Abstract: Organisations today need more leadership than ever to meet the needs of a dynamic and complex environment. In this talk I examine how informal leadership gets constructed in organisations. I will both present a general perspective on leadership that fits well with today’s organisations and their needs for leaders at many levels and also present the results of three studies exploring aspects of this perspective. The studies examine how the way we typically think about leadership in collective settings affects both our leadership behaviours and reactions to the leadership of others.

Presenter: Sue Ashford is the Michael and Susan Jandernoa Professorship of Management and Organisation at the Ross School of Business, University of Michigan. Sue received her MS and Ph.D. degrees from Northwestern University and taught at the Tuck School of Business at Dartmouth College prior to coming to Michigan. Her current research interests include the social construction of leadership, proactivity and proactive behaviour (including issue selling, feedback seeking and self-management) and job insecurity. Her research has been published in a variety of outlets, including the: Academy of Management Review, Academy of Management Journal, Administrative Science Quarterly, Strategic Management Journal, and Journal of Applied Psychology. Dr. Ashford is a Fellow of the Academy of Management and teaches in the areas of leadership, organisational behaviour, and negotiation. She has held the following leadership positions at the Ross School of Business: Senior Associate Dean (1998-2002), Associate Dean for Leadership Development and the EMBA (2005-2009) and Academic Director for the EMBA 2002 – 2012.

Date: Monday 11 February 2013
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Venue: BUSN 142 Case Study Room
Registration: Sarah.Thoms@uwa.edu.au by 4/02/2013
For more information: Uta.Bindl@uwa.edu.au on 6488 5661