

Hello everyone

Welcome to the 4th issue of EWOP in PRACTICE with papers on the application of Work and Organizational Psychology.

EAWOP is going from strength to strength with an increasing membership and the delivery of another outstanding congress in Maastricht earlier this year. Sadly, I was unable to join you at this congress as I had injured my back in an accident. Thank you for all your good wishes during this difficult time and I am happy to say that I have made a full recovery.

I am pleased to be able to strengthen the editorial team and welcome Salvatore Zappalà, member of the Executive Committee, as the co-editor of this journal.

In this edition we are offering six excellent papers representing a wide range of Work and Organizational Psychology (WOP) practice in Europe. *Kate Bonsall*, from the UK offers us her paper on knowledge sharing effectiveness that examines group identification, trust and hot-desking. This paper has been in much demand by those interested in new ways of working and we are delighted to be able to offer this material in our journal. This is followed by an excellent reflective piece on leadership using practitioner-academic co-inquiry by *Kathy Malloy* and *Kathryn Waddington* from London. Next there are three papers from Poland, a newly elected Constituent member of EAWOP. *Barbara Kożusznik* introduces these papers and gives us the flavour of the rapid change and innovation that is the characteristic of current work in Poland. *Marek Drąg*

describes a fascinating study about risk-taking, attitudes and evaluation of training delivered to employees to enable them to a new information and communication system; *Natalia Pytel* continues with a rich description of the attitudes of miners in different hierarchical positions toward innovation in their industry in Poland. The final contribution is a brief description of the “Practitioner Day”, an event especially developed for practitioners, held at the Maastricht Congress. This was organised and led by Constituents from: Germany (the Sektion Wirtschaftspsychologie, and BDP); the Netherlands (NIP); and Belgium (Vocap). Hans Peter Dogge describes the four topics that were examined in the facilitated group-discussion that led to a rich exchange of experiences and communication among participants.

I would like to thank all the authors for their contribution to the journal and look forward to further papers being presented for our next edition we are planning in the New Year. Enjoy these papers and please contact the authors by email to continue discussion. With the author’s permission we will summarise these discussions for you in the next edition of the journal.

This journal is for you and also may be made by you. Think about writing for the journal yourself. The philosophy of the journal is to publish papers about the practice of WOP in Europe. We are interested in articles describing practices, procedures, tools, or even changes in organizational procedures stimulated by changes in national laws. We want to know much

more about professional activities across Europe, thus we are looking also for a contribution from you.

Are you an expert in selection? Training? Job stress reduction? Organizational development? Is a successful project that you have lead, or contributed to that you would like to share? Do you want to start a reflexion on the limits of some WOP Psychology practice? Do you want to ask for suggestions on decisions and tools to use in an intervention? Here you can find the right place to present and discuss these

types of experiences. A two-three pages contribution is perfectly ok.

The format for the papers is described in the style guide associated with this page. If you would like to discuss your ideas for a contribution or send us an outline we would be happy to comment on this and assist in its preparation.

Best wishes for the coming festive celebrations, enjoy the journal and ... do not forget ... we look for your contribution.



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A handwritten signature in black ink that reads "Angela Carter".

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