

## List of publications and societal impact activities dr ir Frédérique Six MBA

### Publications

Please note that I work 0.7 fte  
Citations [Google citations](#): 896  
h-index Google citations = 15  
ORCID: [0000-0003-0342-9622](#)

#### International peer reviewed articles (15)

**Six**, F.E., K. Lünemann and D.B.D. Bannink (submitted). Teams and street-level bureaucracy: the role of teams in coping with inherent tensions in complex and ambiguous public service delivery.

Van Wijk, E.G. and F.E. **Six** (R&R). The dynamics of multiple motivations.

Weibel, A., D.N. Den Hartog, N. Gillespie, R. Searle, F.E. **Six** and D. Skinner (online 2015). [How do controls impact trust in the employer?](#) *Human Resource Management* (ISI impact factor 1.5/2.1).

Van de Walle S. and F.E. **Six** (2014). [Active trust and active distrust as distinct concepts: A comparative approach to why studying distrust is important](#). *Journal of Comparative Policy Analysis* special issue on Corruption, Trust, the Public Sector and Public Policies, 16/2: 158-174 (ISI impact factor 0.5/-).

**Six**, F.E. and A. Lawton (2013). [Towards a theory of integrity systems: a configurational approach](#). *International Review of Administrative Sciences*, 79/4:639-658 (ISI impact factor 0.8/1.1).

**Six** F.E (2013). [Trust in regulatory relations: how new insights from trust research improve regulation theory](#). *Public Management Review*, 15/2: 163-185 (ISI impact factor 1.4/1.6).

**Six**, F.E., M. van der Veen and N. Kruithof (2012). [Towards effective integrity systems: conceptualizing integrity systems in governments and banking](#). *Public Integrity*, 14/4: 361-382.

Huberts, L.W.J.C. and F.E. **Six** (2012). [Local integrity systems: towards a framework for comparative analysis and assessment](#). *Public Integrity*, 14/2: 151-172.

Searle, R., D.N. Den Hartog, A. Weibel, N.Gillespie, F.E. **Six**, T. Hatzakis and D. Skinner (2011). [Trust in the employer: the role of high involvement HR systems and justice](#). *International Journal of Human Resource Management*, 22/5: 1068 - 1091. (ISI impact factor 1.0/1.6).

Six, F.E. and D. Skinner (2010). [Managing trust and trouble in interpersonal work relationships: evidence from two Dutch organisations](#). *International Journal of Human Resource Management*, 21/1: 109-124. (ISI impact factor 1.0/1.6).

Six, F.E., B. Nooteboom and A. Hoogendoorn (2010). [Actions that help build trust: a relational signaling approach](#). *Review of Social Economy*, 68/3: 285-315.

Van den Akker, L., L. Heres, K. Lasthuizen en F.E. Six (2009). [Ethical leadership and trust: it's all about meeting expectations](#). *International Journal of Leadership Studies*, special issue on leader integrity, 5/2:102-122.

Six, F.E. and A. Sorge (2008). [Creating a high-trust organization: An exploration into organizational policies that stimulate interpersonal trust building](#). *Journal of Management Studies*, 45/5: 857-884. (ISI impact factor 4.3/5.2).

Six, F.E., F.G.A. De Bakker and L.W.J.C. Huberts (2007). [Judging a corporate leader's integrity: an illustrated three-component model](#). *European Management Journal*, special issue on leader integrity, 25/3: 185-194. (ISI impact factor 0.8/-).

Six, F.E. (2007). [Building interpersonal trust within organizations: a relational signaling approach](#). *Journal of Management and Governance*, 11/3: 258-309.

#### **Books, international (monograph and edited) (5)**

Six, F.E. and K. Verhoest (eds) (in preparation, planned publication 2016). *Trust in regulatory regimes*. Cheltenham: Edward Elgar.

Huberts, L.W.J.C., F. Anechiarico and F.E. Six (eds) (2008). *Local Integrity Systems: World cities fighting corruption and safeguarding integrity*. The Hague: BJu Publishers.

Six, F.E. (2005). *The trouble with trust, the dynamics of interpersonal trust building*. Cheltenham: Edward Elgar.

Six, F.E. (2004). *Trust and trouble, building interpersonal trust within organizations*. Rotterdam: ERIM. (dissertation)

Nooteboom, B. and F.E. Six (eds) (2003). *The trust process, empirical studies of the determinants and the process of trust development*. Cheltenham: Edward Elgar.

#### **Book chapters, international (18)**

Six, F.E. and A. Tiemstra-Bogaerts (submitted, planned publication in 2016). 'Governing public tasks: the role of trust in managing frontline workers performing public tasks'. In S. Sitkin, R. Searle and AM. Nienaber, *Routledge Companion to Trust*. Routledge.

Six, F.E. and H. Van Ees (submitted, planned publication in 2016). 'When the going gets tough: processes of trust building and repair in regulatory relations.' In Six, F.E. and Verhoest, K. *Trust in regulatory regimes*. Cheltenham: Edward Elgar.

**Six**, F.E. and K. Verhoest (submitted, planned publication in 2016). 'Trust in regulatory regimes'. In Six, F.E. and Verhoest, K. *Trust in regulatory regimes*. Cheltenham: Edward Elgar.

Verhoest, K and F.E. **Six**, (in preparation, planned publication in 2016). 'Agenda for future research on trust in regulatory regimes'. In Six, F.E. and Verhoest, K. *Trust in regulatory regimes*. Cheltenham: Edward Elgar.

**Six**, F.E. (forthcoming, 2016). Regulating local emerging governance. In W. Trommel and H. Boutellier, *Emerging governance, crafting and improvising in local welfare and security*. The Hague: Eleven.

Bannink, D.B.D., F.E. **Six** and E.G. van Wijk (2015). 'Bureaucratic, market or professional control? A theory on the relation between street-level task characteristics and the feasibility of control mechanisms.' In Hupe, Hill and Buffat. *Understanding street-level bureaucrats: on how they work and being managed*. Bristol: Policy press, pp. 205-225.

Huberts, L.W.J.C., F.E. **Six**, M.H.M. van Tankeren, A. van Montfort, and H. Paanakker (2014). 'What is done to protect integrity: policies, institutions and systems'. in Huberts, L.W.J.C., *Integrity and Integrityism of Governance*. Basingstoke: Palgrave, pp.167-198.

Weibel, A. and F.E. **Six** (2013). 'Trust and control: the role of intrinsic motivation'. In R. Bachmann and A. Zaheer, *Handbook of advances in trust research*. Cheltenham: Edward Elgar, pp. 57-81.

Lawton, A. and F.E. **Six** (2011). 'New public management: lessons from abroad'. In D.C. Menzel and H.L. White, *The state of public administration: issues, challenges, and opportunities*. New York: M.E. Sharpe, p. 409-423.

Lawton, A., F.E. **Six** and M. Macaulay (2010). 'Ethical audit: control, performance and review' in S.P. Osborne and A. Ball, *Social accounting and public management: accountability for the public good*. New York: Routledge, p.330 - 343.

**Six**, F.E. and Huberts, L.W.J.C. (2008). 'Judging a public official's integrity'. In: L.W.J.C. Huberts, C.L. Jurkiewicz and J. Maesschalck (eds). *Ethics and integrity of governance: perspectives across frontiers*. Cheltenham: Edward Elgar, p. 65-82.

Huberts, L.W.J.C., F.E. **Six** and K. Lasthuizen (2008). 'Evaluation of Amsterdam's local integrity system'. In L.W.J.C. Huberts, F. Anechiarico and F.E. Six (eds) *Local Integrity Systems: World cities fighting corruption and safeguarding integrity*. The Hague: BJu Publishers, p. 211-228.

Huberts, L.W.J.C., F. Anechiarico, F.E. **Six** and J. van der Veer (2008). 'Local integrity systems analysis and assessment framework'. In L.W.J.C. Huberts, F. Anechiarico and F.E. Six (eds) *Local Integrity Systems: World cities fighting corruption and safeguarding integrity*. The Hague: BJu Publishers, pp. 271-295.

Huberts, L.W.J.C., F. Anechiarico and F.E. Six (2008). 'Local integrity systems'. In L.W.J.C. Huberts, F. Anechiarico and F.E. Six (eds) *Local Integrity Systems: World cities fighting corruption and safeguarding integrity*. The Hague: BJu Publishers, p. 3-17.

Six, F.E. (2008). 'Local integrity systems'. Conference proceedings European City conference, September 14-16, Sofia, Bulgaria.

Six, F.E. (2003). 'The dynamics of trust and trouble'. In: B. Nooteboom and F.E. Six (eds). *The trust process, empirical studies of the determinants and the process of trust development*. Cheltenham: Edward Elgar, p. 196-222.

Nooteboom, B. and F.E. Six (2003). 'Introduction'. In: B. Nooteboom and F.E. Six (eds). *The trust process, empirical studies of the determinants and the process of trust development*. Cheltenham: Edward Elgar, p. 1-15.

Six, F.E. and B. Nooteboom (2003). 'Conclusions'. In: B. Nooteboom and F.E. Six (eds). *The trust process, empirical studies of the determinants and the process of trust development*. Cheltenham: Edward Elgar, p. 223-230.

#### **Dutch publications (6)**

van Gurp, F., S. van Rees en F.E. Six (2015). 'Vertrouwen en controle in de school' [control and trust in schools]. In R. Kneyber en J. Evers. *Het Alternatief II. De ladder naar autonomie*. Culemborg: Phronese, p. 62-71.

Paauw-Fikkert, L.A.V., F.E. Six and P.B.M. Robben (2014). 'Vertrouwen in toezichtbeleid' [trust in regulation policy]. *Beleid & Maatschappij*, 41/3: 185-204.

Van Wijk, E.G. en F.E. Six (2014). *De diversiteit van het willen Een onderzoek naar de dynamiek van motivaties achter regelnaleving* [the diversity of motivations. Research into the dynamics of motivations for regulatory compliance]. The Hague: Boom/Lemma.

Slingerland, W., F.E. Six and L.W.J.C. Huberts (2012). Integriteitssystemen en hun werking [Integrity systems and how they work]. In J.H.J. van den Heuvel, L.W.J.C. Huberts & E.R. Muller (Eds.), *Integriteit: Integriteit en integriteitsbeleid in Nederland* (Handboek Veiligheid), pp. 219-238. Deventer: Kluwer.

Six, F.E. (2010). 'Vertrouwen in toezicht' [trust in regulatory relations]. *Tijdschrift voor Toezicht*, 1 /4: 6-26.

Six, F.E. (2009). 'Meer vertrouwen of meer controle?' [more trust or more control?]. *Openbaar Bestuur*, 19/6:26-27.

#### **Reports, Dutch (5)**

Six, F.E. (2013). *Rapportage over korte inventarisatie naar naleefgedrag bedrijven*. Report for Peijs committee, published as appendix to report of committee. [report of brief inventory of regulatory compliance behaviour of businesses].

Lünnemann, K., F.E. **Six** and W. Smit (2012). *Seksueel misbruik in de jeugdzorg: governance vanuit het kindperspectief*. [sexual abuse of children under government supervision: child-centred governance]. Report for the Samson committee.

**Six**, F.E. (2010). *Verantwoord vertrouwen bij de regulering van bedrijven, korte beschouwing over mogelijke spelregels voor inzet van vertrouwen als 'instrument' voor het terugdringen van regeldruk voor bedrijven*. Den Haag: Regiegroep Regeldruk. [responsible trust in regulating businesses].

**Six**, F.E. (2009) *Vertrouwen en de gemeente* [trust and the city], Amsterdam: Gemeente Amsterdam.

Geldof, G., P. Lems, H. van Ees en F.E. **Six** (2008). *Het waterschap in de stad (WIDS), handreiking voor waterschappers die aan de slag gaan in de stedelijke leefomgeving*. Utrecht: STOWA 2008-09. [on water management in cities].

## **Societal impact (since 2008)**

### **Position/membership**

Member of strategic advisory board of NVWA (The Netherlands Food and Consumer Product Safety Authority) (2015 – ).

Columnist for professional online journal [ToeZine](#) (published by het CCV; on regulatory enforcement) (2015-2016).

Expert to Peijs Committee on a trust approach to regulating businesses (2011-2013).

### **Lecture (25)**

“Vertrouwen en innovatie” at the VU University Amsterdam, as part of a series on Question of Trust; plus panel discussion [Trust and innovation] (April 2015).

“De diversiteit van het willen” to CCV conference (regulatory enforcement) [Dynamics of multiple motivations] (November 2014).

“Vertrouwen in Amsterdam West” for civil servants of City of Amsterdam (borough Amsterdam West) [trust in Amsterdam West] (February 2014).

“Vertrouwen in toezicht” for top-management of ILT (Inspectorate of Human Environment and Transport) [trust in regulation] (December 2013).

“Trust in regulation” to expert workshop for OECD on Trust in government and good governance (October 2013).

“Trust in regulation” at the Coventry University Centre for Trust and Ethical Behaviour (CETEB) (including regulatory enforcement) (July 2013).

“Vertrouwen en controle” during research colloquium at accountants research group Radboud University Nijmegen [trust and control] (May 2013).

“Vertrouwen” for citizens of City of Amsterdam (borough Amsterdam West) [trust] (May 2013).

“Governance in de jeugdzorg” Youth Inspectorate (IJZ) [governance in youth care] (April 2013).

“Trust in regulation” to Centre for Trust Research, University of Surrey (UK) on trust in regulatory relations and regimes (April 2013).

“Seksueel misbruik in de jeugdzorg: Samson rapport” to top of IGZ (Health Inspectorate) with Chief Inspector IJZ (Youth Inspectorate) [sexual abuse in youth care] (January 2013).

“Vertrouwen in toezicht” at conference for regulatory enforcement practitioners [trust in regulation] (December 2012).

“Vertrouwen in toezicht” at CCV conference with for regulatory enforcement practitioners [trust in regulation] (November 2012).

“Vertrouwen in toezicht” at conference for regulatory enforcement practitioners, organized by Province of Noord-Brabant [trust in regulation] (October 2012).

“Vertrouwen in accreditatie” to certifiers and others at Raad voor Accreditatie (Accreditation Council) [trust in accreditation] (January 2012).

“Trust in regulation” at international conference of European Environmental Law Enforcement agencies, IMPEL (June, 2011).

“Vertrouwen en de gemeente” to managers of City of Dordrecht and their regional partners [trust and the city] (June 2011).

“Vertrouwen in toezicht” conference for inspectors in Noord-Brabant province [trust in regulation] (April, 2011).

“Vertrouwen: reflectie op expertmeeting” at conference organized by Dutch Ministry of Finance on trust and control for public financial professionals (December, 2010).

“Vertrouwen in toezicht” to Dutch Council of Inspectors-General [Inspectieraad] [trust in regulation] (November, 2009).

“Vertrouwen in toezicht” to *diner pensant* of regulatory enforcement practitioners [trust in regulation] (October, 2009).

“Vertrouwen en de gemeente” for managers of City of Amsterdam [trust and the city] (September, 2009).

“Best practices bedrijfsvoering en organisatieontwikkeling waterschappen” to Dutch CEOs of water boards (VDW) on organizational development [best practices organizational development water boards] (December, 2008).

“Local integrity systems” at European City conference in Sofia (Bulgaria) (September, 2008).

“Local integrity systems” at Dutch Ministry of Foreign Affairs to delegation of Bulgarian mayors (March 2008).

### **Newspaper articles**

Six, F.E. (2010). Foute politici straffen: hoe kan dat beter? [sanctioning unethical politicians: how may this be improved?], *De Volkskrant*, December 7, 2010. [heading in Dutch not my choice].

### **Published interviews**

NRC (2013), ‘ Pas op, er kan nog een akkoord van het kabinet aankomen’.

Interviewed and quoted on trust in government after all the agreements cabinet signed with political and societal parties

<http://www.nrc.nl/handelsblad/van/2013/april/27/pas-op-er-kan-nog-een-akkoord-van-het-kabinet-aankomen-1241644>.

Chapter ‘Vertrouwen is hard werken’ [Trust is hard work], interview with me in *De laatste schakel, denkers en doeners over de complexiteit van toezicht en handhaving* [The last link] by K. Meijer and H. Jansen (2012), Eindhoven: Pepijn, pp. 83-94.

### **Workshops and masterclasses (21)**

Workshop on dynamics of multiple motivations for regulatory compliance for inspectors at ISZW (Inspectorate Social Affairs and Employment) (February, 2016).

Workshop on trust, control and governance for executive and nonexecutive board and board of representatives of Sena (December 2015).

Workshop on regulation of the social domain at the VNG conference *Sociaal domein in uitvoering* [Social domain (work) in progress], with Arnt Mein (Verwey-Jonker Institute) (November 2015).

Workshop on internal supervision and trust at Conference *Antwoorden bij VerAntwoorden* [Accountability in Education] organized by Ministry of Education, Culture and Science (September 2015).

Full day Master Course on trust, control and culture for public sector division of NBA-VRC (controllers and accountants) (June 2015; November 2015).

Workshop at VTOI (Dutch association of school governors) annual conference on trust and internal supervision (April 2015).

Lead interactive session on governance with supervisory boards and directors of Streetcornerwork, Regenboog and Volksbond (February, 2015).

Workshop with inspectors to discuss practical implications of CCV research project “Dynamics of multiple motivations” (with Jorik van Bijlert (CCV) and Rob van Dorp (ILT), December 2014).

Two workshops for non-executive directors of Rabobank on biases in observations and decision making. With Frédérique Bijl, via PIT (Platform Innovatie in Toezicht) (November 2014).

Workshop at Tax Office on trust and trouble for client coordinators financial intermediaries (October 2013).

Master class on trust and regulatory enforcement with CFV (Social housing corporations regulator) (February 2013).

Participate in expert discussion panel during CCV/Inspectieraad (council of Inspectors-General) conference on regulatory enforcement (November 2012).

Invited member of expert panel during conference on regulatory enforcement (June 2012).

“Vertrouwen in toezicht” Five master classes to client coordinators and accountants of Dutch Tax Office [trust in regulation] (May-June 2012).

Workshop to tax inspectors, managers and experts at Dutch Tax Office on trust and regulation (October 2011).

Workshop on trust and regulatory enforcement at conference ‘Mythes in beleid en toezicht’ [Myths in policy and regulatory enforcement] (November, 2010).

Workshop for City of Amsterdam on trust in and within the merger and organizational change process (July, 2010).

Workshop on trust in regulation during The Day of the Inspector (October, 2009).

Workshop with Turkish delegation of public officials on integrity systems (with Leo Huberts, September, 2009).

Workshop on local integrity for Bulgarian local politicians, civil servants and consultants in Sofia (with Alan Lawton, September 2008).

### **Internet publications (15)**

Six, F.E. (2015) [\*De certificatieparadox\*](#) [the certification paradox]. Column in online magazine *ToeZine*.

Six, F.E. (2015) [\*Responsief toezicht: it takes two to tango\*](#) [Responsive regulation: it takes two to tango]. Column in online magazine *ToeZine*.



- Six**, F.E. (2015) [\*Is it possible to govern frontline workers?\*](#). Blog on my English website.
- Six**, F.E. (2015) [\*Kwetsbare burger belandt buiten beeld\*](#) [vulnerable citizen out of view]. Column in online magazine *ToeZine*.
- Six**, F.E. (2015) [\*Teams and public service delivery\*](#). Blog on my English website.
- Six**, F.E. (2015) [\*Disturbed trust is not necessarily violated trust\*](#). Blog on my English website.
- Six**, F.E. (2015) [\*Vertrouwen is hard werken\*](#). [trust is hard work] Blog on my Dutch website.
- Six**, F.E. (2015). [\*Verwarrend vertrouwen\*](#). [confusing trust]. Blog on website De Toezichttafel (January 25, 2015).
- Six**, F.E. (2014). [\*High trust high penalty is verwarrende kreet\*](#). [high trust high penalty is confusing slogan]. Blog on website De Toezichttafel, (December 1, 2014).
- Six**, F.E. en K. Doms (2014). [\*Innovatief organiseren gaat ook over innovatie in toezicht houden\*](#). [innovative organising is also about innovation in supervision by boards of governors]. Guest column on website ManagementSite Netwerk.
- Six**, F.E. (2014). [\*Gedragcodes: papieren tijger of effectief hulpmiddel?\*](#) [code of conduct: paper ritual or effective instrument?], blog on website Platform Innovatie in Toezicht.
- Six**, F.E. (2014). [\*Vertrouwen is hard werken\*](#) [trust is hard work], blog on website Platform Innovatie in Toezicht.
- Six**, F.E. (2014). [\*Hoe beoordeel je de integriteit van de bestuurder?\*](#) [how to judge the integrity of the board?], blog on website Platform Innovatie in Toezicht.
- Six**, F.E. (2013). [\*Drie vertrouwensrelaties als pijlers onder goed toezicht\*](#) [three trust relations as pillars for good internal supervision], blog on website Platform Innovatie in Toezicht.
- Six**, F.E. (2013). *Vertrouwen en controle: niet tegenover, maar naast elkaar op het werk* [trust and control: not opposites but complementary in work], vlog on trust and control for website Professional Honour Foundation (Stichting Beroepseer) [www.beroepseer.nl](http://www.beroepseer.nl).

### **Expert meeting (6)**

Organized and led [\*expert meeting\*](#) with WRR (Scientific Council for Government Policy) and PIT (Platform for Innovation in Internal supervision) on the relationship between internal and external supervision in third sectors: social housing, education, health care and youth care (February 2015).

Participated in and gave short presentation to expert meeting by Education Inspectorate on developing framework for school governance (January 2015).

Participated in and gave short position statement to expert panel on regulatory enforcement and behavioural science organized by WRR and CCV (September 2012).

Participated in and presented to “Sexual abuse of children in youth care: child-centred governance” expert meeting of international experts on sexual abuse of children organized by Samson Committee on governance of dealing with (risks of) sexual abuse of children in government care (March 2012).

Participated in round table conference for scientific experts of the Committee Stevens on Horizontal Regulation of the Dutch Tax Office (December 2011).

Participated in expert meeting on trust and control in public finance and audit organized by Dutch Ministry of Finance (October 2011).