

Dr. Lize A.E. Booysen



Dr. Lize A.E. Booysen is an internationally recognized scholar-practitioner in the field of leadership, culture and diversity. With 37 years of experience in leadership and research and a 27-year long career in higher education Lize has served thousands of leaders in educational institutions, corporate organizations, government agencies, and nonprofits in her capacity as educator, facilitator, consultant, trainer or coach. Lize particularly enjoys working with organizational leaders optimizing their own potential and sphere of influence as they move into broader leadership roles. She focuses on the development of authentic and relational leadership practices utilizing a systems and contextual approach to the leadership process. Her teaching and coaching draw on her understanding of leadership and change theory and practice, cross-cultural leadership, diversity, inclusion, organizational culture, systems thinking, individual change and business practice.

Lize is full professor of Leadership and Organizational Behavior and core faculty in the Graduate School of Leadership and Change, Antioch University, adjunct faculty at the Center for Creative Leadership (CCL) doing executive coaching and research, Professor Extraordinaire at University of Stellenbosch Business School, South Africa, and Senior Research Fellow in the Department of Industrial Psychology at University of Johannesburg, South Africa. Lize is also a distinguished fellow of the International Leadership Association (ILA), and past Chair of the Business Leadership Member interest group of the ILA. Prior to relocating to the USA end of 2008, Lize was full professor at the Graduate School of Business Leadership (SBL), University of South Africa (where she worked since 1992 teaching on the MBA and DBA degree programs and executive leadership training and development programs. She served on the SBL Board of directors and was part of the leadership team as Academic Director, Director Human Resources Development, and Research Manager during her tenure. She also served as internal conflict mediator at UNISA and is the past Editor of the Southern African Journal of Labor Relations, and ran a seminar program for Women in Leadership for eight years. Lize started her career in 1983 as a researcher at the Human Sciences Research Council (HSRC), she worked at Weskoppies Psychiatric Hospital as a Clinical Psychologist, and also served as a Captain in the SA Police Service's Institute of Behavioral Sciences.

Lize holds a Doctorate in Business Leadership (UNISA, '99) and masters degrees in Clinical Psychology (Univ of Johannesburg, '88), Research Psychology, and Criminology (Univ of Pretoria, '88) all with distinction. Lize is registered as a Clinical and a Research Psychologist in SA, and is a certified user of the assessment instruments used in the CCL leadership and coaching programs. Lize authored or co-authored 24 peer reviewed articles in scholarly Journals, 25 Chapters in Leadership Books and 23 articles in popular leadership Journals. She also co-authored or co-edited 9 Leadership Books, and 5 Special Edition Journals. She presented or co-presented more than 50 peer reviewed papers at international conferences and has lectured at many Universities worldwide. Lize is included as one of 50 role models for SA women in the book *Inspirational Women @ Work*, (2003), and received numerous awards for her work in transformative learning and scholarship.

DR LIZE (A.E.) BOOYSEN: LIST OF PUBLICATIONS AND CONFERENCE PAPERS (1987 - 2020)

FULL-LENGTH ARTICLES PUBLISHED IN SPECIALIST JOURNALS:

France, T., Booyesen, L. & Baron, C. (2019) Cross-cultural professional experiences of females: finding success through agility, resilience and essential relationships. **Cross Cultural & Strategic Management**, Vol. 26 No. 4, pp. 522-545.
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Love, C.D., Booyesen L.A.E., Essed P. (2018). An Exploration of the Intersection of Race, Gender and Generation in African American Women Doing Social Justice Work. **Gender, Work & Organizations, Special Issue: The Theory and Practice of Intersectionality in Work and Organizations**, 25(5), 475–494. <https://doi.org/10.1111/gwao.12095>.

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Booyesen, L.A.E. (2018), Workplace identity construction: an intersectional-identity-cultural lens, in Ramon, J.A. (Ed.), **Oxford Research Encyclopedia of Business and Management**, Oxford University Press, New York, NY, available at:
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Klarsfeld, A., & Ng, E, Booyesen, Lize, A.E., Christianson, L.C., Kuvaas, B. (2016). Comparative equality and diversity: main findings and research gaps. **Cross Cultural & Strategic Management** 23(3), 1 - 28. DOI: 10.1108/CCSM-03-2016-0083

Elkington, Rob & Booyesen Lize (2015). Innovative Leadership As Enabling Function Within Organizations: A Complex Adaptive System Approach. **Journal of Leadership Studies**, 9(3), 78–80.

Gentry, W.A, Booyesen, L, Hannum, K & Weber, T. (2010). Leadership Responses to a Conflict of Gender-Based Tension: a Comparison of Responses Between Men and Women in the US and South Africa. **International Journal of Cross Cultural Management**, 10, 285-301.

Booyesen, L.A.E & Nkomo, S.M. (2010). Gender Role Stereotypes and Requisite Management Characteristics: The Case of South Africa. **Gender In Management: An International Journal**. Vol. 25 Nr 4 Pp. 285-300. **Highly Commended Award Winner at the Literati Network Awards for Excellence 2011.**

Booyesen, Lize. (2007). Barriers to Employment Equity Implementation and Retention of Blacks in Management in South Africa **Southern African Journal Of Labour Relations**, Vol. 31 Nr 1:47 – 71.

Booyesen, Lize. (2007). Societal Power Shifts and Changing Social Identities in South Africa: Workplace Implications. **Southern African Journal of Economic and Management Sciences**, Vol. 10, Nr. 1:1-20.

Booyesen, Lize & Nkomo, Stella, M. (2007). The Tea Incident: Racial Division at Insurance Incorporated – A Teaching Case. **International Journal on Diversity in Organisations, Communities & Nations**, 2007, Vol. 7 Nr 5: 97 – 106, ISSN: 1447-9532

- Booyesen, Lize, Kelly, Claire, Nkomo, Stella, M & Steyn, Melissa. (2007). Rethinking the Diversity Paradigm: South African Practices. **International Journal on Diversity in Organisations, Communities & Nations**, 2007, Vol. 7 No 4: 1 – 10, ISSN: 1447-9532
- Booyesen, Lize & Nkomo, Stella, M. (2006) Think Manager- Think (Fe)Male: A South African Perspective. **The International Journal of Interdisciplinary Social Sciences**, 2006, Vol. 1 No 2: 23-33, ISSN: 1833 - 1882
- Booyesen, Lize. (2002). Addressing Challenges Facing Black and White Women Managers in South Africa. **Siren: Journal of the Institute for Gender Studies**. Vol. 9 N 1:4 -13
- Booyesen, Lize. (2001). The Duality in South African Leadership: Afrocentric or Eurocentric. **SA Journal of Labour Relations** Vol. 25 Nr 3+4:36-64. Summer 2001.
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- Booyesen, A.E. (1999). The Changing Nature of Business Leadership for the 21st Century Organisation. **Accountancy SA**. July: 5 –18, 1999.
- Booyesen, Lize. (1999). Towards More Feminine Business Leadership for the 21st Century: A Literature Overview And Potential Implications for South Africa Considered. **South African Journal of Labour Relations**. Vol. 23. Nr 1:31-54, Autumn 1999.
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- Booyesen, Lize (1999). A Review of Challenges Facing Black and White Women Managers in South Africa. **Southern African Business Review**, Vol. 3. Nr 2: 15 - 26.
- Booyesen, Lize & Beaty, David. (1997). Linking Transformation and Change Leadership in South Africa: A Review of Principles and Practices. **SBL Research Review**, Vol. 1: 9 - 18.
- Booyesen, A.E. & Steyn, D.G. (1989). 'n Ideografiese Ontleding van die Veroorsakende Faktore by Ses Homogene Dwelmafhanlikes. **Suid-Afrikaanse Tydskrif vir Sosiologie**. Vol 20. No 3, 159-168.
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- Booyesen, A.E. (1989). Dwelmmisbruik as Misdaadelement in Suid-Afrika. **Acta Criminologica. Suider-Afrikaanse Tydskrif vir Kriminologie**. Vol 2. No 1, 52-60.

BOOKS AND MONOGRAPHS

- Booyesen, Lize A.E., Bendl, Regine, & Pringle, Judith (2018). **Handbook of Research Methods in Diversity Management, Equality and Inclusion at Work**. Cheltenham: Edward Elgar Publishing. ISBN: 978 1 78347 607 7

Klarsfeld, A., & Ng, E, Booyesen, Lize, A.E., Christianson, C., Kuvaas, B. (Ed.), (2016). **Research Handbook of International and Comparative Perspectives on Diversity Management**. Cheltenham: Edward Elgar Publishing.

Klarsfeld, A., Booyesen, L. A.E., Ng, E, Roper, I. & Tatli, A, (Ed.). (2014). **International Handbook on Diversity Management at Work: Country Perspectives on Diversity and Equal Treatment: Volume 2**. Cheltenham: Edward Elgar Publishing.

Dlamini, Khetsiwe & Booyesen, Lize A.E (2012) (1st ed 2010) **Recognizing the Role Men Play in the Entrepreneurial Success of Women: Enhancing the economic empowerment of women**. Amsterdam: LAP Lambert Academic Publishing AG & Co. KG. ISBN 978-3-8383-5438-5.

Hannum, Kelly, Mcfeeters, Belinda & Booyesen, Lize (ed). (2010). **Understanding and Leading Across Differences: Cases and Perspectives**. New York: Pfeiffer.

Mcfeeters, Belinda, Hannum, Kelly, & Booyesen, Lize (ed). (2010). **Facilitator's Guide to using Understanding and Leading Across Differences: Cases and Perspectives**. New York: Pfeiffer.

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Booyesen, L.A.E. & Priscilla Gill (2020). Diversity Management and Inclusive Leadership Practices in Healthcare (Chapter 14, pp 135 – 143). In Anthony J. Viera and Rob Kramer, **Management and Leadership Skills for Medical Faculty**, New York: Springer.

Booyesen, Lize A.E, Bendl, R, & Pringle, Judith K. (2018). Introduction Chapter: **Expanding equality diversity and inclusion research through diverse methodologies**. In Booyesen, L. A. E., Bendl, R. & Pringle, J.K. **Handbook of Research Methods on Diversity Management, Equality and Inclusion at Work**. Edited by Cheltenham: Edgar Elgar Publishers.

Pringle, Judith K. & Booyesen, Lize A.E. (2018). Chapter 1: Contextualizing The EDI Research Agenda In The Larger Social Sciences Research Landscape. In Booyesen, L. A. E., Bendl, R. & Pringle, J.K. **Handbook of Research Methods on Diversity Management, Equality and Inclusion at Work**. Edited by Cheltenham: Edgar Elgar Publishers.

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Booyesen, Lize, A.E., Combs, G, & Lillevick, W. (2016). Brazil, South African and USA work environments: A comparative analysis of equal opportunity, diversity management and inclusion practices. pp. 89 – 130. In Klarsfeld, A., & Ng, E, Booyesen, Lize, A.E., Christianson, C., Kuvaas, B. **Research Handbook of International and Comparative Perspectives on Diversity Management**.

Booyesen, Lize, A.E (2016). The Two Faces of Ubuntu – An Inclusive Positive or Exclusive Parochial Leadership Perspective, (135 – 140) In **Positive Organizing in a Global Society: Understanding and Engaging Differences for Capacity-Building and Inclusion**, edited by Morgan-Robert, L., Wooten, L., & Davidson, M. New York: Taylor & Francis Group.

Booyesen, Lize, A.E. (2015). Cross-Cultural Coaching. Chapter 10, pp. 241-288 In Riddle, D., Hoole, E., & Gullette, E. In **Center for Creative Leadership Handbook of Coaching in Organizations**. John Wiley & Sons, Jossey-Bass. ISBN 978-1-118-84148-8

Booyesen, Lize, A.E & Nkomo S.M. (2014). **New Developments in Employment Equity and Diversity Management in South Africa**. In Booyesen, L.A.E Klarsfeld, A., Ng, E, Tatti, A, (Ed). International Handbook on Diversity Management at Work: Country Perspectives on Diversity and Equal Treatment: Volume 2, Chapter 13, pp. 241 – 265. Cheltenham: Edward Elgar Publishing.

Booyesen, Lize. A.E. (2014). **The Development of Inclusive Leadership Practice and Processes** (Chapter 10). In Ferdman, B. & Deane, B. Diversity at work: The practice of inclusion. New York: Jossey Bass Wiley. ISBN-13: 978-0470401330

Booyesen, L & Nkomo, S.M. (2012). The Discipline dilemma in Rainbow High School: Case Study. In Anderson, D.L. **Cases & Exercises in Organization Development & Change**. Los Angeles: Sage.

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Booyesen, L. (2009). Basic approaches to Leadership. Chapter 13: 292-321 in **Basic approaches to Leadership**, (2nd ed) edited by Robbins, S.P., Judge, T.A., Odendaal, A. & Roodt, G. Cape Town: Pearson Education.

Booyesen, Lize & Van Wyk, Marius, (2007). Culture and Leadership in South Africa in **Global Leadership and Organizational Behavior Effectiveness (GLOBE Book 2)** pp 433 – 473, edited

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Booyesen, Lize, (2007). 'Managing Cultural Diversity: A South African Perspective", in K. April & M. Shockley (Eds.), **Diversity in Africa: The Coming of Age of a Continent**, Basingstoke, Hampshire: Palgrave Macmillan, pp. 51-92. ISBN-13: 978-0-230-00684-3.

Booyesen, Lize, (2007). 'Social Identity Changes: Challenges Facing Leadership', in K. April & M. Shockley (Eds.), **Diversity in Africa: The Coming of Age of a Continent**, Basingstoke, Hampshire: Palgrave Macmillan, pp. 127-156. ISBN-13: 978-0-230-00684-3.

Booyesen, Lize & Ngambi, Hellicy, (2004). **Diversity Management in South Africa**. Invited Chapter for Catalyst Spectrum, Expert Contributions. <http://www.catalystwomen.org.spectrumSM>.

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Booyesen, Lize. (2003). Leading Employees: Leadership in Organisations. Chapter 12: 341-370. **In South African Human Resources management: Theory and practices**. 3rd ed revised. Ed Swanepoel, B; Erasmus, B; van Wyk, M & Schenck (Ed). Juta: Johannesburg. ISBN 0-7021-5645-3

Beaty, David & Booyesen, Lize. (2003). Managing Organisational Transformation and Change Management: Chapter 22:727-758. In **South African Human Resources Management: Theory and practices**. 3rd ed revised. Ed Swanepoel, B; Erasmus, B; van Wyk, M & Schenck (Ed). Juta: Johannesburg. ISBN 0-7021-5645-3

Booyesen, Lize. (1998). Leading Employees: Leadership in Organisations. Chapter 12: 369-400. In **South African Human Resources management: Theory and practices**. Swanepoel, B; Erasmus, B; van Wyk, M & Schenck (Ed). Juta: Johannesburg.

Beaty, David & Booyesen, Lize. (1998). Managing Organisational Transformation and Change Management: Chapter 22:725-748. In **South African Human Resources Management: Theory and practices**. Swanepoel, B; Erasmus, B; van Wyk, M & Schenck (Ed). Juta: Johannesburg.

Booyesen, A.E. (1990). Accident risk personality factors. In Steenkamp, C.J. & Thirion, E.M., (Ed). **The human factor in road safety**. Pretoria: HSRC.

PEER REVIEWED PAPERS AND KEYNOTES PRESENTED TO EXPERT AND SPECIALIST AUDIENCES:

Booyesen, Lize A.E. (2020) co-presenting with Bernardo Ferdman, Donna Chrobot-Mason, Jeanine Prime and Ilene Wasserman. Inclusive Leadership: Concepts, Practices, and Implications for Individual and Collective Success. **The 23rd International Leadership Association Conference**, 5 – 8 November, 2020.

Booyesen, Lize, A.E. (2018) Keynote address - Responsible Leadership and Courageous Followership: Questions to ask. **8th International Conference on Sustainability and Responsibility**, 14 – 16 November, 2018, Cologne Business School, Cologne, Germany.

Booyesen, Lize, A.E. (2017). 25th Annual Kravis-de Roulet Conference Inclusive Leadership: Transforming Diverse Lives, Workplaces, and Societies Friday, March 3rd— Saturday, March 4th, Claremont McKenna College. **Building Inclusive Organizations: Inclusive Leadership as Emergent-Collective-Relational-Practice.**

Booyesen, Lize A.E. (Chair and Commentator), Martha F. Miser, Jessica L. Porter, Joanne Barnes, Carolyn D. Love, “**Just Lean In**”: **How White, Exclusionary, Individualistic, Reactionary, De-Politicized (WEIRD) is That?**
Presented at the 19th International Leadership Association Conference, 2-5 November 2016.

Booyesen, Lize, A.E., Belding, S.P., Henderson, J.E. & Stewart, S. **Leading Across Generations and Races: Ideas for leaders Who Embrace the Challenge!** Chaired. Symposium presented at the 17th International Leadership Association, 314 -17 October, 2015, Barcelona, Spain.

Booyesen, Lize, A.E, Inge Bleijenbergh & Albert Mills. Convened and chaired the sub stream **Paradigms and methods of diversity scholarship** at the European Group for Organizational Studies, July 2 – 4, 2015, Athens, Greece.

Booyesen, Lize, A.E., DeFruyt, P. & Gelfand, M. Panelist, Chair: Lisa Finklestein. **Alliance Invited Session: Building Cross-Cultural Research Teams – Practical Advice from the Experts.** Society for Industrial and Organizational Psychology Conference, 23 – 25 April, 2015, Philadelphia, USA

Booyesen, Lize, A.E., Cunningham, G & Anderson-Hooker, D. **Building New Leadership in African American and South African Communities.** Panel discussion at the International Leadership Association, 30 Oct – 2 Nov, 2014, San Diego, USA.

Booyesen, Lize, A.E., & Wergin, J. **Research Methods and the New Leadership.** Session presentation at the International Leadership Association, 30 Oct – 2 Nov, 2014, San Diego, USA.

Booyesen, Lize, A.E. & Geiger, K. **Stream Organizers: Inclusive Leadership from the Center and Periphery : Social Identity as Context.** ^{7th} Equality, Diversity and Inclusion International Conference, 8-10 June 2014, Munich, Germany Technische Universitat Munchen

Booyesen, Lize, A.E. & Hougaard, Karin. **Reflexivity-In-Action: Arts Based Experiential Leadership Development Encounter For Female Leaders.** Full Day Pre-conference at the International Leadership Association, 30 Oct – 3 Nov, 2013, Montreal, Canada.

Booyesen, Lize. **Global Leadership: Clarity around Concepts and Complications in Practice** Chaired and commented on presentation by Allan Bird, Franklin Oikelome and Angela Titi Amayah, at the International Leadership Association, 30 Oct – 3 Nov, 2013, Montreal, Canada.

Booyesen, L. & Hougaard, K. Conference stream mini-workshop on **The Value of Arts Based Experiential Leadership: A Snapshot and Reflection,** at the International Leadership Association, 30 Oct – 3 Nov, 2013, Montreal, Canada.

Booyesen, Lize, A.E.; Ferdman, B.M; Gallegos, P.; Hartel, C.; Nishi, L. & Wasserman, I.C. Symposium Title: **Inclusion at Work: Practices and Insights.** Academy of Management, 9 – 13 August, 2013 Lake Buena Vista, Orland, Florida, USA.

Booyesen, Lize, A.E. & Wishik, H. **A comparison of Lesbian, Gay, Bisexual, Transgender and Queer rights in South Africa and the USA.** The 6th Equality, Diversity and Inclusion International Conference, Athens, Greece 1- 3 July, 2013, Athens School Business and Economic Sciences. Best paper award.

Booyesen, A.E & Barnes, J. **Race and gender disparity in management: A comparison between the USA and South Africa.** International Leadership Association, 24 – 27 October, 2012, Denver, USA.

Booyesen, A.E. **The Application of “African” Leadership Principles and Practices In Inclusive Leadership.** 5th Equality, Diversity and Inclusion International Conference, Toulouse, France 23-25 July, 2012, Toulouse Business School

Lize Booyesen, Philomena Essed, Kathryn Gaines & Karen Geiger - **Leadership in a Global Community: Inclusion of multiple viewpoints and voices** International Leadership Association, 25 – 29 October, 2011, London, UK.

Lize Booyesen, Martha Miser & Rick Warm - **Leadership for Prosperity: Wisdom Beyond the Bottom Line,** International Leadership Association, 25 – 29 October, 2011, London, UK.

Lize Booyesen & Jon Wergin – **Exploring Alternative Methodologies for Studying Leadership.** International Leadership Association, 25 – 29 October, 2011, London, UK.

Lize Booyesen, Ron Ophir, Roxanne Beard, Robyn A. Berkley (Co-chairs), Bernardo M. Ferdman, C. Douglas Johnson, Angeline Lim, Alison Kemper & David Kaplan - **Intersectionality and Cultural Context in LGBTQ-Inclusive Teaching.** Academy of Management Meeting, August 12-16, 2011, San Antonio, Texas.

Lize A.E Booyesen, Kelly M. Hannum - **Managing Social Identity Conflict in Organizations: Leadership lessons from South-Africa and the USA.** 11th International Conference on Diversity in Organisations, Communities and Nations, 20 – 22 June, 2011, Cape Town, South Africa.

Lize Booyesen - **An exploration of the mixed method research design employed in the Leadership Across Difference (LAD) Project.** Research Colloquium lecturing series: University of Pretoria, 8 June, 2011, Pretoria, South Africa.

Lize A.E Booyesen & Kelly M. Hannum - **Managing Social Identity Conflict in Organizations: Leadership lessons from South-Africa and the USA.** 11th International Conference on Diversity in Organisations, Communities and Nations, 20 – 22 June, 2011, Cape Town, South Africa.

Lize Booyesen & Kelly Hannum. Colloquium presentation **Leading Across Differences: Cases and Perspectives,** at the Centre for Creative Leadership, 16 August, 2010.

Lize Booyesen, Donna Chorobot Mason, Belinda McFeeters & Jeffery Yip. **Leading Across Difference: Lessons Learned From Across the World,** paper presented at the International Leadership Association in Boston, 28 – 30 October, 2010.

Lize Booyesen, Claire Menck & Kate O'Neill. **Leadership and Culture** (2010). Panel discussion at the International Leadership Association in Boston, 28 – 30 October, 2010.

Lize Booyesen, Invited keynote presentation: **Diversity perspectives in leadership.** Presented 14 – 16 July, 2010 ,at the Equality, Diversity and Inclusion (EDI) Conference Vienna, Austria.

Lize Booysen & Kelly Hannum. **Leading Across Differences: Real world lessons for Human Resources Managers**, as part of the Centre for Creative Leadership Training series for Human Resources Managers, 17 June, 2010.

Booyesen, L. **Leadership in the Context of Social Identity Differences**. Keynote presentation. American Society for Training and Development Conference. **Leveraging, Learning and Leadership to improve organizational effectiveness**. Sun International Cape Sun Hotel, Cape Town, SA, 21 – 23 April, 2009.

Alexandre, L, Booyesen, L. Essed. P & Santana, L. **Building Leadership Programs That Transform Education, Faculty and Students**. *International Leadership Association* to be presented in Prague, 11 – 14 Nov, 2009.

Fostering Research on International Gender and Diversity Issues: *Gender and Diversity in South Africa*, Stella Nkomo and Lize Booysen, University of South African the Academy of Management, Chicago, Aug 7-11, 2009.

Relocating diversity: New questions from new and old places: The Case of South Africa. Paper presented with Prof Stella Nkomo at the Academy of Management Annual Meeting, August 8 – 13, 2008. Anaheim, California. Presentation of Professional Development.

The effect of race and gender on managerial stereotypes in South African Managers. Paper presented with Prof Stella Nkomo at the Conference: Engendering Leadership, through research & practice, Univ of Western Australia, Business School. Perth, Western Australia, 22 -24 July, 2008.

Preferred Leadership Practices in Dealing with Cultural Identity Conflict in South Africa. Paper presented with Prof Stella Nkomo at the 27th Congress International Leadership Association 1 – 5 November, 2007. Vancouver, Canada.

Managing new Realities: Workplace Manifestations of Re-constructed Social Identities in Post Apartheid South African Organisations. Paper presented at the 2nd International Conference on Interdisciplinary Social Sciences, 10 – 13, July, 2007. Granada.

The Tea Incident: Racial Division at Insurance Incorporated – A teaching case. Workshop presented with Prof Stella Nkomo, at the 7th International Conference on Diversity in Organisations, Communities & Nations, 3 – 6 July. 2007 Amsterdam.

Rethinking the Diversity Paradigm: South African Practices. Colloquium presented with Proff Melissa Steyn, Stella Nkomo, and Claire Kelly, at the 7th International Conference on Diversity in Organisations, Communities & Nations, 3 – 6 July. 2007 Amsterdam.

A South Africa in Social Identity Crises? Workplace Implications._Booyesen, Lize presented at the International Academy of Management and Business, 2007 Conference, 28 – 31 January, Las Vegas.

Social Identity Tension as a Leadership Challenge in two Organizations in South Africa: A Case Study in Leadership in the Context of Social Identity Differences. Symposium held by Booyesen, Lize, Dinwoodie, David, Kelly, Hannum, Ruderman, Marian, Lilach Sagiv, Maxine Dalton, Todd Weber and Donna Chrobot Mason, at the 18th International Congress of the International Association for Cross Cultural Psychology (IACCP), in Spetzias, Greece, July 11 – 15, 2006.

Think Manager- think (fe)male: A South African Perspective. Booyesen, Lize and Nkomo Stella, presented at the International Social Sciences (ISS) Conference, Rhodes, Greece, 18 – 21 July, 2006.

The Leadership Challenge In Dealing With Cultural Identity Conflict in South Africa in Leadership **Across Differences**. Symposium held by Booysen, Lize, Dinwoodie, David, Kelly, Hannum, Ruderman, Marian. International Leadership Association 25th Congress, during 2 – 6 November, 2005. Amsterdam, The Netherlands.

Professional Development Workshop at the Academy of Management, 4 August, 2005 in Hawaii, USA, on 15 November, 2005. Title: **On Juggling Multiple Skills and Roles in Developing Organizational Diversity Consultants: Toward an Emerging Model**. *Submitter, Contact, Co-Organizer/Chair*: Lize Booysen, U. of South Africa, *Co-Organizer/Chair*: Bernardo M. Ferdman, Stella Nkomo, Heather. Wishik, Plácida Gallegos.

Challenges facing South Africa Business Leaders. Colloquium held on 18 October, 2004 at The Center for Creative Leadership, Greensboro, North Carolina.

Invited international Symposium: Male and female managers: Gender influences on South African Managers in retail banking. Paper delivered at symposium on Gender and Leadership at 11th European Congress on work and organisational psychology, 13 - 17 May 2003, Lisbon, Portugal.

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