

PUBLICATIONS & PRESENTATIONS

Diana E. Krause

BOOKS

- Krause, D.E. (in press). *Personalauswahl im internationalen Vergleich. Praxis der Personalpsychologie [Personnel selection – An international comparison]*. Göttingen: Hogrefe.
- Krause, D.E. (2005). *Innovationsmanagement [Innovation management. A study handbook]*. Hagen: Fernuniversität Hagen.
- Krause, D.E. (2004). *Macht und Vertrauen in Innovationsprozessen. Ein empirischer Beitrag zu einer Theorie der Führung [Power and trust in innovative processes. An empirical investigation of a leadership theory]*. Wiesbaden: Gabler.

SCHOLARLY ARTICLES & CHAPTERS

- Krause, D.E., & Thornton, G.C. III (in press). A cross-cultural look at assessment center practices: A survey in Western Europe and Northern America. *Applied Psychology: An International Review*.
- Byham, W. C., Chawla, A., Gibbons, A.M., Houde, S., Joiner, S., Kim, M., Krause, D.E., Kudisch, J., Lundquist, C., MacDonald, D.R., Maher, P.D., Reynolds, D., Rupp, D., Schleicher, D.J., Seegers, J.J.L., and Thornton III, G.C. (in press). Guidelines and Ethical Considerations for Assessment Center Operations. *International Journal of Selection and Assessment*.
- Krause, D.E., Meyer, J., Parfyonova, N., Ilic, T., & Klammerer, J. (in preparation). The role of transformational leadership and trust on employees' innovative behaviors at work.
- Thornton, G.C. III, & Krause, D.E. (in press). Comparison of practices in selection vs. developmental assessment centers: An international survey. *International Journal of Human Resource Management*.
- Krause, D. E. (revised and resubmitted). Manipulation in organizations: Two Studies on its effects on emotions and relationships. *Analyses of Social Issues and Public Policy*.
- Eurich, T., Krause, D.E., Cigularov, K., & Thornton, G.C. III (in press). The current use of assessment center programs in the U.S..
- Krause, D.E. (2009). „Ob Kritik konstruktiv wird, entscheidet der Kritisierte“. Kritische Reflexion der Assessment Center Standards. *Zeitschrift für Arbeits- und Organisationspsychologie*, 53 (2), 77-78.
- Krause, D.E., & Thornton, G.C. III (2008). International perspectives on current assessment center practices and future challenges. In G. Roodt, & S. Schlebusch (Eds.). *Assessment centers*. Johannesburg: Knowres Publishing.

- Krause, D.E., & Piske, R. (2008). Development of a multinational personnel selection system. Ivey Management Publishers.
- Krause, D.E. (2008). Teaching note. Ivey Management Publishers.
- Krause, D.E., & Kersting, M. (2008). „Is it all about intelligence?“ Kognitive Fähigkeitstests und Assessment Center: Ein neuer Blick auf eine kontrovers diskutierte Befundlage [‘Is it all about intelligence?’ Cognitive ability tests and assessment center: A new perspective on a controversial debate]. In W. Sarges, & D. Scheffer (Hrsg.). *Psychologie für das Personalmanagement*. Göttingen: Hogrefe.
- Thornton, G.C. III, & Krause, D.E. (2008). Trends in assessment centres in North America. In G. Roodt, & S. Schlebusch (Eds.). *Assessment centers*. Johannesburg: Knowres Publishing.
- Krause, D.E., Gebert, D., & Kearney, E. (2007). Implementing process innovation: The benefits of combining delegative-participatory leadership and consultative-orienting leadership. *Journal of Leadership and Organizational Studies*, 14 (1), 16–25.
- Krause, D.E. (2007). Förderung von Innovation [Promoting organizational innovation]. In H. Schuler, & K.-H. Sonntag (Eds.), *Handbuch der Psychologie* (Volume Arbeits- und Organisationspsychologie, S. 367–372). Göttingen: Hogrefe.
- Krause, D.E. (2007). Comparative review of Leadership and power. Identity processes in groups and organizations. and Power and influence in organizations. New empirical and theoretical perspectives. *Personnel Psychology*, 517–522.
- Krause, D.E., & Thornton III, G.C. (2007). Kulturelle Vielfalt und Assessment Center: Handlungsempfehlungen für Theorie und Praxis [Cultural diversity and assessment centers]. *Zeitschrift für Führung und Organisation*, 4, 223–230.
- Krause, D.E. (2007). „Nur ein mittelmäßiger Mensch ist immer in Hochform“ [Only a mediocre person is always in top form]. *Zeitschrift für Arbeits- und Organisationspsychologie*, 51 (4), 192–200.
- Krause, D.E., Gebert, D., & Thornton III, G.C. (2007). Interkulturelle Unterschiede in der Assessment Center Anwendung [Cross-cultural differences in the use of assessment centers]. In H. Schuler (Ed.), *Assessment Center zur Potenzialanalyse* (S. 359–378). Göttingen: Hogrefe.
- Krause, D.E. (2007). Führung durch Vertrauen als Innovationskatalysator. In H. Barske, A. Gerybadze, L. Hünninghausen, & T. Sommerlatte (Eds.), *Führungspraxis*. (Kap. 01.02 Führungskompetenz). Düsseldorf: Symposion.
- Krause, D.E. (2007). “Auf jedem Schiff, ob’s dampft, ob’s segelt, gibt’s einen, der die Sache regelt” [Whether steam or sail, every ship has somebody who takes charge]. *Zeitschrift für Arbeits- und Organisationspsychologie*, 51 (1), 47–52.
- Krause, D.E., Kersting, M., Heggstad, E.D., & Thornton, G.C. (2006). Incremental validity of assessment center ratings over cognitive ability tests. A study at the executive management level. *International Journal of Selection and Assessment*, 14 (4), 360–371.

- Krause, D.E. (2006). Power and influence in the context of organizational innovation. In C. A. Schriesheim, & L. L. Neider (Eds.), *Power and influence in organizations. New empirical and theoretical Perspectives (A volume in research in management)*, pp. 21–58). Hartford, CT: Information Age Publishing, Inc.
- Krause, D.E. & Gebert, D. (2006). Effekte von interpersonellen Konflikten und Widerstand von Führungskräften auf die Implementierung von Innovationen [Effects of interpersonal conflicts and manager's resistance on the implementation of innovations]. *Zeitschrift für Personalforschung*, 20 (2), 102–120.
- Krause, D.E., & Kearney, E. (2006). The use of power in different contexts: Arguments for a context specific perspective. In C. A. Schriesheim, & L. L. Neider (Eds.), *Power and influence in organizations. New empirical and theoretical perspectives. A volume in research in management* (pp. 59–86). Hartford, CT: Information Age Publishing.
- Krause, D.E., & Boerner, S. (2006). Autoritär-charismatische Führung, Machteinsatz und Kooperation in Orchestern – Eine zusammenfassende Darstellung empirischer Forschungsergebnisse in deutschen Orchestern [Authoritarian-charismatic leadership, use of power and cooperation in orchestras – A summary of empirical findings in German orchestras]. In K.-E. Behne, G. Kleinen, & H. de la Motte-Haber (Eds.), *Jahrbuch Musikpsychologie* (pp. 67–84). Göttingen: Hogrefe.
- Krause, D.E. (2006). Führung durch Vertrauen als Innovationskatalysator. In H. Barske, A. Gerybadze, L. Hünninghausen, & T. Sommerlatte (Eds.), *Führungspraxis. Motivieren, Kooperieren, Führen* (pp. 1–26). Düsseldorf: Symposion.
- Krause, D.E. (2005). Innovationsförderliche Führung – Eine empirische Analyse [Leading for innovativeness – An empirical study]. *Zeitschrift für Psychologie*, 116 (2), 61–76.
- Krause, D.E., & Thornton, G.C. III (2005). Internationales Forschungsprojekt: Kulturelle Wertorientierungen und die Assessment Center-Anwendung in Amerika, Europa und Asien [International research project: Cultural value orientation and assessment center practices in America, Europe, and Asia]. *Zeitschrift für Personalpsychologie*, 4 (4), 206–208.
- Krause, D.E., & Gebert, D. (2005). Die Entwicklung, Durchführung und Evaluation des Assessment Centers in der deutschsprachigen und U.S. amerikanischen Wirtschaft [The development, execution, and evaluation of assessment centers in the German speaking and U.S. American economy]. In K. Suenderhauf, S. Stumpf, & S. Hoeft (Eds.). *Das Assessment Center – Von der Auftragsklärung zur Qualitätsoptimierung* (pp. 410–436). Lengerich: Pabst.
- Krause, D.E. (2005). Report of the congress of The Society of Industrial and Organizational Psychology. *Zeitschrift für Personalpsychologie*, 4 (4), 209–210.
- Krause, D.E. (2004). Influenced-based leadership as a determinant of the inclination to innovate and of innovation-related behaviors – An empirical investigation. *Leadership Quarterly*, 15 (2), 79–102.
- Boerner, S., Krause, D.E., & Gebert, D. (2004). Leadership and cooperation in orchestras – An empirical study. *Human Resource Development International*, 7 (4), 465–479.

- Krause, D.E. (2004). Kognitiv-emotionale Prozesse als Auslöser von Innovationen – Empirische Überprüfung der Lazarus-Theorie im Innovationskontext [Cognitive-emotional processes as stimuli for innovation – Empirical examination of the Lazarus-theory in the context of innovation]. *Zeitschrift für Personalpsychologie*, 3 (2), 63–78.
- Krause, D.E., & Gebert, D. (2004). Förderung der Innovationsgeneigntheit und innovationsbezogener Verhaltensweisen [Promoting the inclination to innovate and innovation related behaviors]. *Wirtschaftspsychologie*, 11 (1), 56–60.
- Krause, D.E. (2004). Führung durch Vertrauen und Einfluss als Bedingung von Innovation [Leadership through trust and influence as a condition for organizational innovation]. In H. Barske, A. Gerybadze, L. Hünninghausen, & T. Sommerlatte (Eds.), *Mitarbeiterorientierung I*. Düsseldorf: Symposion.
- Krause, D.E. (2004). Was bleibt, ist die Veränderung; was sich verändert, bleibt. Innovation und Organisationen [“What keeps is the change, we keep the change”]. *Tagungsband der SGAOP*. Zürich: Universität Zürich.
- Krause, D.E. (2004). Situationskontrolle von Führungskräften als Innovationskatalysator [Situational control of leaders as a catalyst for innovations]. In W. Bungard, B. Koop, & C. Liebig (Eds.), *Psychologie und Wirtschaft leben. Aktuelle Themen der Wirtschaftspsychologie in Forschung und Praxis* (pp. 408–414). München/Mering: Hampp Verlag.
- Krause, D.E., & Gebert, D. (2003). A comparison of assessment center practices in organizations in German-speaking regions and the United States. *International Journal of Selection and Assessment*, 11 (4), 297–312.
- Krause, D.E., & Gebert, D. (2003). Unterschiede in der Durchführung zwischen internen und externen Assessment Centern – Eine empirische Analyse [Differences between approaches to conducting internal and external assessment centers – An empirical analysis]. *Zeitschrift für Arbeits- und Organisationspsychologie*, 47 (2), 87–94.
- Krause, D.E., & Gebert, D. (2003). Personalauswahl und -entwicklung durch Assessment Center: Ein Vergleich der Entwicklung, Durchführung und Evaluation von Assessment Centern in der deutschsprachigen und U.S. amerikanischen Wirtschaft [Personnel selection and personnel development through assessment centers]. In P. Richter & K. Westhoff (Eds.), *Flexibilisierung der Arbeit* (pp. 184–187). Lengerich: Pabst.
- Krause, D.E. (2003). Rezension zu Martin, C. (2001). Interkulturelle Kompetenzen und deren Vermittelbarkeit durch Repatriates [Intercultural competencies and their conveyance through repatriates]. *management revue*, 2, 132–135.
- Krause, D.E. (2003). Review of Berg, M., Flume, P., Orthey, F. M., Ritscher, J., Tilemann, F., & Wehner, R. (2002). Unternehmenstheater – interaktiv. Themenorientierte Improvisation (TOI) in der Personal- und Organisationsentwicklung [Organizational theater – interactive. Subject oriented improvisation]. *management revue*, 1, 43–46.
- Krause, D.E., Boerner, S., Lanwehr, R., & Nachtigall, C. (2002). Der Einsatz von Macht als Bedingung des Führungserfolgs im Orchester – Eine Analyse mit Hilfe linearer Struktur-

gleichungsmodelle [The using of power as a condition for the successful leadership of an orchestra: An analysis using linear structural equation models]. *Zeitschrift für Personalpsychologie*, 1 (3), 124–137.

Krause, D.E. (2002). Blocking innovativeness: Two empirical studies on the emotional effects of manipulation in organizations. In D. Caldenfors, J. Eklund, & L. Kiviloog (Eds.), *Humans in a complex environment* (Vol. II, pp. 499–504). Linköping: Linköping University Press.

Boerner, S., & Krause, D.E. (2002). Führung im Orchester: Kunst ohne künstlerische Freiheit? – Eine empirische Untersuchung [Leadership in an orchestra: Art without artistic freedom?]. *Zeitschrift für Personalforschung*, 16 (1), 90–106.

Krause, D.E., & Klöhn, C. (2002). Führung in Innovationsprozessen als Balance zwischen Vertrauen und Machteinsatz [Leadership in innovative processes: A balance between trust and power]. *Wirtschaftspsychologie*, 9 (2), 71–79.

Krause, D.E. (2002). Macht des Dirigenten – Ohnmacht des Musikers? – Ein LISREL-Modell zu Führung und künstlerischer Qualität [Power of the conductor – Powerlessness of the musician]. In E. van der Meer, H. Hagendorf, B. Beyer, F. Krüger, A. Nuthmann, & S. Schulz (Eds.), *Abstractband des 43. Kongresses der Deutschen Gesellschaft für Psychologie* (S. 295). Lengerich: Pabst.

Krause, D.E. (2002). Balancierte Führung als Erfolgsfaktor bei Verfahrensinnovationen [Balanced leadership as a success factor in the innovation of new procedures]. In H. Barske, A. Gerybadze, L. Hünninghausen, & T. Sommerlatte (Eds.), *Das innovative Unternehmen* (pp. 1–21). Düsseldorf: Symposium Publishing GmbH.

Krause, D.E. (2002). Review of Seifert, M. (2001). Vertrauensmanagement in Unternehmen. Eine empirische Studie über Vertrauen zwischen Angestellten und ihren Führungskräften [The management of trust. An empirical study on trust between employees and management]. *management revue*, 2, 137–141.

Krause, D.E., & Piske, R. (2001). Theater im Unternehmen? Das Unternehmenstheater als innovatives Organisationsentwicklungsinstrument [Theatre in the firm? Organizational theatre as an innovative organizational development method]. *Zeitschrift Führung und Organisation*, 70 (5), 276–284.

Krause, D.E., Meyer zu Kniendorf, C., & Gebert, D. (2001). Das Assessment Center in der deutschsprachigen Wirtschaft [The assessment center in the German economy]. *Personal – Zeitschrift für Human Resource Management*, 53 (11), 638–642.

Boerner, S., Krause, D.E., & Gebert, D. (2001). In der Kunst „untergehen“ – in der Kunst „aufgehen“ – Empirische Ergebnisse zur Funktionalität einer direktiv-charismatischen Führung im Orchester [Submerging or drowning in art. Empirical results on the function of directive-charismatic leadership in orchestras]. *Zeitschrift Führung und Organisation*, 70 (5), 285–292.

Krause, D.E., & Boerner, S. (2001). Experten führen Experten – Zur Führung im Orchester. Eine empirische Studie [Experts lead experts – Leadership in orchestras. An empirical study]. *Das Orchester*, 49 (12), 8–11.

- Krause, D.E., Meyer zu Kniendorf, C., & Gebert, D. (2001). Aktuelle Trends in der Assessment Center Anwendung [Current trends in the use of assessment centers]. *Wirtschaftspsychologie*, 8 (3), 47–55.
- Boerner, S., & Krause, D.E. (2001). Musik als Berufung – Zur Motivation im Orchester. Eine empirische Studie [Music as a vocation – Motivation in an orchestra. An empirical study]. *Das Orchester*, 49 (11), 8–11.
- Krause, D.E., Meyer zu Kniendorf, C., & Gebert, D. (2001). Assessment Center: „State of the Art“ – Empirische Untersuchung in Deutschland, Österreich und der Schweiz [Assessment center: State of the art – an empirical investigation in Germany, Austria and Switzerland]. In Arbeitskreis Assessment Center e.V. (Eds.), *German Assessment Centers* (B 29, pp. 1-21). München.
- Krause, D.E. (2001). Review of Kehr, H. M. (2000). Die Legitimation von Führung. Ein Kleingruppenexperiment zum Einfluss der Quelle der Autorität auf die Akzeptanz des Führers, den Gruppenprozess und die Effektivität [The legitimacy of leadership. A small group experiment on the influence of the power base on the acceptance of the leader, the group process and effectiveness]. *management revue*, 4, 370–373.
- Krause, D.E. (2001). Review of Herbrand, F. (2000). Interkulturelle Kompetenz. Wettbewerbsvorteil in einer globalisierten Wirtschaft [Intercultural competence. Competitive advantage in the global economy]. *management revue*, 2, 181–185.
- Krause, D.E. (2000) Review of Rauen, C. (1999). Coaching. Innovative Konzepte im Vergleich [Coaching. A comparison of innovative concepts]. *management review*, 2, 147–151.
- Krause, D.E. (2000) Review of Cantin, F. (1999). Die innerbetriebliche Kommunikation verstehen und gestalten. Ein konstruktivistischer Ansatz und eine qualitative Analyse [Understanding and fashioning intraorganizational communication. A constructivistic approach and a qualitative analysis]. *management revue*, 3, 228–231.
- Krause, D.E. (1999) Review of Unger, H. (1998). Organisationales Lernen durch Teams. Methode und Umsetzung eines teambasierten Projektmanagements [Organizational learning through teams. Methods and the implementation of a team-based project management]. *management revue*, 2, 96–101.
- Krause, D.E. (1999) Review of zu Müller, A. P. (1997). „Reden ist Chefsache“. Linguistische Studien zu sprachlichen Formen sozialer Kontrolle in innerbetrieblichen Arbeitsbesprechungen [“Talking is a matter for the Boss”. Studies on linguistic forms of social control in intraorganizational meetings]. *management revue*, 3, 209–213.
- Krause, D.E. (1998). *Manipulation in Organisationen* [Manipulation in organizations]. Unpublished ‘Diplomarbeit’ (Master Thesis Equivalent). Humboldt University of Berlin, Germany.

PRESENTATIONS AT REFEREED CONFERENCES AND UNIVERSITIES

2009

- Krause, D.E. (accepted). *Recent trends in international guidelines on assessment program operations: Theoretical advancements and empirical support*. To be presented at the 6th Congress of Work and Organizational Psychology, (Chair: Stefan Hoefft). Vienna, September 9-11, Austria.
- Krause, D.E. (accepted). *Intellektuelle Stimulation, unterstützende Führung und Taking Charge*. To be presented at the 6th Congress of Work and Organizational Psychology. Vienna, September 9-11, Austria.
- Krause, D.E. (submitted). Innovationsbarrieren in KMUs und Möglichkeiten zu ihrer Überwindung. Tagung E. Schwarz, Management von KMUs – Wachstum, Innovation, Internationalisierung. Klagenfurt, September 24th, Universität Klagenfurt, Austria.
- Krause, D.E. (invited). Effects of transformational leadership on taking charge. Invited talk University Linz, July 1st, Linz, Austria.
- Krause, D.E. (invited). Recent trends in Human Resource Management. Invited talk University Linz, July 1st, Linz, Austria.
- Krause, D.E. (2009, May). Charismatic leadership, trust in the team and in the leader, and taking charge. Paper presented at the invited Symposium of Creativity and Innovation (Chair: Neil Anderson). XIVth European Congress of Work and Organizational Psychology, Santiago de Compostela, May 13-16, 2009, Spain.
- Krause, D.E. (2009, March). Can Human Resource Management learn from Supply Chain Management. Eingeladener Vortrag, Hochschule Lausitz, Senftenberg, March 20th, Germany.
- Krause, D.E. (2009, January). *Innovationsförderliche Führung*. Eingeladener Vortrag, Universität Klagenfurt, January 26th. Klagenfurt, Austria.
- Krause, D.E. (2009, January). *Innovationsförderung durch Schaffung einer innovationsbegünstigenden Ausgangslage und innovationsfunktionale Führungsmuster*. Eingeladener Vortrag, Universität Würzburg, Philosophische Fakultät II, January 16th Würzburg, Germany.

2008

- Krause, D.E. (2008, Dezember). *Motivationsbedingungen von Arbeit*. University of Bielefeld, Germany.
- Krause, D.E. (2008, November). *Conflicts in organizations*. University of Hannover, Germany.
- Krause, D.E. (2008, October). *Increasing innovativeness in organizations*. University of London, England.

- Krause; D.E. (2008, Oktober). *Integrität: Ein psychologischer Annäherungsversuch –Konzept und Messung*. 11. Speyerer Demokratietagung, Prof. Dr. Hans Herbert von Arnim, Integrität öffentlicher Amtsträger und privater Wirtschaftsfunktionäre. 23.-24. Oktober, DHV Speyer.
- Krause, D.E. (2008, July). Chair Symposium, *Breaking the Habits: Individual Characteristics, Team Climate, Leadership, and Organizational System as Antecedents of Workplace Innovation*. Symposium presented at the XXIX International Congress of Psychology, Berlin, Germany.
- Krause, D.E. (2008, July). *The impact of political skills and commitment on the implementation of process innovations*. Invited symposium paper presented at the XXIX International Congress of Psychology, Berlin, Germany.
- Krause, D.E., & Thornton, G. C. (2008, July). *State of the art of assessment centres: Survey results from Austria, Canada, France, Germany, Netherlands, Sweden, Switzerland, and U.S.* Invited symposium paper presented at the XXIX International Congress of Psychology, Berlin, Germany.
- Krause, D.E. (2008, July). *A new conceptualization of the bases of trust*. Poster presented at the XXIX International Congress of Psychology, Berlin, Germany.
- Krause, D.E. (2008, April). *Cognitive ability tests and assessment center ratings as predictors at the executive management level*. Invited presentation at the colloquium series. Institute of Psychology, Humboldt University, Berlin, Germany.
- Krause, D.E. (2008, April). *Effects of power-based leadership on innovative behaviors at work*. Paper presented at the 23rd Annual Conference of the Society of Industrial and Organizational Psychology, San Francisco, CA, U.S.A.

2007

- Krause, D.E. (2007, December). Promoting innovation through leadership. Invited presentation. University of Economics and Business Administration Vienna. Austria.
- Krause, D.E. (2007, November). “*Person- und führungsbezogene Bedingungen für Innovation und Wandel in Organisationen.*“ Invited Symposium talk. Dortmund, Germany.
- Krause, D.E. (2007, November). *Breaking the habits: Leadership to promote workplace innovation*. Invited presentation. Invited Symposium talk. Speyer, Germany.
- Krause, D.E. (2007, July). *Work and organizational psychological appraisal of teamwork*. Invited presentation. FHNW, Olten, Switzerland.
- Krause, D.E. (2007, June). *Leadership to promote the inclination to innovate, idea generation, and implementation*. Invited presentation. University Vienna, Faculty of Economics and Management. Vienna, Austria.

- Krause, D.E. (2007, June). *The significance of Human Resource Management for general business administration*. Invited presentation. University Vienna, Faculty of Economics and Management, Vienna, Austria.
- Krause, D.E. (2007, June). *Führung als Erfolgsfaktor von Innovationen in Organisationen*. Invited presentation. Universität Duisburg-Essen, Fakultät für Ingenieurwissenschaften. Duisburg-Essen, Germany.
- Krause, D.E. (2007, May). *Einflussbasierte Führung zur Steigerung organisationaler Innovativität*. Invited presentation. Heinrich-Heine-Universität Düsseldorf, Faculty of Economics and Management. Germany.
- Krause, D.E. (2007, April). *Arguments for a context-specific reorientation in the research on power*. Paper presented at the 22nd annual conference of the Society of Industrial and Organizational Psychology, New York City, U.S.A.
- Krause, D.E., & Thornton, G.C. III (2007, April). *The design, execution, and evaluation of selection versus development assessment centers – A study in north and central America, Asia, and Europe*. Symposium paper presented at the 22nd annual conference of the Society of Industrial and Organizational Psychology, New York City, U.S.A.
- Krause, D.E., & Thornton, G.C. III (2007, April). *A comparison of assessment center practices in Western Europe and North America*. Paper presented at the 22nd annual conference of the Society of Industrial and Organizational Psychology, New York City, U.S.A.
- Thornton, G.C. III, & Krause, D.E. (2007, March). *International trends in assessment center practices. Keynote address at the 27th annual Assessment Center Study Group Conferences*. Stellenbosch, Western Cape, South Africa.
- Krause, D.E. (2007, February). *Management und Innovation in Organisationen [Management and innovation in organizations]*. Invited presentation. Free University of Berlin. Germany.
- Krause, D.E. (2007, January). *Power and influence in the context of organizational innovation*. Book chapter presented at the University of Western Ontario, Social Science Research Showcase, London, Canada.
- Krause, D.E., Kersting, M., Heggstad, E.D., & Thornton, G.C. III (2007, January). *Incremental validity of assessment center ratings over cognitive ability tests. A study at the executive management level*. Paper presented at the University of Western Ontario, Social Science Research Showcase, London, Canada.
- Krause, D.E. (2007, January). *Emotions as triggers for idea generation and implementation*. Poster presented at the University of Western Ontario, Social Science Research Showcase, London, Canada.
- Krause, D.E. (2007, January). *The use of power in different contexts: Arguments for a context specific perspective*. Book chapter presented at the University of Western Ontario, Social Science Research Showcase, London, Canada.

Krause, D.E., & Gebert, D. (2007, January). *Effects of task conflicts, resource conflicts, and resistance on the implementation of process innovations*. Poster presented at the University of Western Ontario, Social Science Research Showcase, London, Canada.

2006

Krause, D.E. (2006, December). *Innovationskompetenz: Gewohnheitsbrecher und Bündnis mit der Zukunft* [Innovative competency: habit breaker and alliance with the future]. Invited presentation at the Institute of Work Science, University of Kassel, Germany.

Krause, D.E., & Thornton, G.C. III (2006, September). *Survey of assessment centre practices around the world*. Paper presented at 33rd International Congress on Assessment Center Methods, London, England.

Thornton, G.C. III, & Krause, D.E. (2006, September). *Developmental vs. selection assessment centres. An international comparison*. Paper presented at 33rd International Congress on Assessment Center Methods, London, England.

Krause, D.E., Kersting, M., Heggestad, E.D., & Thornton, G.C. III (2006, September). *Kognitive Fähigkeitstests und Assessment Center: Ein neuer Blick auf eine kontrovers diskutierte Befundlage* [Cognitive ability tests and assessment centers: A new look to controversial findings]. Paper presented at the German Congress on 'Innovative Methods in Aptitude Assessment', Hamburg, Germany.

Krause, D.E. (2006, September). *International Trends und Innovationen in der Assessment Center Anwendung* [International trends and innovations in the use of assessment centers]. Paper presented at the German Congress on 'Innovative Methods in Aptitude Assessment', Hamburg, Germany.

Krause, D.E. (2006, September). *Vertrauen als Bedingung für organisationale Innovation* [Interpersonal trust as a conditions for organizational innovation]. Paper presented at the 45th annual conference of the German Society of Psychology, Nürnberg, Germany.

Eurich, T., Krause, D.E., Cigularov, K., & Thornton, G.C. III (2006, September). *Assessment Center: Aktuelle Trends in den USA* [Assessment center: Current trends in the United States]. Paper presented at the 45th annual conference of the German Society of Psychology, Nürnberg, Germany.

Heggestad, E.D., Kersting, M., Krause, D.E., & Thornton, G.C. III (2006, September). *Kognitive Fähigkeitstests und Assessment Center Ratings: Eine Untersuchung zur inkrementellen Validität beider Methoden am Beispiel von Führungskräften* [Cognitive ability tests and assessment center ratings: An examination fort he incremental validity of both methods for executives]. Paper presented at the 45th annual conference of the German Society of Psychology, Nürnberg, Germany.

Thornton, G.C. III, & Krause, D.E. (2006, September). *Personalentwicklungs- und Personalauswahl- Assessment Center – Eine internationale Studie* [Personnel development and personnel selection assessment centers – An international study]. Paper presented at the 45th annual conference of the German Society of Psychology, Nürnberg, Germany.

Krause, D.E. (2006, May). *Emotions as triggers for idea generation and implementation*. Paper presented at the 21st annual conference for the Society of Industrial and Organizational Psychology, Dallas, TX, U.S.A

Krause, D.E., & Gebert, D. (2006, May). *Effects of task conflicts, resource conflicts, and resistance on the implementation of process innovations*. Paper presented at the 21st annual conference for the Society of Industrial and Organizational Psychology, Dallas, TX, U.S.A

Eurich, T., Krause, D.E., Cigularov, K., & Thornton, G.C. III (2006, May). *Assessment center in the U.S.* Paper presented at the 21st annual conference for the Society of Industrial and Organizational Psychology, Dallas, TX, U.S.A

Krause, D.E. (2006, April). *Leadership and Innovation*. Invited presentation at the Department of Psychology, Braunschweig Technical University, Braunschweig, Germany.

2005

Krause, D.E. (2005, November). *Promoting organizational innovation*. Invited brownbag talk at the Department of Psychology, University of Western Ontario, London, ON, Canada.

Krause, D.E. (2005, July). *Führung, Führungskräfteauswahl und Führungserfolg [Leadership, supervisory selection practices, and leadership success]*. Habilitation talk at the Faculty of Psychology, Ludwig-Maximilians-University, Munich, Germany.

Krause, D.E., Kersting, M., Heggstad, E.D., & Thornton, G.C. III (2005, April). *Criterion validity of cognitive ability tests and assessment centers*. Paper presented at the 20th annual conference for the Society of Industrial and Organizational Psychology, Los Angeles, CA, U.S.A .

Krause, D.E. (2005, April). *Führung und Innovation [Leadership and innovation]*. Invited talk at the Department of Psychology, Munich Military University, Munich, Germany.

Krause, D.E. (2005, February). *Leadership-related conditions for innovativeness*. Invited talk at the Department of Psychology, Roosevelt University, Chicago, IL, U.S.A..

Krause, D.E. (2005, January). *Leadership and innovation*. Invited talk at the Faculty of Social Sciences, University of Western Ontario, London, ON, Canada.

2004

Krause, D.E. (2004, November). *Das Assessment Center in der deutschsprachigen und U. S. amerikanischen Wirtschaft. Eine kritische Bestandsaufnahme [The assessment center in German speaking regions and the U.S. – A critical stock-taking]*. Presentation at the 6th German Assessment Center Congress, Dresden, Germany.

Krause, D.E. (2004, November). *Individuelle und führungsbezogene Bedingungen von Innovation [Individual and leadership-related conditions for innovativeness]*. Invited colloquium at the Department of Psychology, University of Bonn, Bonn, Germany.

- Krause, D.E. (2004, October). *Cultural values and assessment center practices in the Americas, Europe and Asian countries?* Presented at the 32nd International Congress on Assessment Center Methods, Las Vegas, NV, U.S.A..
- Krause, D.E. (2004, October). ‘*Was bleibt ist Veränderung, was sich verändert bleibt*’ [What remains is change; what changes remains]. Invited symposium at the Swiss Society of Work and Organizational Psychology, (SGAOP), Zürich, Switzerland.
- Krause, D.E. (2004, October). „*Ein jeder Wechsel schreckt den Glücklichen. Wo kein Gewinn zu hoffen, droht Verlust.*“ *Innovationshemmnisse und Innovationspotenziale von Mitarbeitern erkennen* [Every alteration threatens the lucky guy. If (s)he can’t hope for a benefit – a loss is the result. Identifying an employees’ inhibitors and potential to innovative]. *Invited colloquium at the Swiss Society of Work and Organizational Psychology* (SGAOP), Zürich, Switzerland.
- Krause, D.E. (2004, September). *Führung und Innovation* [Leadership and innovation]. *Main presentation at the 44th Conference of the German Society of Psychology*, Göttingen, Germany.
- Krause, D.E. (2004, June). *Führung und Innovation*. [Leadership and innovation]. Invited talk the Department of Psychology, Trier University, Trier, Germany.
- Krause, D.E. (2004, February). *Freiheitsgrade und Expertise als Erfolgsfaktoren organisationaler Innovationen* [Degrees of freedom and expertise as success factors of organizational innovation]. Invited symposium, 10-years of Work and Organizational Psychology at the University of Heidelberg, Heidelberg, Germany.

2003

- Krause, D.E. (2003, December). *Power and trust in innovative processes*. Ph.D. defense, Technical University of Berlin, Faculty of Economics and Management. Berlin, Germany.
- Krause, D.E. (2003, September). *Situationskontrolle von Führungskräften als Innovationskatalysator* [Situational control of leaders as catalysts for innovation]. Presented at the 3rd meeting of the German Group of Work and Organizational Psychology of the German Society of Psychology, Mannheim, Germany.
- Krause, D.E. (2003, August). *Assessment Center-Praxis* [Practice of assessment centers]. Invited talk at the Department of Psychology, University of Hamburg, Hamburg, Germany.
- Krause, D.E., & Gebert, D. (2003, May). *An evaluation of assessment center procedures in German-speaking and U.S. companies with respect to professional guidelines and moderator variables of construct and criterion validity*. Paper presented at the 11th European Congress of Work and Organizational Psychology, Lisboa, Portugal.
- Witt, W., Bley, U., & Krause, D.E. (2003, May). *Cognitive and emotional conditions of intercultural behavioral competence*. Paper presented at the 11th European Congress of Work and Organizational Psychology, Lisboa, Portugal.

Krause, D.E., & Gebert, D. (2003, February/March). *Personalauswahl und -entwicklung durch Assessment Center. Ein Vergleich der Entwicklung, Durchführung und Evaluation von Assessment Centern in der deutschsprachigen und U.S. amerikanischen Wirtschaft* [Personnel selection and personnel development through assessment centers]. Paper presented at the 9th Dresdner Symposium of Work Psychology, Dresden, Germany.

2002

Krause, D.E., Boerner, S., Lanwehr, R., & Gebert, D. (2002, September). *Macht des Dirigenten – Ohnmacht des Musikers? Ein LISREL-Modell zu Führung und künstlerischer Qualität* [Power of the conductor – Powerlessness of the musician? A LISREL model about leadership and artistic quality]. Main presentation at the 43rd Congress of the German Society of Psychology, Berlin, Germany.

Krause, D.E. (2002, October). *Blocking innovativeness: Two empirical studies on the emotional effects of manipulation in organizations*. Paper presented at the Nordic Ergonomics Society's 34th Annual Congress, Linköping, Sweden.

2001

Krause, D.E. (2001, September). *Current trends in the use of assessment centers*. Paper presented at the 6th Conference of the European Association of Psychological Assessment, Aachen, Germany.

Krause, D.E., Meyer zu Kniendorf, C., & Gebert, D. (2001, March). *Assessment Center: „State of the Art“ – Empirische Untersuchung in Deutschland, Österreich und der Schweiz* [Assessment center: State of the art – An empirical investigation in Germany, Austria and Switzerland]. Paper presented at the 5th German Congress on Assessment Centers, Munich, Germany.

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