Research Seminar

Does proactive personality matter in leadership transitions? How and why?

Associate Professor Wing Lam

Abstract: Despite the growing frequency of leadership transitions and their significant impact on team and organization performance, little research has focused on how the similarity between leaders’ and teams’ personalities affect a team’s receptiveness to the changes that incur within such transitions. We base this research on the conceptual perspectives of leader–team personality fit, identification, and leadership transference. Our study develops and empirically tests a model whereby the similarities between leaders’ and their teams’ proactive personalities foster the team’s identification with the new leader and his/her change agenda, as well as the team’s behavioral responses to the leader’s change agenda.

Presenter: Wing Lam is an Associate Professor at the Department of Management and Marketing at the Hong Kong Polytechnic University. Her research interests include proactive behavior in organizations, leadership, and emotional labor. Her research has been published in referred journals including Academy of Management Journal, Journal of Applied Psychology, Personnel Psychology, Leadership Quarterly, and Academy of Marketing Science.

Date: Friday 8 April 2016
Time: 12:00—1:00 pm (followed by sandwich reception)
Venue: BUSN G42 Case Study Room
Enquires: Alex.Luksyte@uwa.edu.au or 6488 2633