

**EdUHK PS & HKPS Talk Series 6**

# Conflict Management in Organizations and a Polarized Society



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**Date: 8 Dec 2023 (Fri)**

**Time: 10 am – 11:15 am**

**Mode: Hybrid**

**B4-LP-08  
or  
Zoom**

**Language: English**

Dr. Franki Kung earned his bachelor's degree in psychology at CUHK and his PhD in Social and Industrial-Organizational Psychology at the University of Waterloo, Canada. He is currently an Assistant Professor; the Director of Diversity, Equity, and Inclusion at the Department of Psychological Sciences; and Co-Director of the Diversity, Equity, and Inclusion Science Consortium at Purdue University. Dr. Kung has received a number of awards, including the prestigious National Science Foundation CAREER Award, a USD\$936,983 grant in support of early-career faculty to build a lifetime of leadership in integrating education and research. His work focuses on self-regulation, cultural diversity, and conflict management, and has been published in journals such as Personality and Social Psychology Review, Journal of Personality and Social Psychology, and Nature Communications.

**Abstract**

Fostering a harmonious multicultural society requires effective management of conflicts and group differences, but decades of psychology research has shown that intergroup bias and polarization have made this task naturally difficult. In this talk, Dr. Kung will present two lines of work exemplifying recent findings in social and industrial-organizational psychology that help individuals and organizations appreciate differences and promote more civil discourse and disagreement. Drawing on lay theories research, Dr. Kung will first illustrate how a malleable (vs. fixed) mindset about cultural differences promotes intercultural trust and collaboration and influences the effectiveness of organizational diversity policies. Then, he will introduce the concept of 'wise reasoning' and its effects on reducing affective polarization between groups across various heightened social conflicts in the U.S., Canada, and Hong Kong. Together, the talk highlights psychological strategies that contribute to managing differences more effectively and their implications for organizations and our society to understand, support, and harness the values of cultural diversity.



REGISTRATION  
FORM

\*Please register to  
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