

# Wen-Xin Xie

## EDUCATION

- 2016/09- now **University College London**, London, UK  
Organizational Behavior, Ph.D. candidate, Supervisor: Sarah Harvey
- 2015/09-2016/08 **University College London**, London, UK  
Organizational Behavior, MRes (Distinction), Supervisor: Sarah Harvey
- 2012/09-2015/06 **Zhejiang University**, Hangzhou, China  
**Human Resource Management**, Research Master, Supervisor: Fan Zhou
- 2013/09-2013/12 **Erasmus University of Rotterdam**, Rotterdam, Netherlands  
International Exchange Program, Master
- 2008/09-2012/06 **Zhejiang University**, Hangzhou, China  
**Business Administration**, Bachelor

## SELECTED RESEARCH PROJECTS

- Sep. 2017 - now **Research on "Shared leadership schema"** **First Author**
- A field study and experimental studies to examine the contextual features of shared leadership schemas.
- Sep. 2015- now **Research on "Shared leadership"** **First Author**
- An experimental study to address how team members change their leadership structure affects team performance. A series of Mturk studies to show people's lay theory about different forms of shared leadership, and individuals' perceptions of shared leadership under different types of tasks.
- Nov.2017- now **Research on "Sustainable creativity"** **First Author**
- A mixed method study to understand the role of subjective feelings (emotions, feels of progress, uncertainty) in creative process. We coded reality TV show and some dairy research to theorize how to sustain creativity.
- Aug. 2016- now **Research on "Novelty bias"** **Second/ Third Author**
- A series of experientsto understand how "good idea generation practices" influence idea evaluation. And the good team process (i.e., diversity and task conflicts) change the way people treat more novel ideas. Draw the theory of uncertainty to address these questions.

## CONFERENCES PAPER PRESENTATION

- **Wen-Xin Xie**. 2017. The Effects of Influence Shifts On Team Performance: An Exploratory Study. *InGroup Conferences* (Accepted)

**MANUSCRIPTS UNDER REVIEW & IN PREPARATION**

- **Wen-Xin Xie, Colin M. Fisher.** 2018. When do I view a collective as source of leadership? The role of perceived environmental uncertainty.
- Wen-Xin Xie, Sarah Harvey. 2018. How to sustain creativity? Evidence from reality TV shows.
- **Wen-Xin Xie, Colin M. Fisher.** 2017. What is shared leadership? The multiplicity and stability of leadership on team effectiveness

**TEACHING ASSISTANTSHIP**

Sep. 2016- Jan. 2017 **Teaching assistant to Dr. Colin Fisher, School of Management of UCL**

- Conducting group tasks to enhance student teams' effectiveness, creativity and performance.
- Prepare case study to discuss with students.
- Grade students' team projects and individual learning reports.

**RESEARCH ASSISTANTSHIP**

Aug. 2012-Present **Research assistant to Dr. Fan Zhou, School of Management of ZJU**

- Reviewing literatures about fairness, well-being, legitimacy, ambidextrous leadership, creativity.
- Assisting in a research funded by National Natural Science Foundation of China (NSFC). Interviewing more than 40 center staffs in 6 branches and collecting survey data in State Grid Corporation of China.

Aug. 2011-Present **Research assistant to Dr. Xiao-Yun Xie, School of Management of ZJU**

- Assisting in a laboratory research on minority dissent on team creativity from the perspective of social category. The laboratory research adopted the Desert Survival Task developed by Johnson and Johnson (1982) into a hidden-profile task.
- Presenting literatures about team level creativity, shared-mental model, transactive memory system in the seminars.

**SELECTED HONORS & AWARDS**

2012-2013-2014 Kwanjeong Educational Scholarship (\$2000 per year), Zhejiang University (1%)  
 2012 100 Best Dissertations of 2012 Undergraduates, Zhejiang University (1%)  
 2011-2012 Excellent Student Awards, Zhejiang University (6%)  
 2010-2011-2012 The Third-Class Scholarship for Outstanding Merits, Zhejiang University (6%)

**SELECTED CONSULTANCY PROJECTS**

- 2013/08-2014/01 Attending the consultancy project IBP (International Business Project) carried by Rotterdam School of Management to help TMF Group design a suitable organizational structure to solve the issues caused by the cross boarder merger.

**SKILLS AND CERTIFICATE**

**Research software:** SPSS, Mplus, Liseral, Mendeley, Endnote

**Professional Software:** Microsoft Office, Visio

**Survey Tools:** Qualtrics, Sona