

The presentations covered a range of topics and themes, which included leadership, diversity, group socialization, communication, mergers and organizational change, group structure, interdependence and cooperation, and organizational commitment and identification. In addition, there was some discussion about the contextual salience of various social identities in organizations. It was a very successful meeting that has produced a number of new collaborative research links, and will produce a special issue of the journal *Group Processes and Intergroup Relations* to appear during the second half of 2001. It was also a very enjoyable meeting in the lovely setting of central Amsterdam, with many opportunities for informal interaction in the many nearby cafes and restaurants.

Social identity processes in organizational contexts is quite clearly a burgeoning new research area for social psychologist. The meeting was extraordinarily timely in capturing this development. In addition to the special issue, there is a number of forthcoming publications on this topic: A text by Haslam and a monograph by Tyler and Blader, both due later in 2000; and two edited volumes due in 2001, by Hogg & Terry, and by Haslam, van Knippenberg, Platow and Ellemers. There is also a relevant special issue of the *Academy of Management Review* on organizational identification, published in 2000.

Daan van Knippenberg

Michael Hogg

Small Group Meeting

On Attitudes Research in the 21st Century

At Gregynog, Wales, 25th-28th July 2000

Organized by Gregory R. Maio and Geoffrey Haddock

Starting with Gordon Allport in the 1930s, many influential social psychologists have argued that the attitude concept is an indispensable construct within social psychology. Now, as a new century begins, it is clear that this valued concept is undergoing a metamorphosis. Thus, the

aim of the meeting at Gregynog was to integrate the advances in recent knowledge about the mental structure of attitudes and the motivations underlying attitudes.

The meeting brought together over 20 attitudes researchers from different parts of the world, with talks taking place over three days. Day One included three sets of talks. The meeting began with a provocative session on the topic of attitudinal ambivalence (Steven Breckler, Joseph Priester, Chris Armitage, and Mark Connor). Ambivalence is said to exist when an individual's attitude includes conflicting positive and negative elements. There is growing interest in the antecedents and consequences of this conflict, and the presentations reinforced the importance of this variable. The next pair of talks examined political attitudes, a domain that has traditionally attracted abundant attention from attitudes researchers. Howard Lavine's data revealed interesting effects of ambivalence in political attitudes, and Geoff Haddock's research revealed how political party attitudes are differentially affected by the context in which the party leader is primed. The third set of talks discussed the role of motives and self-regulation in the performance of attitude-congruent behaviour. Sheina Orbell, Paschal Sheeran, and Marco Perugini gave interesting presentations on this important topic, highlighting the roles of habit, salient goals, and desire. At the end of the day, there was a provocative hour-long discussion about the roles of attitude ambivalence and self-regulation processes in attitude theory.

Day Two featured two sets of presentations. First, Tilmann Betsch, Yaacov Schul, Patrick Vargas, Richard Petty, and Pablo Briñol gave insightful presentations on the role of implicit attitudes, processing complexity, and meta-cognitive processes in attitude formation and change. Second, Greg Maio and Arie Kruglanski each discussed the roles of basic motives in the maintenance of attitudes, with Maio focusing on emotional needs and Kruglanski focusing on epistemic needs. The day concluded with sight-seeing trips to Lake Vyrny and Powys Castle.

Day Three included two sets of presentations. The first set focused on the role of groups in attitudinal processes, with Wendy Wood, Monique Fleming, and Alice Eagly each presenting interesting data on the manner in which group status predicts differences in attitudes and the processes of attitude change. The second set of presentations focused on

contemporary mental models of attitudes. Charlie Lord discussed attitude representation theory, which attempts to simultaneously account for attitude stability and the effect of context on attitudes; Frank van Overwalle, Karen Jordens, & Dick Eiser gave presentations on the usefulness of connectionist theory for modelling attitudes. Finally, there was an interesting hour-long discussion on the roles of implicit processes, meta-cognition, groups, and connectionism in attitude theory.

Overall, the presentations described many different perspectives on the motivational and cognitive interface in attitude maintenance and change. The speakers informally noted that this conference presented a unique and valuable opportunity to collect individuals who would not otherwise see each other often. Moreover, the resulting “think-tank” aided everyone’s perspective on the field, while adding to their enthusiasm. As a result, everyone agreed that a small group meeting on attitudes research should become a regular event.

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Geoff Haddock
University of Bristol

Greg Maio
Cardiff University