

> Thursday, October 13<sup>th</sup>, 2022

13:00 - 15:00

ICIE RESEARCH SEMINAR

**RESEARCH  
SEMINAR**



EMPOWERING CHANGEMAKERS FOR A BETTER SOCIETY

## **‘CREATING MORE INCLUSIVE INTERCULTURAL WORKPLACES: A NEW FRAMEWORK’**

**BY ADAM KOMISAROF - KEIO UNIVERSITY**



### **ABSTRACT**

When people work with colleagues from other countries and cultures, how can we increase the likelihood that both sides will enjoy efficacious, satisfying relationships with each other? One key element is to promote a sense of belonging—both in the organization itself, but also to some extent within one’s cultural outgroup.

In this talk, Adam Komisarof will share his latest research and facilitate discussions to examine how we can better engender a sense of belonging among people in intercultural workplaces so they feel empowered to maximize their professional skills in the workplace. Specifically, Professor Komisarof will introduce his research about belonging and its importance in intercultural work relationships, as acceptance from colleagues can have many benefits, including coworker unity, increased cooperation, organizational commitment, and improved productivity.

Dr. Komisarof will also introduce his new framework which examines two dimensions of belonging, resulting in four “profiles” of membership in work organizations. Each profile differs in terms of its unique blend of quality of intercultural relationships with colleagues and actualization of professional skills. Dr. Komisarof will describe this framework and its applications, including plenty of time for questions and group discussions to examine how we can make our work organizations more inclusive.



UNIVERSITÉ  
CATHOLIQUE  
DE LILLE 1875