

Wen-Xin Xie

EDUCATION

- 2016/09- now **University College London**, London, UK
Organizational Behavior, Ph.D. candidate, Supervisor: Sarah Harvey, Colin Fisher
- 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

Publications

Harvey, S., Kou, C. Y., & Xie, W. 2019. Leading for Creative Synthesis: A Process-Based Model for Creative Leadership. *Creative Leadership*: 191–207.

Prizes

Xie, W., & Fisher, C. M. "How Should Leadership Be Structured? Lay Theories of Single and Shared Leadership Structures."

*Managerial and Organizational Cognition Division Best Paper Finalist at the 78th Annual Meeting of the Academy of Management

Selected Working Papers

Xie, W. "Situation-based leadership attributions: How and why perceived environmental uncertainty affects leadership attributions in self-managing teams."

Xie, W., Harvey, S., & Ananth, P. "How diversity amplifies uncertainty and reduces group preference for novelty."

Fisher, C. M., Harvey, S., Xie, W., & Ananth, P. "Bridging, Balancing, and Blending: The role of liminal practices in creative work."

Krause, V., Xie, W., & Ananth, P. "How creative mindset leads to wastefulness in workplace."

Teaching Experience

Seminar instructor

- Managerial Decision Making, Spring 2019 (Undergrad).

Advising students on master's theses

- UCL Research Methods Workshop. Spring 2018 (Master's)

Teaching Assistant

- Leading high performance teams. Summer 2017 & 2018 (Master's)
- Organizational Behavior. Fall 2018 (Master's)

Lecturer

- Management. Summer 2014 (Pre-University Summer School)

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 an organizational structure to solve the issues caused by the cross boarder merger.

Other

- Interests in visual arts, film, writing, swimming, piano and Chinese classical dance