

2ND INTERNATIONAL CONFERENCE ON SELF-INITIATED EXPATRIATION

Conference Schedule (as at 03.04.2022)

Time	Room A (F21 01.35)	Room B (FG1 00.08)	Room C (F21 01.37)
Monday (11 April 2022)			
08:00 - 09:00	Conference Registration and Morning Coffee		
09:00 - 09:45	Welcome and Overview (Maike Andresen)		
09:45 - 11:15	Paper Presentations I		
	Intercultural competencies of SIEs Session Chair: Chris Brewster	Career self-management by SIEs Session Chair: Marian Crowley-Henry	Equality, diversity and inclusion Session Chair: Alexei Koveshnikov
	Nabil El Gazzar <i>The impact of self-initiated expatriation experience on the development of global leadership competencies</i>	Rebecca Yusuf, Washika Haak-Saheem <i>Career orientations of expatriates and host country nationals in international development organisations (IDOs): The influence of a crisis context</i>	Kaye Thorn, Barbara Myers <i>Self-initiated expatriation: A journey of personal transformation in later life</i>
	Tatiana Remzhina, Stefan Remhof <i>The importance of cultural intelligence in expatriation: a qualitative study of self-initiated expatriates in Russia</i>	Blanca Suarez-Bilbao, Maike Andresen, Marian Crowley-Henry, Edward O'Connor <i>The influence of complexity, chance and change on the career crafting strategies of SIEs</i>	Judy Emily, Margaret Patrickson, Michael Walsh <i>A qualitative study of mid-level Filipino SIE's experiences living and working in Singapore</i>
Anouk Jasmine Albien	Eriikka Paavilainen-Mäntymäki, Niina Nummela, Riikka Harikkala-Laihinen, Johanna Raitis	Alexei Koveshnikov, Lehtonen Miikka J.	

	<i>Expatriates in Switzerland: Exploring expatriate adjustment according to time dependent factors, repatriation intentions and cultural distance</i>	<i>Cosmopolitans as self-initiated expatriates</i>	<i>Workplace discrimination and perceived overqualification among self-initiated expatriates</i>
	Riana Schreuders, Andreia M. A. Carita, Suzanne L. van Aswegen <i>South Africans are tough: Adjustment in a multiplex crisis context</i>		Kanako Takeda <i>Japanese female self-initiated expatriates' career construction: Solitary adaptive strategies in response to intersectional inequalities</i>
11:15 - 11:30	Coffee Break		
11:30 - 13:00	Paper Presentations II		
	Employability of expatriates Session Chair: Maike Andresen	Career capitals of expatriates Session Chair: Thomas Saalfeld	Career resources of expatriates Session Chair: Liisa Mäkelä
	Rodrigo Mello, Vesa Suutari, Ines Escobar Borrueal <i>The perceived marketability and career advancement of expatriates: the impacts of career capital, job market and expatriate type</i>	Emilija Oleškevičiūtė, Michael Dickmann, Maike Andresen, Emma Parry <i>Different stages of the international transfer of career capital: insights from the experiences of self-initiated repatriates (SIRs)</i>	Tania Biswas, Liisa Mäkelä <i>Expatriates' work demands, resources and work-life interferences: A survey study</i>
	Luísa H. Pinto, Beatriz Domingues <i>Does international work experience enhance the perceived career capital and employability of global business workers as they re-enter the domestic labor market?</i> (Best Conference Paper Award)	Acil Abdul Hadi <i>Career capital of self-initiated and assigned expatriates, the case of 2 multinationals</i>	Perttu Kähäri, Alexei Koveshnikov, Ingmar Björkman <i>Social support and work-related outcomes among expatriate academics: The role of job clarity and organization-based self-esteem</i>
	Jase Ramsey, Melanie Lorenz <i>A conceptualization of the determinants of self-initiated expatriates' international opportunity recognition in an informal economy context</i>	Inés Escobar-Borrueal, Vesa Suutari, Rodrigo Mello <i>A social capital exploration of post-assignment career success among self-initiated and assigned expatriates: the value in bonds, links and bridges</i>	Manh Ha Luong <i>Impacts of macro factors on SIEs' employability in the German IT sector</i>

13:00 - 14:10	Lunch Break
14:10 - 15:10	Bamberg Symphonic Orchestra: Insights into Managing an International Workforce (Marcus Rudolf Axt) Moderators: Maike Andresen , Manh Ha Luong, Anh Ngoc Nguyen
15:10 - 15:30	Coffee Break
15:30 - 16:50	Plenary: How We (Should) Research SIEs' Careers Mila Lazarova (Simon Fraser University / Beedie School of Business) & Hugh Gunz (University of Toronto Mississauga) Moderator: Maike Andresen
16:50 - 17:30	Welcome to Haikumania: Poetic Expatriation (George Simons)
19:00 - ...	Conference Dinner (for in-presence participants)

Tuesday (12 April 2022)			
09:00 - 10:30	Paper Presentations III		
	Career environments of SIEs/ migrants Session Chair: Michael Dickmann	Careers capitals of SIEs/ migrants Session Chair: Silke Anger	Impacts of the COVID-19 pandemic on SIEs/ migrants Session Chair: Cordula Barzantny
	Irma Baneviciene, Vilmantė Kumpikaitė-Valiūnienė <i>Effect of the direct supervisor's migration experience on his/her attitude towards self-initiated expatriate</i>	Marian Crowley-Henry, Shamika Almeida, Santana Bertone, Asanka Gunasekara <i>Painting a fuller picture of SIEs' careers across national contexts: Employing a multi-level intelligent career system</i>	Ivar Padrón-Hernández <i>Disaster reactions of self-initiated and organizational expatriates</i>
	Monique Raupp, Michael Dickmann, Emma Parry, Vesa Suutari <i>Welcome to our country! "Am I?" - Understanding expatriation to hostile environments from a person-environment fit perspective</i> (Best PhD Paper Award)	Maria Beamond, Tse Leng Tham, Timothy Bartram <i>From brain waste to brain gain: Movement of highly skilled self-initiated expatriate (SIE) from emerging to advanced economies, an exploratory study</i>	Gamze Arman <i>Surviving Limbo: On the road to potential immigration failure in the middle of a global pandemic</i>
Maximilian Kuchenbauer, Almina Bešića	Torben Andersen	Kerstin Martel, Monika Bozhinoska Lazarova, Acil Abdul Hadi, Ivan Olaf Vulchanov	

	<i>Remote work and self-initiated expatriation: How does work flexibility affect mobility?</i>	<i>Chinese SIEs - experiences from West-Africa</i>	<i>Shifting EU mobilities during the COVID-19 pandemic: Implications for the understanding of EU citizenship and transnational belonging - an exploration</i>
	Jacopo Bassetto, Teresa Freitas Monteiro <i>Home country conditions, return intentions and labor market outcomes: Evidence from terrorist attacks worldwide</i>	Maria Bastida, Alberto Vaquero García <i>Scattered talent and competitiveness: An exploratory study</i>	Irene Skovgaard-Smith <i>Pandemic disruptions: Transnational life, cross-border immobility and sense of belonging</i>
10:30 - 10:50	Coffee Break		
10:50 - 12:10	Plenary: Brain Drain and Brain Gain in Migration; Consequences of the war in Ukraine on Self-Initiated and Forced Migration and the Subsequent Labour Market Integration Frédéric Docquier (Luxembourg Institute of Socio-Economic Research) & Herbert Brücker (Institute for Employment Research) Moderator: Silke Anger		
12:10 - 13:00	Plenary: Best Practices, Tips and Insights into the Management of Multinational (EU) Projects Eleni Apospori (Athens University) & Maike Andresen (University of Bamberg)		
13:00 - 14:10	Lunch Break		
14:10 - 15:40	Plenary: Key Research Results of the Horizon 2020 Project GLOMO – Impact of Global Mobility on Employees’ Careers		
15:40 - 16:00	Coffee Break		
16:00 - 17:30	World Café: Future Research Avenues on Self-Initiated Expatriation and Migration		
19:00 - ...	Conference Dinner (for GLOMO members)		

In case of any other **general issues**, please feel free to contact the general helpdesk (Nasia):

- e-mail: conference.glomo@uni-bamberg.de
- phone: +49 951 863 2448

Additional notes:

1. All conference sessions will be **recorded**. By participating in a specific session or the whole conference, you are giving your consent for recording. We will share the recordings to conference participants (password-protected and access granted to you registered participants only).

2. Please join us at least **five minutes earlier** so the sessions can start smoothly.
Please check some [FAQs with Zoom](#) if you have any. We encourage you to get familiar with the tool.
3. Please **mute** yourself during the sessions. If you want to speak up, please hit the **‘raise hand button’** and unmute yourself.
4. Please ensure you **display your full name and affiliation** for easier networking and for us to identify you in the waiting room.
5. Please **share your ideas** on future research avenues – to be worked on during the final panel discussion ‘Future Research Avenues on Self-Initiated Expatriation and Migration’ – during day 1 (until 5pm CET on 11 April 2022): [link](#)
From your contribution, we will summarise main topics for the fruitful discussion at the final session.