

Publications and Presentations

International peer-reviewed publications

Waal, M. F. de, & Born, M. Ph. (2020). Growing up among cultures: Intercultural competences, personality, and leadership styles of third culture kids. *European Journal of International*

Waal, M. F. de, & Born, M. Ph. (2021). Where I'm From? Third Culture Kids about their Cultural Identity Shifts and Belonging. *International Journal of Intercultural Relations.*, 83, 67-83. <https://doi.org/10.1016/j.ijintrel.2021.04.004>

Waal, M. F. de, Born, M. Ph., Brinkmann, U., & Frasch, J. F. (2020). Third culture kids, their diversity beliefs and their intercultural competences. *International Journal of Intercultural Relations* 79, 177-190. <https://doi.org/10.1016/j.ijintrel.2020.09.002>

Book chapters

Waal, M. F. de (2007). Organizational Due Diligence (OD2). In B. Jöstingmeier & H-J. Boeddrich (Eds.), *Cross-Cultural Innovation: New Thoughts, Empirical Research, Practical Reports* (pp. 347-366). Oldenbourg Wissenschaftsverlag. <https://doi.org/10.1524/9783486843903.347>

Waal, M. F. de (2000). Networking across Cultures. In J. Lambert, S. Myers & G. Simons (Eds), *Global Competence: 50 Training Activities for Succeeding in International Business* (pp. 123-126). HRD Press.

Manuscripts in preparation or submitted for publication

Waal, M. F. de, Kaye, N., & Born, M. Ph. (in preparation). The development of the Cultural Fusion Identity Scale to measure Cultural Fusion Identity.

Waal, M. F. de, Born, M. Ph., & Wilsch, J. (submitted). Cultural fusion identity and cross-cultural people: A conceptual analysis.

Conference contributions

Waal, M. F. de, Boon, M. van der, Nichting, H., & Petzal, P. (2003, November 30-December 2). Organizational Due Diligence (OD2): The Essential HRM tool. In C. T. Akaraborworn, A. M. Osman-Gani, & G. N. McLean (Eds.) *Human Resource Development in Asia: National Policy Perspectives. Bangkok, Thailand*, (pp. 81.1- 81.8.) Academy of Human Resource Development, International, USA, and National Institute of Development Administration (NIDA), Thailand.

Oral presentations (a selection of presentations at conferences)

- Waal, M. F. de, & Jellema J. (2021, March 8-13). *Why Third Culture Kids lead the way in embracing diversity*. Families in global transition embracing and bridging differences. Bangkok, Thailand. <https://www.figt.org/2021-Annual-Conference>.
- Waal, M. F. de, & Brinkmann, U. (2019, May 27-June 2). *Diversity Beliefs and early cross-cultural life experiences*. SIETAR Europa Congress 2019 organized conjoint with IACCM. Building Dialogues on Diversity. Leuven, Belgium.
- Waal, M. F. de, Douglas, G., Ekelund, B. Z., & Lutz, N. (2019, May 27-June 2). *Dealing with differences, Triologue effects*. SIETAR Europa Congress 2019 organized conjoint with IACCM. Building Dialogues on Diversity. Leuven, Belgium.
- Waal, M. F. de, Aruliah, N., & Zorn, H. (2019, May 27-June 2). *The relevance of Identity in building dialogues on diversity: Creating hope through belonging*. SIETAR Europa Congress 2019 organized conjoint with IACCM. Building Dialogues on Diversity. Leuven, Belgium.
- Waal, M. F. de (2017, May 22-27). *TCKs, identity and leadership*. SIETAR Europa Congress 2017 organized conjoint with 15th IACCM Annual Conference and 8th CEMS/IACCM Doctoral Workshop at 21st Century Waves of Change: Cultural Dexterity for Turbulent Times. pp. Dublin, Ireland.
- Waal, M. F. de, & Ahimi, N. (2017, May 22-27). *Stories of hybrid identities and belonging*. SIETAR Europa Congress 2017 organized conjoint with 15th IACCM Annual Conference and 8th CEMS/IACCM Doctoral Workshop at 21st Century Waves of Change: Cultural Dexterity for Turbulent Times. Dublin, Ireland.
- Waal, M. F. de, & Ahimi, N. (2017, November 9-12). *TCKs telling their stories*. SIETAR USA conference Intercultural Stories of Disconnection: Insights into the Polarization of People and Places. Tulsa, OK, USA.
- Waal, M. F. de, & Ekelund B. Z. (2015, June 12). *Triologue makes people reflect, ask, think and talk*. SIETAR Nederland Seminar on intercultural competences. Utrecht, the Netherlands.
- Waal, M. F. de (2013, September 18-21). *What makes Third Culture Kids engaged Leaders?* SIETAR Europa conference Global Reach, Local Touch. Tallinn, Estonia.
- Waal, M. F. de, (2013, January 17). *Third Culture Kids: Natural Bridgebuilders?* Hofstede Symposium. Groningen, The Netherlands.
- Waal, M. F. de (2008, October 22-26). *Becoming an intercultural practitioner*. SIETAR Global conference How Globalization affects cultures & cultures shape globalization. Granada, Spain.

- Waal, M. F. de, & Smith, S. (2004, March 31-April 4). *Intercultural competences, born or learned?* SIETAR Europa conference Cultures in transition, Berlin, Germany.
- Waal, M. F. de (2002, April 20-13). *Cultural Due Diligence, is it worth it?* SIETAR Europa conference Intercultural Competences in a Globalized World. Vienna, Austria.
- Waal, M. F. de (2001, November 7-8). *Cultural Change in organizations*. European Women in Management Development (EWMD) conference. Valletta, Malta.
- Waal, M. F. de (1997, June 4-8). *The Use of Business Ethics, the influence of national cultures*. SIETAR International conference, Curaçao, Netherlands Antilles.
- Waal, M. F. de, & Tith, P. (1994, March 11-13). *Is it a small world after all? Overcoming stereotyping effects and developing synergy between Europeans and US-ers*. SIETAR Europa symposium Europe on the move: Fusion or Fission? Jyväskylä, Finland.

Symposium contributions

- Waal, M. F. de (2018, October 10). *Looking for multi-intelligent talent*. Celebrate Creative Learning 2.0 conference, Rijswijk, the Netherlands.
- Waal, M. F. de (2013, November 20). *The celebration of multiple intelligences*. Celebrate Creative Learning 1.0 conference, Utrecht, the Netherlands.
- Waal, M. F. de. (2007/2008, December 28-January 2) *Change Management*. Global Diversity Dialogue. New Mexico, USA.
- Waal, M. F. de. (2005/2006, December 28- January 2). *Management Drives*. Global Diversity Dialogue. New Mexico, USA.
- Waal, M. F. de, Heugten, H. van, Houten, B. van, & Smith, J. (2001, September 1-5). *Intercultural Encounters*. Institute for Intercultural Communication eeg. Colle Val d'Elsa, Italy.
- Waal, M. F. de, Heugten, H. van, Houten, B. van (2000, September 5-10). *Intercultural Encounters*. Institute for Intercultural Communication eeg. Krakow, Poland.
- Waal, M. F. de, Heugten, H. van, & Houten, B. van, (1999, September 7-12). *Intercultural Encounters*. Institute for Intercultural Communication eeg. Valencia, Spain.
- Waal, M. F. de, Houten, B. van, & Smith, J. (1998, September 16-20). *Intercultural Encounters*. Institute for Intercultural Communication eeg. Budapest, Hungary.
- Waal, M. F. de, Houten, B. van, & Smith, J. (1997, September 10-14). *Intercultural Encounters*. Institute for Intercultural Communication eeg. Rheine, Germany.
- Waal, M. F. de, Houten, B. van, & Smith, J. (1996, September 11-15). *Intercultural Encounters*. Institute for Intercultural Communication eeg Chair with Prof. Dr. M-T. Claes, Leuven, Belgium.

Waal, M. F. de, Houten, B. van, & Smith, J. (1995, June 21-25). *Intercultural Encounters*. Institute for Intercultural Communication eeg. Soesterberg, The Netherlands.

Waal, M. F. de, Houten, B. van, & Smith, J. (1994, September 3-4). *Intercultural Encounters*. Institute for Intercultural Communication eeg. Lille, France.

University Guest lectures and student internship advice (2012-2021)

Waal, M. F. de (2017, May 17) *Cultural Sensitivity and Third Culture Kids*- In Culture sensitive design, an online course from TU Delft Faculty of Industrial Design Engineering.

Waal, M. F. de (2013, September 27). *(Adult)Third Culture Kids as engaging leaders*. In: Minor Cross-Cultural Psychology. Erasmus University, Rotterdam, the Netherlands.

Waal, M. F. de, & Ahimi, N. (2017, February 27). *TCKs telling their stories*. In: Design and Culture. Technical University Delft, the Netherlands.

Waal, M. F. de (2019, March 29). *Intercultural Encounters*. In: PhD courses, Naturalis, Leiden, the Netherlands.

Student internship adviser of Peter Rutten (2014), Nawal Ahimi (2017), and Nathan Kaye (2021).