior: OB and new venture creation." 62nd Annual Meeting of the Academy of Management, Denver, Col., USA. August 9-14, 2002.
270. Psychological factors for entrepreneurial success in developing countries. IFC/Worldbank, Washington, USA. April 15, 2002.
269. with D. van der Linden: Fatigue, strategies, and performance. Symposium "Performance: The forgotten criterion variable in occupational stress research". 17th Annual Conference of the Society for Industrial and Organizational Psychology (SIOP). Toronto, Canada. April 12-14, 2002.
268. Error prevention and error management in the medical setting. Presentation and panel discussion "Applying I-O psychology to research on medical error/patient safety". 17th Annual Conference of the Society for Industrial and Organizational Psychology (SIOP). Toronto, Canada, April 12-14, 2002.
267. A psychological model of entrepreneurial success. Universidade Federal da Bahia, Salvador da Bahia, Brazil, August 7, 2001.
266. Taking charge and initiative: An active approach to work, organizations, and Entrepreneurship. Faculdade Ruy Barbosa,Salvador da Bahia, Brazil, August 6, 2001
265. with A. Giardini: Affective complementarity in service interactions. Presentation in symposium "Soft factors in a soft area". 16th Annual Conference of the Society for Industrial and Organizational Psychology (SIOP). San Diego, USA, April 27-29, 2001.
264. with A. Granados: The impact of training on goal orientation. Presentation in symposium "New directions in goal orientation: Exploring the construct and its measurement". 16th Annual Conference of the Society for Industrial and Organizational Psychology (SIOP). San Diego, USA, April 27-29, 2001.
263. Soft Skills / Vereinbarkeit Gründung und soziales Umfeld. Gründe 2000. Marburger Infoparty für Existenzgründer und Jungunternehmer. Marburg, November 18, 2000.
262. Risiko- und Fehlermanagement. Seminar. Haus der Technik e.V. Essen, October 26-27, 2000.
261. Welche Massnahmen greifen bei psychomentalen Belastungen. Arbeitsmedizinische Herbsttagung des Verbandes Deutscher Betriebs- und Werksärzte e.V.. Aachen, October 17-20, 2000.
260. Theorien von Change Management. Workshop Economics of Cultural Change. Kassel, September 21-22, 2000.
259. Ein psychologisches Modell unternehmerischen Erfolgs und empirische Ergebnisse. 42. Kongress der Deutschen Gesellschaft für Psychologie. Jena, September 24-28, 2000.

258. Innovation and initiative. Invited symposium (directed by U. Staudinger) "Human strengths: Facets of positive psychology". XXVII. Int. Congress of Psychology. Stockholm, Sweden, July 23-28, 2000.
257. with S. Krauss & C. Friedrich: Psychological action strategy characteristics in African business owners and success: Results from three studies in South Africa, Zambia, and Zimbabwe. Babson-Kauffman Entrepreneurship Research Conference. Babson College, Babson Park, MA, June 7-11, 2000.
256. with A. Rauch: Employees in entrepreneurial companies: A longitudinal study on strategies related to employees and small scale business success. Babson-Kauffman Entrepreneurship Research Conference. Babson College, Babson Park, MA, June 7-11, 2000.
255. Action strategies of small-scale entrepreneurs and success. Hebrew University of Jerusalem. Jerusalem, Israel, March 14, 2000.
254. Action strategies of small-scale entrepreneurs and success. Israel Institute of Technology. Haifa, Israel, March 12, 2000.
253. with J. Zempel: Erwerbslosigkeit in den Neuen Bundesländern – Ergebnisse einer Längsschnittstudie. Kongress fuer Klinische Psychologie und Psychotherapie. Berlin, February 25-29, 2000.
252. Micro-approaches to micro-business: How useful are psychological models for business growth in developing countries? International conference on "Success factors of micro- and small-scale enterprises in Africa: Psychological, cultural and economic factors". Giessen, February 24-25, 2000.
251. with Dimitri van der Linden: Action errors and strategies. Hull, February 17, 2000.
250. Personal initiative as a new concept for organizational ehaviour. Aston Business School. University of Aston. Birmingham, December 1, 1999.
249. What kind of performance concept do we need in work and organizational psychology? University of Sheffield. Sheffield, November 30, 1999.
248. Innovation, Strategien und wirtschaftlicher Erfolg bei klein- und mittelständischen Unternehmen. NEWWORK – Technologiekonferenz Mittelhessen. Wetzlar, November 23, 1999.
247. Towards a concept of performance. London Business School. London, November 10, 1999.
246. An action theory approach to cross-cultural issues in entrepreneurship research. International conference on Human Resource Management from a cross-cultural perspective. Zhejiang University, Hangzhou, China, October 27-29, 1999.
245. Psychological strategies of small business owners. London Business School. London, October 21, 1999.
244. Personal initiative and active strategies in entrepreneurship. Goldsmith College, University of London. London, October 11, 1999.
243. Ein psychologisches Modell von Gründungserfolg. G-Forum – 3. Inter-disziplinäres Gründungsforschungs-Forum für die deutschsprachige Gründungsforschung. Köln, October 8, 1999.
242. Action errors: The work and organizational psychology perspective. Kolloquium. Max-Planck-Institut für Bildungsforschung (Center for Adaptive Behavior and Cognition). Berlin, October 7, 1999.
241. with D. Heimbeck: Fehlertraining und motivationale Orientierung. 1. Tagung der Fachgruppe Arbeits- und Organisationspsychologie der DGPs. Marburg, September 15-17, 1999.
240. with S. Krauss: Innovation und Eigeninitiative: Psychologische Erfolgsfaktoren von Kleinunternehmern in Zimbabwe. 1. Tagung der Fachgruppe Arbeits- und Organisationspsychologie der DGPs. Marburg, September 15-17, 1999.

239. Strategien bei Unternehmern im kulturellen Kontext: Was laesst sich generalisieren und was nicht? FORAREA-Konferenz: Unternehmertum im regional-kulturellen Kontext. Schloss Thurnau, November 27-28, 1998.
238. Videokonferenz/Synchrone Telekooperation. POLIKOM-Konferenz, Bonn, Germany, November 24, 1998.
237. Active behaviour, psychological strategies and high performance. London Business School, November 20, 1998.
236. with D. Fay: Eigeninitiative und Arbeitsplatzwechsel in einer Umbruchsituation. 41st Congress of the Deutsche Gesellschaft für Psychologie, Dresden, Germany, September 27-October 1, 1998.
235. Handlungstheorie angewandt: Strategien und Erfolg bei Kleinunternehmern. 41st Congress of the Deutsche Gesellschaft für Psychologie, Dresden, Germany, September 27-October 1, 1998.
234. Erfolgsfaktoren für KMU am Standort Jena – Ergebnisse einer Analyse. Technologie- und Gründerforum Jena, Jena, September 23-24, 1998.
233. How to plan as a business owner: Psychological process characteristics of action strategies and success. Colloquium at College of Williams and Mary, Williamsburg, September 4, 1998.
232. Personal initiative: A concept for work and organizational psychology in the 21st century. University of Maryland, Washington, September 3, 1998.
231. Personal initiative: A concept for work and organizational psychology in the 21st century. Pennsylvania State University, August 31, 1998.
230. Personal initiative: A concept for work and organizational psychology in the 21st century. University of Pennsylvania, Philadelphia, August 28, 1998.
229. Personal initiative: A concept for work and organizational psychology in the 21st century. Georgia Institute of Technology, Atlanta, Georgia, August 25, 1998.
228. Panel with P. Chen, L. Cames, D. Zapf & S. Jex: The role of negative affectivity in reports of job stressors and astrains: Measures and mechanisms. 24th International Congress of Applied Psychology, San Francisco, August 9-14, 1998.
227. with C. van Dyck: Error climate: The opportunities for organizational learning, innovation, and long term success. Presentation as part of symposium: Mental ability, complex problem solving and practical intelligence as predictors of management success. 24th International Congress of Applied Psychology, San Francisco, August 9-14, 1998.
226. with M. van Gelderen: Strategy process as a characteristic of small-scale business owners. Relationship with success. International Congress of Entrepreneurship, Babson College/Kauffman Foundation, Gent, Belgium, May 20-24, 1998.
225. with A. Rauch: Planning environmental hostility and small business I: A contingency approach on the relationship between planning of small business owners and their success. International Congress of Entrepreneurship, Babson College/Kauffman Foundation, Gent, Belgium, May 20-24, 1998.
224. Eigeninitiative: Ein Modell der beruflichen Sozialisation eines motivationspsychologischen Konzepts. Kongress „Motivationspsychologie der Ontogenese“, Max-Planck-Institut für Bildungsforschung, Berlin. Berlin, May 8-10, 1998.
223. Work and organizational psychology in the future. Managementdag: De confrontatie in the top: Psychologie of economie (organized by the A & O Studentenfractie in Amsterdam). Amsterdam, January 21, 1998.
222. Persönlichkeit, Strategien und Erfolg bei Kleinunternehmern. Symposium „Determinanten unternehmerisch erfolgreichen Verhaltens“. Giessen/Rauischholzhausen, September 18-19, 1997.

221. New problems and prospects for work and organizational psychology in the 21st century. Lecture as part of the symposium (organized by M. Frese) with the same title. 5th European Congress of Psychology: A touch of Ireland, Dublin, July 9, 1997.
220. Error training. Workshop of the Academy of Social Sciences of Australia, Melbourne University Business School, Australia, June 30-July 1, 1997.
219. Error training: A new form of training. 2nd Biennial Industrial and Organisational Psychology Conference, Melbourne, Australia, June 27-29, 1997.
218. with A.Rauch: Does planning matter: Relations between planning and success in small enterprises in Ireland and Germany. 42nd ICSB World Conference, San Franciso, California, US, June 21-24, 1997.
217. Cross-cultural issues of entrepreneurship and personal initiative. University of the Philippines, Diliman, Quezon City, June 18, 1997.
216. Communication through scientific journals in work and organizational psychology: Future trends and challenges. Gatekeepers' views. ENOP Annual Symposium 1997, Paris, March 20-22, 1997.
215. Management errors and error management. London Business School, London, February 6, 1997.
214. The future of work. 1e Amsterdamse Psychologie-Bedrijvendag, University of Amsterdam. October 31, 1996.
213. Zur Funktion von Reintellektualisierung im Handlungsprozess. Symposium Wissen und Handeln (Org. H. Mandl). 40. Congress of the Deutsche Gesellschaft für Psychologie. Munich, September 22-26, 1996.
212. with C. van Dyck: Error management: Concept to error prevention in technical system design. Symposium on "Human error and ergonomics" (Dir. De Keyser). XXVI. International Congress of Psychology. Montréal, Canada. August 18, 1996.
211. with C. van Dyck: Error management: Leaning from errors and organizational design. Academy of Management Congress "Learning from unusual events". Cincinnati, Ohio. August 9-14, 1996.
210. with S. Sonnentag: Superworkers work differently: An action theory approach. Academy of Management Congress "Learning from unusual events". Cincinnati, Ohio. August 9-14, 1996.
209. Error management and recovery in technical system design. ICESA '96 Multiconference. Symposium on Robotics and Cybernetics. Lille, France, July 1996.
208. Preparing work and organizational psychology for the 21st Century: Self-reliance at work. Inauguration, University of Amsterdam, June 5, 1996.
207. Das Konzept der Eigeninitiative: Eine Längsschnittuntersuchung in Ostdeutschland. University of Konstanz, May 6, 1996.
206. Initiative in East-Germany: A longitudinal study. Seminaire du Midi, University of Montréal, April 25, 1996.
205. Human factors. The Third Annual Aircraft Quality Conference. Amsterdam, March 6-7, 1996.
204. Personal initiative at the work place: The concept and research findings. Conference on Work Motivation in the Context of a Globalizing Economy. Ein-Gedi, Israel, February 23-24, 1996.
203. Action errors and error management. Invited colloquium, University of Hull, February 8, 1996.
202. Management training. International cross-disciplinary workshop on leadership development. Sydney, January 2-5, 1996.
201. Psychosocial health and initiative. Presented at the First Dutch Conference on Psychology and Health. Kerkrade, November 5-8, 1995.
200. Personal initiative. Results from a longitudinal study in East Germany. Presented at the Kurt Levin-Institute. Vrije Universiteit Amsterdam, Amsterdam, November 1, 1995.

199. The Error Orientation Questionnaire: Reliability and validity data. Presented to the Human Capital and Mobility Network on Human Error Prevention. Liége, October 31, 1995.
198. with S.Remdisch: The role of the "Meister" (supervisor) for the success of group work. Quantitative data and qualitative long-term observations. Presentation in workshop Participative Management of Work Groups. Participation, work motivation, and performance in groups. University of Dortmund, Dortmund, October 19-20, 1995.
197. with D. Fay: Entscheidungsspielraum und Eigeninitiative: Herausforderung für das Management. Arbeitskonferenz Herausforderung des Managements. Wandel industrieller Organisationen in Ostdeutschland. Konferenz der Kommission für die Erforschung des sozialen und politischen Wandels in den neuen Bundesländern, Universität Jena, Jena, September 28-29, 1995.
196. Error management: An alternative concept to error prevention in organizations and in technical system design. 6th IFAC/IFIP/IFORS/IEA Symposium on Analysis, Design, and Evaluation of Man-Machine Systems. Massachusetts Institute of Technology, Cambridge, MA, USA, June 27-29, 1995.
195. Fluidity and intellectualisation of work: Implications for future work and organizational psychology. Saville & Holdsworth, London, June 1, 1995.
194. The review in process from the perspective of a European editor. Contribution to panel discussion: Trained to be a competent reviewer: A neglected but critical issue. Tenth Annual Conference of the Society of Industrial and Organizational Psychology, Orlando, Florida. May 21, 1995.
193. Action errors. Hebrew University of Jerusalem, School of Business Administration. Jerusalem, April 4, 1995.
192. Wie man ein Unternehmen gründet. Ein Dialog mit Spezialisten der Branche. 6. Deutscher Absolventen-Kongress. Cologne, 1994.
191. with S. Sonnentag: Planning processes in software designers. Workshop "Integrating cognitive and organizational approaches to the study of computer-based system" at ECCE 7 (Seventh European Conference on Cognitive Ergonomics). Bonn, September 5-8, 1994.
190. Control at work, self-efficacy and control rejection, and personal initiative in East and West Germany: A longitudinal study. Academy of Management, August 1994.
189. Inertia in the midst of change: On the problem of humans dealing with revolutionary societal change. Symposium at the 23rd International Congress of Applied Psychology. Madrid, July 20, 1994.
188. Error management: An alternative concept to error prevention in organizations and in technical design. Symposium at the 23rd International Congress of Applied Psychology. Madrid, July 18, 1994.
187. with S. Heinz: Psychological success factors of small scale entrepreneurs in East Germany. INSEAD Research Symposium on Marketing and Entrepreneurship. Fountainebleau, June 30, 1994.
186. Fehlermanagement: Ein Überblick. Second workshop on Errors (organized by Daimler-Benz). Berlin, April 28, 1994.
185. Initiative in East Germany: A longitudinal study. Michigan State University, East Lansing, April 14, 1994.
184. Action errors, error prevention and error management. University of Akron, Ohio, April 12, 1994.
183. Control, stress, and performance. University of Massachusetts at Lowell, April 11, 1994.
182. Initiative in East Germany: A longitudinal study. University of Minnesota, Minneapolis, April 6, 1994.
181. Initiative in East Germany: A longitudinal study. University of Pennsylvania, Philadelphia, April 5, 1994.

180. Initiative in East Germany: A longitudinal study. Birkbeck College, University of London. London, March 10, 1994.
179. Richtlinien zu Stress am Arbeitsplatz. Lecture held at Workshop „Zur Europäisierung der Arbeits- und Organisationspsychologie“, Giessen, November 11-12, 1993.
178. Folgen der Arbeitslosigkeit. Konferenz der ADIA-Stiftung „Ungerechtigkeiten der Arbeitslosigkeit“. Berlin, October 27-29, 1993.
177. Entwicklungen der Arbeitspsychologie in Deutschland. 8. Zürcher Symposium Arbeitspsychologie. Zürich, September 27-29, 1993.
176. Eigeninitiative und Gesundheit im Osten Deutschlands: Ergebnisse einer Längsschnittstudie. Lecture held at Technische Universität Dresden, July 5, 1993.
175. Training für die Mensch-Computer-Interaktion. Institut für Arbeitsphysiologie, University of Dortmund. Dortmund, April 29, 1993.
174. Psychologische Aspekte der Softwareentwicklung. DVG Hannover. Hannover, April 26, 1993.
173. Fehlermanagement bei Softwareentwicklung, -beratung und –schulung. Lecture held at Technologie- und Innovationsforum, DATEV I, March 4, 1993.
172. Eigeninitiative in den neuen Bundesländern. Colloquium I/O-Psychology, University of Munich, February 3, 1993.
171. Handlungsfehler in der Arbeit: Felduntersuchungen in der Mensch-Computer-Interaktion. Max-Planck-Institut für Psychologische Forschung, Munich, November 26, 1992.
170. From socialism to capitalism: Psychological problems in East Germany. Colloquium, London Business School, Center for Organizational Research. London, October 16, 1992.
169. Initiative taking in East Germany. Colloquium, Dept. of Psychology, University of Sheffield, Sheffield, October 12, 1992.
168. Aktives Handeln im Betrieb und Eigeninitiative. Vortrag auf dem Symposium „Rekonstruktion des Wirtschaftsstandortes Thüringen. Probleme und Strategien für Arbeit und Umwelt“. Jena, October 28-29, 1992.
167. Arbeitsstrukturen in ihrer Wirkung auf Krankheiten, Fehlzeiten und Arbeitsproduktivität. Evang. Akademie, Munich 15.10.1992.
166. Softwareergonomische Überlegungen zu graphischen Oberflächen: Aufgaben für Gegenwart und Zukunft. PC- Windows Konferenz, Frankfurt, October 14-17, 1992.
165. with K. Gail: Emotionen in der Arbeit: Das Beispiel Software-Entwickler. 38. Kongreß der Deutschen Gesellschaft für Psychologie, Trier, 28.9. – 1.10.1992.
164. Eigeninitiative in den fünf Neuen Bundesländern: Das Konstrukt und die Einflussfaktoren. 38. Kongress der Deutschen Gesellschaft für Psychologie, Trier, 28.9. – 1.10.1992.
163. The role of errors in learning. NATO workshop “Organizational Learning and Technological Change”, Certosa di Pontignano (Siena), September 22-26, 1992.
162. Conceptual and methodological issues in studies on stress and VDT use. Work with Display Units, Berlin, September 1-4, 1992.
161. Psychological issues of software-development. Work with Display Units, Berlin, September 1-4, 1992.
160. An introduction to the concept of error management. Work with Display Units, Berlin, September 1-4, 1992.
159. Changes in the work situation and attitudes in East Germany after the introduction of capitalism. XXV. International Congress of Psychology in Brussels, July 19-24, 1992.
158. Designing Interfaces. Workshop as part of the Summer School in Tilburg, The Netherlands, July 16, 1992.

157. Software design with a special emphasis on error management. Society for Industrial and Organization Psychology, Congress, Montreal, May 1, 1992.
156. Taking an active initiative. A lost skill in East Germany? XIIth Annual ENOP Symposium, Maison des Sciences de l'Homme, Paris, April 2-3, 1992.
155. Fehler bei der Arbeit mit dem Computer: Empirische Ergebnisse und niziative lisatio für Software-Entwicklung, -beratung und –schulung. Conference on Software-Marketing in Nürnberg, March 30-31, 1992.
154. Probleme der Mensch-Computer Interaktion: Ein Blick auf die Arbeit der Softwareentwickler. Lecture, Dept. of Psychology, University of Dortmund. Jan. 23, 1992.
153. Verbesserung von Projektgruppenarbeit. Einführungsvortrag des Meetings der SOBA Unternehmensberatung. Siegen, Dec. 12, 1991.
152. Workshop: Software Ergonomie, SOBA Unternehmensberatung. Berlin, Dec. 5, 1991.
151. with D. Zapf: Human errors and the design of computer systems. Paper presented at the MODEM workshop on Cognitive problems in working life: The design of computer systems and interfaces. Uppsala, Sweden, December 2-4, 1991.
150. Psychological aspects of interface design. Workshop, Tilburg, Holland, Oct. 11, 1991.
149. Errors in human-computer interaction. Lecture, Utrecht, Holland, Oct. 4, 1991.
148. with S. Hilligloh: Die Gewinner und Verlierer der Einheit Deutschlands: Arbeitsplatzbezogene Ergebnisse einer Längsschnittuntersuchung in Ostdeutschland. 1. Deutscher Psychologentag, Dresden, September 19-22, 1991.
147. Software-Entwicklung als Tätigkeitsentwurf. 1. Deutscher Psychologentag, Dresden, Sept. 19-22, 1991.
146. Einführung durch den Organisator (als Sprecher der Fachgruppe Arbeits- und Organisationspsychologie in der DGfPs). 7. Zürcher Symposium Arbeitspsychologie, Sept. 9-11, 1991.
145. Error management and error prevention: two strategies to deal with errors in software design. Ivth International Conference on Human-Computer Interaction. Stuttgart, Sept. 2-6, 1991.
144. Psychologische Aspekte der Schichtarbeit. Arbeitsmedizinische Fort- und Weiterbildung. München, 15. July, 1991.
143. Wie geht man mit menschlichen Fehlern um? Vorschläge für die Bereiche Training, Systemanalyse und Management. ABO-Workshop Rhein-Main des BdP, Giessen, June 22, 1991.
142. Psychologische Aspekte im Umgang mit Computern in der Arbeitswelt, Workshop, München, June 7-8, 1991.
141. Changing working conditions in the former German Democratic Republic: Preliminary results from research studies on stress factors. Lecture, 6th Annual Conference of the Society for Industrial and Organizational Psychology. St. Louis, April 24 – 28, 1991.
140. Action Errors. Lecture Cognitive Science Group,University of Pennsylvania. April 19, 1991.
139. with W. Stolte: Software design and the use of tools: Who controls whom? Lecture at the 5th European Congress, The psychology of Work and Organization. Rouen, 24- 27 March, 1991.
138. The concept of error management. Lecture at the 5th European Congress, The psychology of Work and Organization. Rouen, 24- 27 March 1991.
137. with C. Irmer & H. Prümper: Das Konzept Fehlermanagement: Eine Strategie des Umgangs mit Handlungsfehlern in der Mensch-Computer Interaktion. Software für die Arbeit von Morgen. Symposium, Munich, Germany, January 28 – 29, 1991.

136. Einführung durch den Organisator. Software für die Arbeit von Morgen. Symposium, Munich, Germany, January 28 – 29, 1991.
135. Handlungsfehler. Institut für Psychologie. Bern, Nov. 22, 1990.
134. with D. Zapf: Fehler in der Mensch-Computer Interaktion: Empirische Beobachtungen am Arbeitsplatz und praktische Konsequenzen. Kongress der Deutschen Gesellschaft für Psychologie, Kiel, Sept. 23-27, 1990.
133. Issues in training. Dept. of Psychology, Univ. of the Philipines, Manila, August 7, 1990.
132. Action errors. Dept. of Psychology, Univ. of the Philipines, Manila, July 30, 1990.
131. Stress at work: Comparing two longitudinal studies of 1 ½ years and 6 years. International Congress of Applied Psychology, Kyoto, July 22 – 27, 1990.
130. Action errors and mental load. International Congress of Applied Psychology, Kyoto, July 22 – 27, 1990.
129. Die Entwicklung von Eigeninitiative: Fortbildungsveranstaltung der Hypo Bank für DDR- Manager, July 19, 1990.
128. Psychische und psychosomatische Auswirkungen von Schichtarbeit. Bayerische Akademie für Arbeits- und Sozialmedizin München, July 9, 1990
127. Handlungsfehler in der Mensch-Computer Interaktion. Institut für Psychologie, Wuppertal, June 1990.
126. Die Aufgaben eines Software-Entwicklers. Arbeitsverfahren in der Software-Entwicklung. Workshop, May 16-18, 1990.
125. Training in the area of Human-Computer Interaction. New York, UNICEF, Internal study group. April 17, 1990.
124. Errors in Human-Computer Interaction: Results of observations at the work place. Utrecht, March 14, 1990.
123. Stress am Arbeitsplatz und psychische Gesundheit: Ein Überblick. Lecture, Congress of the Deutsche Gesellschaft für Verhaltenstherapie in Berlin, February 19-23, 1990.
122. Action theory: An introduction. Lecture at the University of Zimbabwe, Work Psychology Area. Harare January 8, 1990.
121. Moderators in stress at work. Lecture Laboratoire de Psychologie Sociale Appliquée. Université René Descartes. Paris, December 11, 1989.
120. Moderatoren des Zusammenhangs von Stress am Arbeitsplatz und Befinden. Symposium Psychosoziale Faktoren im Arbeitsprozess und Gesundheit. Dresden, October 24 – 27, 1989.
119. Arbeit und Emotion. Workshop: Technologie – Wirkung Berufsverband Deutscher Psychologen, 15th Congress for Angewandte Psychologie München, October 5 – 8, 1989.
118. Arbeitswelt und Informationstechnologie: Organisations- und arbeitspsychologische Fragen.Hochschule für Verwaltungswissenschaften Speyer, October 4, 1989.
117. Health impact of working with computers. First European Summer School. Berlin. Sept. 15, 1989.
116. Project FAUST. Lecture in the Workshop, Mensch-Computer Interaktion. Zürich, Sept. 12, 1989.
115. Coping with work stress and job loss. First International Conference on "Crises and loss experiences in the adult years." University of Trier, July 17- 21, 1989.
114. A taxonomy for action errors. Lecture, Risö Institute. Risö, Denmark. July, 14, 1989.
113. Psychische und psychosomatische Auswirkungen von Schichtarbeit. Bayerische Akademie für Arbeits- und Sozialmedizin München, July 10, 1989.
112. Nutzungs- und Funktionsprobleme bei der Arbeit mit Software. Workshop of the project FAUST, München, July 7, 1989.

111. Action styles and performance. The role of planfulness and goal-orientation. Talk at the International Society for the Study of Individual Differences Meeting in Heidelberg, June 22- 25, 1989.
110. German research on stress at work. Conference of the Society for Industrial and Organizational Psychology (Division 14 of APA), Boston. April 28, 1989.
109. Training for human computer interaction. Pennsylvania State University, College Park, Pennsylvania. April 27, 1989.
108. Stress at work. Pennsylvania State University, College Park, Pennsylvania. April 12, 1989.
107. Comparison of industrial and organizational psychology in Germany and in the USA. Pennsylvania State University, College Park, Pennsylvania. April 12, 1989.
106. Stress at work. University of Akron, Dept. of Psychology. April 11, 1989.
105. German action theory. University of Akron, Dept. of Psychology. April, 11, 1989.
104. Training in Human-Computer Interaction. University of Akron, Dept. of Psychology. April 10, 1989.
103. Occupational socialization. University of Akron, Dept. of Psychology. April 10, 1989.
102. Issues in occupational health: The role of psychological stress at work. Cincinnati, Ohio, National Institute for Occupational Safety and Health. April 7, 1989.
101. Errors in human computer interaction. Dept. of Computer Science, University of Maryland, College Park, Maryland. April 5, 1989.
100. Moderators of stress at work: Control and social support. Dept. of Sociology, John Hopkins University. April 3, 1989,.
99. Stress at work and its moderators. Dept. of Psychology. University of Minnesota. March 28, 1989.
98. Errors in human actions. Institute for Learning, University of Minnesota, Minneapolis. March 27, 1989.
97. Errors in action. Institute for Learning, Palo Alto, Calif. March 17, 1989.
96. Stress at work and its moderators. Dept. of Psychology, University of Berkeley. March 15, 1989.
95. Stress at work and prevention of stress. Flowerree Symposium at Tulane University in New Orleans. March, 10, 1989.
94. Errors and new technology. Dept. of Industrial Engineering, University of Wisconsin, Madison, March 7, 1989.
93. Errors in human computer interaction. March, 2, 1989, University of Michigan, Ann Arbor. Graduate School of Business Administration.
92. Moderators of stress at work: Control and social support. Febr. 28, 89, East Lansing, Michigan State University, Dept. of Psychology.
91. Objective characteristics of work stress. Conference of the American Public Health Association, Boston, November 1988.
90. Stress at work, social support and control. Colloqium Dept. of Psychology of New York University, New York, November 1, 1988.
89. Errors in human actions. Lecture in the Software Ergonomics group of the IBM Watson Research Center, Yorkstown, N.Y., October 27, 1988.
88. Action errors in the work with computers. Lecture for the Cognitive Science Colloqium of Pennsylvania State Univ., October 20, 1988.
87. Training zur Mensch-Computer-Interaktion. 36. Kongreß der Deutschen Gesellschaft für Psychologie, Berlin, October 1988.
86. Errors in human computer interaction. Lecture on the Workshop of Projektträgers Humanisierung des Arbeitslebens with Swedish and German participation. Stuttgart, 1988.
85. Training der Mensch-Computer Interaktion. Colloqium at the University of Braunschweig, Dept. of Psychology. June 21, 1988.
84. Stress am Arbeitsplatz. Lecture Volkswagenwerk, Braunschweig, June 20, 1988.

83. Kontrollierbarkeit und Fehlerbehandlung in der Mensch-Computer Interaktion. Lecture, University of Aachen, June 1, 1988.
82. Papstein, P. von & Frese, M.: Organizational issues on effective use of interfaces. 17. Mai 1988. Chi'88. Conference on Human Factors in Computing Systems. Washington, May 15 – 19, 1988.
81. Stress und neue Techniken. Berlin, Dept. of Sociology, April 1988.
80. Zur Fehlersystematik in der Mensch-Computer Interaktion. 34. Arbeitswissenschaftlicher Kongreß March 17 – 18, 1988 RWTH Aachen.
79. Stress Management– An introduction. Berlin, Gesellschaft für Organisations-entwicklung, October 1987.
78. Some person specific ways of dealing with problems: The concept of action styles. Berlin, Wolfgang Köhler Symposium, October 1987.
77. Training und Transfer von Fertigkeiten im Mensch-Computer Bereich. 3. Hohenheimer Gesprächstage zur Organisationspsychologie. September 1987.
76. with Wendel, R.: Developing exploratory strategies in training: The general approach and specific example of manual use. Stuttgart, INTERACT, September 1987.
75. The effects of an active development of the mental model in the training process: Experimental results on a word processing system. Poster, Convention of the American Psychological Association, New York, August 1987.
74. A concept of control: Implications for stress and performance in human-computer interaction. Second International Conference on Human-Computer Interaction. Haiwai (U.S.A.), August 1987.
73. Research in training/error taxonomy. L'ergonomie et la psychologie face a l'information du travail. French-German workshop, Arc et Senans, June 1987.
72. Psychologische Forschungen zum Training von Fertigkeiten im Mensch-Computer Bereich. Arbeits- und organisationspsychologisches Colloquium, München, May 1987.
71. With Schulte-Göcking, H. & Altmann, A. Lernprozesse in Abhängigkeit von der Trainingsmethode von Personenmerkmalen und von der Benutzeroberfläche (direkte Manipulation vs. Konventionelle Interaktion). Software Ergonomie ‚87, Berlin, April 1987.
70. The treatment of errors in training. Workshop "What and how to teach in information technology". Bad Homburg, April 1987.
69. Eine Theorie der Eigenkontrolle: Implikationen für Stress und Leistung in der Mensch-Computer Interaktion. 33. Arbeitswissenschaftlicher Kongress der Gesellschaft für Arbeitswissenschaft in Berlin, March, 1987.
68. Die Bewältigung von Akzeptanzproblemen bei der Einführung neuer Technologien am Arbeitsplatz. IBM Frankfurt, September, 1986.
67. Mensch-Computer Interaktion als arbeitspsychologisches Problem. Lecture 35th Congress of the Deutsche Gesellschaft für Psychologie, Heidelberg, September 1986.
66. Training programs for human-computer interaction. 21st International Congress of Applied Psychology. Jerusalem, July, 13-18, 1986.
65. The impact of work on personality: The case of industrial psychopathology. 21st International Congress of Applied Psychology. Jerusalem, July, 13-18, 1986.
64. Soziale Unterstützung und Stress am Arbeitsplatz: Längsschnittuntersuchungen in der Industrie. 3. Rundgespräch „Stress und Stressbewältigung". Berlin, June 12 – 14, 1986.
63. Neue Technologien und Stress. Kontaktstudium Management Universität Augsburg, April 8 – 10, 1986.
62. Psychischer Stress am Arbeitsplatz und die Moderatoren sozialer Unterstützung und Handlungsspielraum: Ergebnisse der empirischen Forschung. 32. Arbeitswissenschaftlicher Kongress der Gesellschaft für Arbeitswissenschaft, March, 12 – 14, 1986.

61. Kontrolle und Komplexität in der Computertechnologie. V. Dresdner Symposium zur Arbeits- und Ingenieurpsychologie. February 11 – 13, 1986.
60. Psychologische Aspekte bei der Einführung von neuen Technologien am Arbeitsplatz. CIM-Seminar der IBM, Mainz, Nov. 7, 1985.
59. Social support as a moderator of the relationship between stress at work and psychological dysfunctioning. Conference by the Nordisk Institute on occupational health, Helsinki, Sept. 9 – 13, 1985.
58. Psychosocial factors and work and health effects. Conference by the Nordisk Institute on occupational health, Helsinki, September 9-13, 1985.
57. Einführung ins Thema. Symposium: Stress und neue Technologien. Verhaltensmanagement in Organisationen. München, August 27, 1985.
56. Psychische und psychosomatische Auswirkungenn von Schichtarbeit. Fragen der Schichtplangestaltung. Colloquium des Instituts und der Poliklinik für Arbeitsmedizin der Univ. München und des Verbands Deutscher Betriebs- und Werksärzte, Landesverband Südbayern, München, June 27, 1985.
55. Coping as a moderator of the relationship between stress at work and psychosomatic complaints. Conference on Epidemiology and Rheumatic Diseases. Hamburg, June 24-28, 1985.
54. Handlungs- und Kontrolltheorie: Implikationen für Software Design und Training. Science Center IBM, Heidelberg, June 16, 1985.
53. Control and action theory. Implications for software design and training. Lecture in the Cognitive Science Center, Univ. of California, San Diego, March 4, 1985.
52. Social support as mediator and moderator of the relationship between stress at work and psychological dysfunctioning. West European Conference on the Psychology and Work and Organization. Aachen, March 1985.
51. Stress am Arbeitsplatz und psychosomatische Beschwerden. Colloquium des Psychologischen Instituts der Technical University of Aachen, October 25, 1984.
50. Zur Verlaufsstruktur der psychischen Auswirkungen von Arbeitslosigkeit. Symposium „Arbeitslosigkeit, psychologische Theorie und Praxis“. University of Bremen, October 11-13, 1984.
49. Stress am Arbeitsplatz und psychosomatische Beschwerden: Zur Kausalanalyse des Zusammenhangs. Congress of the Deutsche Gesellschaft für Psychologie. Vienna, Austria, September 24-28, 1984.
48. Action strategies and action styles: Concepts in personality research. Lecture at XXIII International Congress of Psychology, Acapulco, Mexico, September 2-7, 1984.
47. Objective and subjective stress at work and their relationship with psychosomatic complaints. Lecture at XXIII International Congress of Psychology, Acapulco, Mexiko, September 2 – 7, 1984.
46. Einschätzung von Computern. Lecture 26th Fachtagung zur arbeits- und betriebspsychologischen Fortbildung in der Bundesrepublik Deutschland, Lübeck, May, 21- 23, 1984.
45. Probleme bei der Verwendung von Fragebögen zur Erfassung von intrapsychischen Prozessen beim Coping mit Stress am Arbeitsplatz. Lecture Workshop Arbeit und Persönlichkeit des Max-Planck-Instituts für Bildungsfsorschung, Berlin, May, 10 – 12, 1984.
44. Coping as a moderator and mediator between stress at work and psychosomatic complaints. Clark Luxemburg Conference on Psychological Stress Theory, Institut Pedagogique, Walferdange, Luxemburg, April 2- 6, 1984 (organized by Appley and Trumbull).
43. Stress at work, Dept. of Psychology, Pennsylvania State University, State University City, Jan. 31, 1984.
42. Stress at work, Dept. of Psychology, Purdue University, January 27, 1984.

41. Becoming depressed while unemployed – hope and financial problems as intervening variables. Symposium: Unemployment and Health – New approaches in research and social action (sponsored by World Health Organization and Swedish Government, organized by L. Levi). Stockholm, December 5-7, 1983.
40. with B. Hannover & T. Wehner: Ansätze zu einer experimentellen Erfassung von Handlungsstilen. Lecture 25th Congress of Experimental Psychology. Hamburg 1983.
39. Stress at work and psychological dyfunctioning. Yale University, Dept. of Psychology, New Haven, March 1983.
38. Stress und Kontrolle am Arbeitsplatz. University of Göttingen, January 1983.
37. Stress und Kontrolle am Arbeitsplatz.Gesamthochschule Wuppertal, January 1983.
36. Stress at work and psychological dysfunctioning. Colloquium, Department of Psychology, University of Pennsylvania, December 7, 1982.
35. with B. Hannover: Handlungsstile: Ein handlungstheoretisches Konzept im Rahmen der interaktionistischen Persönlichkeitsforschung. Lecture 33rd Congress of the Deutsche Gesellschaft für Psychologie, Sept. 27 – 30, 1982.
34. Job transitions, occupational socialization, and strain. NATO Symposium on role transitions. Madison, WI, August 29 – September 3, 1982.
33. Control as moderator of relationships between stressors and well-being. 90th Annual Convention of APA, Washington, August 23-27, 1982.
32. Kontrolle als Moderator für Stress am Arbeitsplatz. Colloquium, Dept. of Psychology. University of Bochum, July 1982.
31. Soziale Unterstützung als Moderator für Stress am Arbeitsplatz. Colloquium, Dept. of Psychology, University of Bern, Switzerland, July 1982.
30. Handlungsstile. Lecture, Lehrstuhl für Arbeits- und Betriebspsychologie der Eidgenössischen Technischen Hochschule Zürich, Switzerland, June 1982.
29. Skill learning as a concept of life-span developmental psychology. International Society for the Study of Behavioural Development. Sixth Bi-annual Meeting Toronto, Canada, August 17 – 21, 1981.
28. Stressforschung in der Arbeitspsychologie. Lehrstuhl für Arbeits- und Betriebspsychologie der Eidgenössischen Technischen Hochschule Zürich, July 2, 1981.
27. with R. Saupe: Stress im Büro. Lecture Informationstagung`81 der Bundesanstalt für Arbeitsschutz und Unfallforschung „Streß am Arbeitsplatz", Dortmund, June 2 –3, 1981.
26. Schichtarbeit: Der Zusammenhang zum psychischen Befinden. Lecture, Congress of the Sektion Arbeits- und Betriebspsychologie im Berufsverband Deutscher Psychologen, Dortmund, May 25 –27, 1981.
25. Bericht über den aktuellen Stand des Forschungsprojekts „Psychischer Stress am Arbeitsplatz" und die Defizite der Stressforschung. Fachgespräch „Psycho-mentale Belastungen" der Projektträgerschaft Fertigungstechnik, Kernforschungszentrum, Karlsruhe, May 13 – 15, 1981.
24. Coping and control in stress research. Institute for Social Research, University of Michigan, Ann Arbor, April 1981.
23. Handlungstheorie in der Klinischen Psychologie? Dept. of Psychology of the University of Hamburg, November 1980.
22. Prävention seelischer Störungen und Arbeitswelt. Klausurtagung der Bundesvereinigung für Seelische Gesundheit e.V. in München, October 1980.
21. Introductory lecture on „Komplexe Modelle zum Zusammenhang von Arbeitssituation und Befinden". 32th Congress of the Deutsche Gesellschaft für Psychologie in Zürich, September 1980.
20. with Schmidt-Hieber & K. Leitner: Arbeitsbedingungen, kognitive Kontrolle und psychisches und psychophysiologisches Befinden: Welcher

Erkenntnisfortschritt nizi sich aus einer quantitativen Querschnittsuntersuchung ziehen? 32th Congress of the Deutsche Gesellschaft für Psychologie in Zürich, September 1980.

19. with N. Semmer, H. Dunckel, S. Greif & I. Udris: Blue collar stress, out-of-work behaviour, and wellbeing. XXIInd International Congress of Psychology, Leipzig, July 1980.
18. with E. Schmidt-Hieber: Arbeitsbedingungen außerhalb der Arbeit liegende Faktoren und psychosomatisches Befinden. Toennies Symposium, Kiel, July 1980.
17. with S. Greif & N. Semmer: Stress at work. Medical Research Council, Social and Applied Psychology Unit, Sheffield, England, April 1980.
16. A concept for the study of stress at work and the effects of unemployment. Department of Psychology, University of Pennsylvania (Philadelphia), March 1980.
15. Action theory: A theoretical model for cognitive therapy. Department of Psychology, University of Pennsylvania (Philadephia), March 1980.
14. Strain and defense in unemployment and the work situation. Department of Management Sciences der University of Manchester. Institute of Science and Technology, Manchester, (England), March 1980.
13. Stress in Industry. Department of Psychology, University of Strathclyde (England), March 1980.
12. Handlungstheorie und Emotion. Congress for Klinische Psychologie und Psychotherapie, Berlin, February 1980.
11. Streß und Kontrolle am Arbeitsplatz. Dept. Of Psychologie, University of Braunschweig, January 1980.
10. „Arbeitsbedingte Belastungen und Beanspruchungen: Zu Ansätzen, Befunden, Problemen und Präventionsmöglichkeiten". Wissenschaftszentrum Berlin, February 1979.
9. Beanspruchung und Belastung in der Arbeitspsychologie. Dept. of Psychology. University of Oldenburg, February 1979.
8. Coping mit Arbeit und Arbeitslosigkeit. Studiengang Psychologie, University of Bremen, January 1979.
7. Zusammenhang zwischen Arbeitssituation und Krankheitsverhalten von Herzkranken in einer Rehabilitationsanstalt: Präventive und therapeutische Implikationen. X. Congress of Verhaltenstherapie und Gesundheitspolitik, Hamburg, Oct. 1-7, 1978.
6. with N. Semmer: Workshop „Beziehungen zwischen Arbeitspsychologie und Klinischer Psychologie". Symposium „Arbeitspsychologie" of the Schweizerische Gesellschaft für Psychologie, Zürich, October 1978.
5. Industrielle Arbeitsbedingungen – ein lange vernachlässigter Faktor in Aetiologie und Prävention von psychischen Störungen. IX. Congress of the Deutsche Gesellschaft für Verhaltenstherapie, Berlin 1977.
4. Arbeitslosigkeit, Kontrolle und Depression, 19th Congress of Experimental Psychology, Konstanz, March 1977.
3. with N. Semmer: Das Lehrgangskonzept der Projektgruppe Psychologie für die gewerkschaftliche Praxis. Gewerkschaft NGG in Berlin , 1976.
2. Learning theory and materialism. Department of Psychology, University of Uppsala, Sweden, October 1976.
1. On the term control in the psychology of work. Univ. of Stockholm, Dept. of Psychology, October 1976.

HONORS, AWARDS, GRANTS, ETC.

As a student:

- Scholarship from Evangelisches Studienwerk Villigst (Hochbegabtenstipendium, „highly gifted student" scholarship), 1969 - 1976
- Exchange Scholarship for studying in the U.S., 1969, from Univ. of Colorado and University of Regensburg
- Student research assistant 1968 - 1970, 1973-1976
- Doctorate Scholarship from the Evangelisches Studienwerk Villigst, 1976
- Visiting Researcher University of Stockholm, 1976

As a Researcher and Professor – Research and Collaboration Grants:

- Scientific Supervisor of research project by Chemical Labor Union on shiftwork (project ca 1.5 Mill. Euro)
- Recipient of fellowship of British Council 1980
- Recipient of Biomedical Grant, University of Pennsylvania, 1982 (ca 8.000 US$)
- Recipient of Research Scholarship, Deutsche Forschungsgemeinschaft for two years (1984-86, only used for half a year because I took a professorship) (ca 55.000 Euro)
- Research grant from the Deutsche Forschungsgemeinschaft for a longitudinal study of stress at work for two years (1984-86) (20.000 Euro)
- Recipient of travel grants from the Deutsche Forschungsgemeinschaft 1985, 1986, 1987, 1988, 1989, 1991, 1992, 1994, 1998, 1999, 2000, 2001, 2002, 2003, 2004, 2005, 2006, 2007, 2008 (each 1.000 – 2.500 Euro)
- Recipient of travel grants from the Deutsche Akademische Auslandsdienst for Visiting Professorship in Zimbabwe in the years 1990, 1992, 1993 (each 1.500 Euro)
- Fulbright Fellow, 1988/1989
- Recipient of a Research Grant from the Minister of Research and Technology for Project FAUST (Fehleranalyse zur Untersuchung von Software und Training; Error Analysis for Software and Training), 1987 – 1990, ca 750.000 Euro
- Recipient of a Research Grant from the Minister of Research and Technology for IPAS (Interdicplinary Project of work Analysis of Software developers), 1989 - 1992, ca. 750.000 Euro
- Recipient of a Research Grant from the Minister of Research and Technology for a Symposium on Software for the Work of Tomorrow, 1990 - 1991 ca 35.000 Euro
- Recipient of a Research Grant from the Minister of Research and Technology for Project Verlag 2000, 1991 to 1995, ca. 2,5 Mill. Euro
- Recipient of a Research Grant from Hundertjahre Stiftung of the Ludwig-Maximilians University for research project on East Germany, 1990
- Repeated Recipient of Research Grants from the Deutsche Forschungsgemeinschaft for research project on East Germany, 1990 – 1998, ca. 500.000 Euro
- Recipient of Research Grants from Mercedes-Benz 1992, 1993, 1994, ca. 100.000 Euro
- Recipient of fellowship of British Council 1993
- Recipient of a Travel Grant from the Koninklijke Nederlands Akademie van Wetenschappen to Puerto Rico, 1996, ca 2000 Euro
- Research Grant from the Nederlandse Wetenschaap Organisatie (equivalent to NSF in the Netherlands) 1997 – 2001; ca 100.000 Euro
- Recipient of Research Grant (together with Prof. Christian Friedrich) from the Deutsche Forschungsgemeinschaft for research project on "Psychological success factors for entrepreneurs in Zimbabwe", 1997 – 2003, ca 150.000 Euro
- Recipient of Reseach Grant (together with Prof. Anat Rafaeli) from the German-Israeli Foundation for Scientific Research and Development (GIF) 1997 – 2002; ca 60.000 Euro
- Recipient of a Research Grant from Anderson Consulting (later Accenture), 2000: ca 40.000 Euro
- Recipient of a Grant from the Deutsche Ausgleichsbank to develop training for small business owners 2001 – 2003 (20.000 €)
- Recipient of Research Grant from Deutsche Forschungsgemeinschaft for "Psychological Factors of Entrepreneurial Success in Germany and China", 2004 – 2005: ca 180.000 Euro (Deutsche Forschungsgemeinschaft is the equivalent of the NSF in the US)

- Recipient of Research Grant from Deutsche Forschungsgemeinschaft for „Psychological Factors of Entrepreneurial Success in Germany and China", 2006-2009: ca. 150.000 Euro
- Recipient of travel grants from the Deutsche Akademische Auslandsdienst for Visiting Uganda 2006 (ca 3.000 Euro)
- Recipient of Research Grant from Deutsche Forschungsgemeinschaft for "Eigeninitiative and Leistungsverhalten", 2006 – 2008: ca. 105.000 Euro
- Recipient of Research Grant from Volkswagen-Stiftung for „Creation and Implementation of Radical and Incremental Innovation. An International Comparison at Multiple Levels of Analysis" (together with Prof. Andreas Bausch, Prof. James Farr, Prof. Shaker Zahra), 2007 - 2009: 338.200 Euro
- Recipient of NUS, Business School Start-up grant: (R-317-000-084-133) (100 000 S$) (NUS, Business School).
- Recipient of MOE ARC research grant: Entrepreneurship, Opportunity Detection, and the Innovation Process (150 000 S$) (R-317-000-095-112) (MOE NUS, Business School).
- Recipient of MOE ARC research grant: Interventions: Enhancing Entrepreneurship (100 000 S$) (R-317-000-084-133) (MOE NUS, Business School).
- Recipient of Medicine Business Seed Grant: Safety and Error Management Culture in High Risk Surgical Specialties: Correlates with nurse job satisfaction and adverse events in Singaporean Healthcare (50 000 S$) (Co-PI with Assoc Prof. Charmaine Childs) (NUS, Business School).
- DAAD (Deutscher Akademischer Austauschdienst) grant for the exchange between Makerere University Business School (MUBS) and other east-African universities (227.780 Euro for Jan 2012 to Dec 2015, grant Nr: 54391079), Leuphana.
- Grant from German National UNESCO Commission (which itself received a grant from BASF – a large Chemical Company for this project): Project STEP (Student Training for Entrepreneurial Promotion) (109,000 EUR for 12 months in 2011/2012) (Leuphana Project)
- Grant from German National UNESCO Commission (which itself received a grant from BASF foundation – BASF is a large Chemical Company): Project STEP (Student Training for Entrepreneurial Promotion) for training/research in Kenia and Uganda in (ca 200,000 EUR for 2013-2015) (Leuphana Project)
- Cooperation and financing of a PhD student in Lueneburg by the World Bank: Entrepreneurial training (Personal initiative training) in Togo (2013-2016) (ca 73,000 EUR)
- Cooperation and partial financing of a PhD student in Lueneburg by the World Bank: Entrepreneurial training (Personal initiative training) in Mexico (2014 – 2015) (ca 60,000 EUR)
- Cooperation and financing of a PhD student in Lueneburg by the World Bank: Entrepreneurial training (Personal initiative training) in Ethiopia (2015 – 2018) (ca 90,000 EUR)
- Grant from German National UNESCO Commission (which itself received a grant from BASF foundation – BASF is a large Chemical Company): Project STEP (Student Training for Entrepreneurial Promotion) for training BA students in Mexico and evaluating the training (100,740 EUR for 2015/2016) (Leuphana Project)
- DFG Grant: Error management training (together with Prof. Keith) (2016-2021): ca 200 000 EUR
- Cooperation and financing of a PhD student in Lueneburg by the Inter-American Development Bank: Entrepreneurial training (Personal initiative training) in Jamacia (2016 – 2019) (ca 100,000 EUR)
- 2016 Recipient of MOE ARC research grant: India, China, Singapore Differences in Innovation Processes (50.000 S$) (R-…) (MOE NUS, Business School).
- 2017 Recipient with Prof. Gielnik of DAAD grant for research and exchange on developing entrepreneurship trainings for high school students in East Africa, Uganda (2017 – 2021): Ca 210,000 EUR
- 2017 Recipient with Prof. Gielnik: Research money on entrepreneurship training in Africa (Kenya, Ruanda, Nigeria, Tunesia), from the German government (specifics pending) (2017 - 2018): ca 100,000 EUR
- 2018 – 2021 Research grant worldbank with Prof. Gielnik: PI and STEP training for farmers Mozambique (ca 100,000 US$)

- 2018 – 2022 SSRC, Singapore; M. Frese is PI: Enhancing productivity of innovations across cultures for Singapore (EPICS); ca 1.3 Million S$ for 5 groups, 4 of them at NUS Business School
- 2020 – 2023 Research grant from Worldbank and Ministry in the Democratic Republic of Congo (ca 400,000 US$)

Various Positions and Honors:

- Who's Who – various editions, various parts
- Member of the Planning Commission of the Federation of the German Psychology Associations 1991-1992
- Chair of a Committee on Continuing Education in Work and Organizational Psychology, 1991 - 1993 (Federation of the German Psychology Associations)
- Governing Board of the Software-Ergonomics Group in the Gesellschaft für Informatik, 1990- 1993
- President (Speaker) of the Division of Work and Organizational Psychology in the Deutsche Gesellschaft für Psychologie, 1990-1992
- Vice-President of the Division of Work and Organizational Psychology in the Deutsche Gesellschaft für Psychologie, 1992-1994
- Fellow of SIOP (Society for the Industrial and Organizational Psychology) of Division 14 of the American Psychological Association 2000
- President-Elect (Officer) of the International Association of Applied Psychology 1998- 2002
- President (Officer) of International Association of Applied Psychology 2002- 2006
- Honorary Member of the Psychological Society of South Africa (PSYSSA)
- Article on Stress at work and psychosomatic complaints: A causal interpretation, Journal of Applied Psychology, 1985 was nominated as one of the most influential articles in I/O psychology and included in Cooper's International Library of Critical Writings in Psychology 1: Industrial and Organizational Psychology, Vol. II, 1991, 358-372. (1991)
- Sonnentag, S., & Frese, M. (2003). Stress in organizations. In W.C. Borman, D.R. Ilgen, & R.J. Klimoski (Eds.), Comprehensive Handbook of Psychology, Volume 12: Industrial and Organizational Psychology (pp. 453-491). New York: Wiley (The full handbook set received the 2003 Award of Excellence among multi-volume references from the Professional/Scholarly Publishing Division of the Association of American Publishers).
- Best paper award by the Center for Creative Leadership for the year 2003 for Brandstätter, V., Heimbeck, D., Malzacher, J.T., & Frese, M. (2003). Goals need implementation intentions: The model of action phases tested in the applied setting of continuing education. *European Journal of Work and Organizational Psychology, 12*, 37-59. *(award given 2005)*
- Best paper award (one of two best papers) published in JOHP over the past 10 years for Zapf, D., Dormann, C., & Frese, M. (1996). Longitudinal studies in organizational stress research: A review of the literature with reference to methodological issues. *Journal of Occupational Health Psychology, 1,* 145-169. (award given 2006)
- Award for one of eight most influential articles in *Journal of Organizational Behavior* since its founding in 1980: Spector, P.E., Zapf, D., Chen, P.Y., & Frese, M. (2000). Why negative affectivity should not be controlled in job stress research: Don't throw out the baby with the bath water. *Journal of Organizational Behavior, 21,* 79-95. (award given 2009)
- Brodbeck, F. C., & Frese, M. (2007). Societal culture and leadership in Germany. In J. Chhokar, F. Brodbeck, & R. House (Eds.), Culture and leadership across the world: The GLOBE book of in-depth studies of 25 societies (GLOBE Book 2). Mahwah, NJ: Lawrence Erlbaum. (the full book received the Ursula Gielen Global Psychology Book Awards of Division 52 of APA in 2009)
- Festschrift: Special Issue of Applied Psychology: An International Review 2010, issue one was a Festschrift for Michael Frese (2010)

- Finalist for the *best paper award 2011* of Leadership Quarterly for Rosing, K., Frese, M., & Bausch, A. (2011). Explaining the heterogeneity of the leadership-innovation relationship: Ambidextrous leadership. *Leadership Quarterly, 22*, 956–974.
- Best Reviewer Award Entrepreneurship: Theory and Practice, 2011
- Most highly cited researcher of the University Award (second place) 2012, Leuphana
- Third most published management research scientist in Germany (Handelsblatt –Ranking 2012, 2014); sixth eigth most published in the German speaking countries (includes Austria and Switzerland in 2012/2014)
- Elected Fellow, 2012: Association for Psychological Science (APS)
- 2012 NUS Business School Outstanding Researcher Award, received 2012
- 2012 Outstanding Researcher Award "Leuphana Forschungspreis" , received July 2013
- 2013 Falcone Distinguished Entrepreneurship Scholar Award for outstanding contributions for entrepreneurship thought and practice (awarded by the program in Entrepreneurship & Emerging Enterprises, Martin J. Whitman School of Management, Syracuse University, New York)
- 2014 Elected Member of the German Academy of Sciences (Leopoldina)
- 2014 Elected Fellow of the International Association of Applied Psychology
- 2014 Elected Fellow of the Academy of Management
- 2015 Best Researcher Award at Leuphana University
- Greif Award for the most impactful entrepreneurship publication in 2009 "Entrepreneurial orientation and business performance: A meta-analysis." *Entrepreneurship Theory and Practice, 33*, 761-787 coauthored with Rauch, A., Wiklund, J., Lumpkin, G.T. (awarded at the Academy of Management Meeting, Vancouver , 2015)
- 2015 Best Reviewer Award at Academy of Management Journal (awarded at the Academy of Management Meeting, Vancouver 2015)
- 2015 Distinguished Scientific Contribution Award by Society for Industrial and Organizational Psychology
- Greif Award for the most impactful entrepreneurship publication in 2009 "Entrepreneurial orientation and business performance: A meta-analysis." *Entrepreneurship Theory and Practice, 33*, 761-787 coauthored with Rauch, A., Wiklund, J., Lumpkin, G.T. (awarded at the Academy of Management Meeting, Vancouver , 2015)
- 2015 Distinguished Scientific Contribution Award by Society for Industrial and Organizational Psychology
- The 2016 Emerald Africa Academy of Management Trailblazer Award (3rd Biennial Conference, Nairobi, Kenya, January, 2016)
- 2016 Hogan Award for Personality and Performance (Society for Industrial and Organizational Psychology, Conference, 2016) (article by Li, Fay, Frese, Harms & Gao in Journal of Applied Pychology, 2014)
- Received the Provost Chair at NUS Business School (start ca July 2016)
- 2018 Responsible Research in Management 2017 Inaugural IACMR Presidential Award (International Association for Chinese Management Research)
- 2018 IAAP Distinguished Scientific Contributions Award of the International Association of Applied Psychology (International Congress of Applied Psychology, June 2018, Montreal)

Awards for PhD students under my supervision:

- Dr. Felix Brodbeck: best dissertation award, Deutsche Gesellschaft fuer Psychologie, 1994
- Dr. Stephanie Krauss: Best dissertation award, Division Entrepreneurship Academy of Management, 2004
- Dr. Nina Keith: Reorge E. Briggs best dissertation award, Division 21 Applied Experimental and Engineering Psychology, American Psychological Association, 2005
- Dr. Nina Keith: 2nd place Best dissertation award, Division, work and organizational psychology of the Deutsche Gesellschaft fuer Psychologie, 2006
- Dr. Kathrin Rosing: Best PhD student award of the University, Lueneburg, 2011

- Dr. Ronald Bledow: Best dissertation award, division Work and Organizational Psychology, Deutsche Gesellschaft fuer Psychologie, 2011
- Dr. Michael Gielnik: His dissertation was selected as a finalist of the Academy of Management NFIB Dissertation Award of the Entrepreneurship Division (2011)

Editorships:

- Editor of book series (with Prof. Oberquelle, Institut für Informatik, Hamburg) Technik und Arbeit: Praxisorientierte Beiträge aus Psychologie und Informatik, Hogrefe.
- Editor of Applied Psychology: An International Review from 1991 – 1998
- Co-Editor of Psychologische Rundschau
- Co-Editor of a German book series on Entrepreneurship
- Editorial board of the SIOP Frontiers book series, Lawrence Erlbaum (2005-2008)
- Editor-in-Chief of a series of Handbooks in Applied Psychology, Blackwell Publishing Co
- Various editorial boards of journals (in all ca 16 boards at various time points)
- Editor (with Art Brief and Kim Elsbach) Book Series of Taylor and Francis: Organization and Management Series (ca 2006 – 2017)
- Field editor of Journal of Business Venturing (August 2009 – end of 2016)
- Special issue editor of Academy of Management Discovery on Erros 2019-2020
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OTHER ACTIVITIES

- Ad- hoc Reviewer for the following journals:
  Proceedings of the National Academy of Sciences (PNAS)
  Academy of Management Discovery
  Journal of Organizational Behavior
  Social Science and Medicine
  Organizational Behavior and Human Decision Processes
  European Journal of Social Psychology
  Journal of Occupational Medicine
  Human Relations
  European Journal of Personality
  Journal of Applied Psychology
  Behavioral Medicine
  Ergonomics
  Journal of Occupational and Organizational Psychology
  Work and Stress
  Behavioral Medicine
  German Journal of Psychology
  Journal of Personality and Social Psychology
  Zeitschrift für Arbeits- und Organisationspsychologie
  Academy of Management Journal
  Academy of Management Review
  Personnel Psychology
  Journal of Small Business Management
  Administrative Science Quarterly
  Journal of International Management
  Entrepreneurship Theory and Practice
  Psychological Bulletin
  Organizational Science
- Reviewer of Contributions to social psychology for American Psychological Association
- Reviewer for the Deutsche Forschungsgemeinschaft, Schweizerischer Nationalfonds, Bundesministerium für Forschung und Technologie, German-Israeli Foundation for Scientific

Research and Development, US-Air Force Scientific Grants, Engineering and Physical Sciences Research Council, several research organizations in England
- Reviewer for professorial positions in Germany, USA, England
- Reviewer for professorial tenure decisions: USA (multiple), Israel (multiple), The Netherlands (multiple), Germany (multiple), Uganda, Australia
- Reviewer for research proposals: USA, Hong Kong, Switzerland, Germany, Israel
- Member of many Scientific Program Committees, e.g., in human-computer interaction, in applied psychology, cognitive psychology, e.g., "Time and Space in Process Control" at CSAPC '97 (Sixth European Conference on Cognitive Science Approaches to Process Control). Baveno, Italy, September 23-26, 1997, Int. Program Committee for the Ninth European Conference on Cognitive Ergonomics ECCE-9, August 1998, Limerick, England, Int. Program Committee for the 7th European Conference on Cognitive Science Approaches to Process Control (CSAPC 99), September 1999, Villeneuve d'Ascq, France and many others
- Reviewer for Kongress der Deutschen Gesellschaft für Psychologie, Jena, 2000
- Member of SIOP's Organizational Frontiers Committee 2001-2004.
- Member of Outstanding Publications in Organizational Behavior (OPOB) Awards Committee 1999-2000.
- Member of Advisory Board of the 8th Congress of Psychologists of the Professional Association of Austrian Psychologists, Vienna, 2003
- Non-UK Advisor for the Research Assessment Exercise (RAE) 2001 in Great Britain (task: to critically examine the Research Assessment Exercise)
- Expert Panel Advisor for the Deutsche Forschungsgemeinschaft on various topics of research Policies
- Reviewer for Israel Science Foundation
- Letters of recommendation for more than 8 scholars in the US and Canada, 2 in Australia, 2 in Israel, more than 10 in Europe and 1 in Africa.
- Member of Program Committee of interPM2005 (Conference on Future in Project Management, 1/2nd. April 2005, Glashuetten, Germany)
- Member of Strategic Planning Session of the Society for Industrial and Organizational Psychology 24th/25th September, 2005, Chicago, USA
- Science Chair of SIOP's Leading Edge Consortium October 2007
- Scientific Program Committee member for International Congress of Psychology, Berlin 2008
- Advisory Board member for SIOP book series Managing people: Making psychological science work for you (2008)
- International Editorial Advisory Board (IEAB) for Major Works on Innovation and Knowledge Management (2009)
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MEDIA PRESENCE

- Frequent contributor to radio and infrequent contributor to television in Germany
- Interviews for the following newspapers and popular journals: Weltgesundheit, Industriemagazin Management Wissen, CHIP, Computerwoche, FAZ, Süddeutsche Zeitung, AZ, Tagesspiegel, Die ZEIT, local newspapers Germany, Management & Seminar, Financial Times, Wirtschaftswoche, Focus, etc.
- **Specific years:**
  - 2009: Straits Times 3 x contributions written by me; Business times contribution, Philadelphia Inquiry, US News and World Report, Sueddeutsche Zeitung, Focus (Interview), several interviews in German radio
  - 2010: Business Times Contribution written by me, :Unternehmen!, Today Contribution written by me, several interviews in German radio
  - 2011: 3x Business Times Contribution written by me, Der Spiegel, Spring News, Business Value magazine Shanghai, Singapore Television, Handelsblatt, Straits Times Contribution written by me; Human Resources, UmweltDialog, several interviews in German radio

- 2012: Geo, Harvard Business Manager Germany interview, several interviews in German radio
- 2013: Harvard Business Review Blog, several interviews in German radio
- 2014: Planet Wissen, Wirtschaftswoche longer article on my research, Report Psychologie Germany, several interviews in the German Radio
- 2015: Der Spiegel Interview on errors, Business Edge, several interviews in the German Radio
- 2016: Straits Times on Error management; 14 other newspapers in Malaysia, China, Singapore, Germany and Switzerland, several interviews in the German Radio
- 2017: Published ca 12- 15 Newspaper articles, The Economist, interviews in company newsletters, YouTube entries, etc. in Germany, China, Hongkong, Singapore, among others South China Morning Post, Die Zeit – Germany's biggest weekly newspaper, Singapore Chanel 5 Talking Points, etc. several interviews in the German Radio
- 2018: ca 16, among others, ZEIT online, Psychologie Heute, Wirtschaftswoche, WorldBank Blogs, Jeune Afrique, New Straits Times, several interviews in the German Radio
- 2019: ca 13, Forbes, Der Spiegel Wissen, among others 3M, several interviews in the German Radio
- 2020: New Straits Times, Praevention aktuell, Fachmagazin Wohlfahrt, Business Times,
- 2021: RUDN Journal of Psychology and Pedagogics on UN Talk, ,
- 2022: Well & Good, Radio Bremen, Mitarbeitenden Magazin Kassenärztliche Vereinigung Hessen, Radio Deutschland Funk, Plan B fuer ZDF, myKVH, territory GmbH, Wochenblatt fuer Landwirtschaft, ZEIT Online, APS Observer, DIE ZEIT
- 2023: Nordwest Zeitung, Hessischer Rundfunk, Welt, Brillux malerbeetriebe, MarktImpulse,
- 2024: BFM Radio Malaysia, WitschaftsWoche, The Malaysian Reserve, ASB TMR, aha, Academy of Management Insights

MEMBERSHIP AND SERVICE IN ASSOCIATIONS

- Deutsche Gesellschaft für Psychology (former president (speaker) of I/O group)
- American Psychological Association/Foreign Associate
- Society for Industrial and Organizational Psychology (elected Fellow)
- International Association of Positive Psychology (Board of Directors 2007-2011, former member)
- Executive Committee of the Board of Directors of IAAP (since 1991 in various capacities, first as editor of APIR, then as President-Elect, President, now as Past President honorary membership)
- Honorary Member of Psychological Society of South Africa (PSYSSA)
- The Summit Group of I/O Psychologists in the US (by invitation only)
- The Society for Organizational Behavior (SOB) in the US (by invitation only)
- Academy of Management (elected Fellow 2014)
- Association for Psychological Science (elected Fellow, 2012)
- International Association of Applied Psychology (elected Fellow, 2014)
- National Academy of Sciences of Germany (Leopoldina) (by invitation since 2014)

Special services for the Society of Industrial and Organizational Psychology (SIOP):

- Fellowship committee((various years)
- Frontiers Book Series Editorial Board (2001 – 2004)
- Leading Edge Consortium Science Chair (2007)
- Strategic Planning Committee (2005)
- Founding of new policy-oriented Journal Committee 2006
- Award Committee 2008
- Editorial Board Journal of Applied Psychology (since 2003 continuously consulting editor contributing editor, reappointed 2017-2020, 2021-2024)

- Award Committee 2011, 2015, 2016, 2017

Special services for the Academy of Management:
- Founding Member of Collaborative for Evidence- Based Management 2008
- Delegate for the Entrepreneurship Division in Collaborative for Evidence- based management 2009-2013
- Terry Book Award Committee for the Academy of Management (member) 2012
- Editorial Board Academy of Management Journal (for many years)
- Journal Award Committee – several years

UNIVERSITY SERVICE – selected service

- Student delegate to the faculty council and directorate in Regensburg and Free University of Berlin
- Graduate admission committee of the psychology department of the University of Pennsylvania, 1981-1983
- Professorial delegate to the governing body of the Dept. of Psychology in Munich, 1986-1989
- Chairman of the committee on examinations, Munich 1989 - 1991
- Member of the Beirat Work and Org. Psychology, Fernuniversität, Gesamthochschule Hagen 1991 – 1993
- Dean of the Dept of Psychology, University of Giessen 1993 - 1994
- Member of the Senate of the University of Giessen 1993 - 1994
- Vice Dean of the Dept. of Psychology, University of Giessen 1994 - 1995
- Various functions in about 10 committees within the Dept. of Psychology, and within the University of Giessen in general
- Various functions in about 5 committees at the University of Amsterdam
- Voorzitter of Vakgroep Work and Organizational Psychology, University of Amsterdam,
- 1995 - 1998
- Chairman of search committee for various chairs (e.g., differential and personality psychology, methodology)
- Member of many search committees at University of Giessen
- Elected member of the Faculty Board of the Dept. of Psychology and Sport Science at various points
- Director of the Interdisciplinary Research Unit on Evidence-based Management and Entrepreneurship (EBME), University of Giessen 2002- 2009
- Member of the faculty doctoral committee 2005- 2009 (Giessen)
- Member of the NUS Business school department search committee 2009 to 2010
- Member of the department doctoral committee 2009 to 2014
- Chairperson of the department doctoral committee 2010 - 2014
- Member of the Business school doctoral committee 2010 - 2014
- Member of the Business School committee: FTPC 2010 – 2012
- Member of the Business School Branding and Development Council, 2012, 2013
- Chair of the Dept of Management and Organization Evaluation Committee 2013
- Member of a Dept. of Decision Science Evaluation Committee 2013
- Member of the Business School committee: FTPC 2013 – 2014
- Member of the Reading Committee on several colleagues
- Head of Department of Management and Organization of NUS Business School Aug 2014 – 2019
- Chairperson of Search Committee at Asia School of Business 2021, 2022, 2023