

Wen-Xin Xie

UCL School of Management
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EDUCATION

University College London, London, UK

Ph.D. candidate in Organizational Behavior, Supervisors: Colin Fisher and Sarah Harvey

Zhejiang University, Hangzhou, China

M.Sc. in Business Administration (2015)

B.Sc. in Business Administration (2012)

Erasmus University of Rotterdam, Rotterdam, Netherlands

M.Sc. International Exchange Program (2013)

RESEARCH INTERESTS

Leadership beliefs, shared leadership in teams, team creativity, creative processes

PUBLICATIONS

Harvey, S., Kou, C. Y., & **Xie, W. X.** (2019). Leading for creative synthesis: A process-based model for creative leadership. In C. Mainemelis, O. Epitropaki, & R. Kark (Eds.), ***Creative Leadership: Contexts and Prospects*** (pp. 191-207). New York: Routledge.

Fisher, C. M., Sanchez, J., Berry, J., & **Xie, W. X.** (Forthcoming). Who (and how many) made this? How crediting authorship affects creativity evaluations. To appear in R. Reiter-Palmon, J. C. Kaufman, & A. McKay (Eds.), ***Creative Success in Teams***. Cambridge, MA: Academic Press.

Xie, W. X. (2019). Leadership attributions: The role of environmental uncertainty and communal leadership schema. In G. Atinc (Ed.), ***Best Paper Proceedings of the Seventy-Ninth Annual Meeting of the Academy of Management***.

AWARDS AND HONORS

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

*MOC Best Paper Finalist at the 78th Annual Meeting of the Academy of Management

SELECTED WORKING PAPERS

Xie, W. X., & Fisher, C. M. "Single or Shared? How team leadership structures influence external evaluations of teams." (Under Review at *JAP*)

Xie, W. X., & Fisher, C. M. "Lowering the threshold: How and why environmental uncertainty increases leadership attributions in self-managing teams." (Manuscript in preparation; Target: *AMJ*)

Fisher, C. M., Harvey, S., Ananth, P., & **Xie, W. X.** "Bridging, Balancing, and Blending: The role of liminal practices in creative work." (Manuscript in preparation; Target: *OS*)

Xie, W. X., Harvey, S., & Ananth, P. "How diversity amplifies uncertainty and reduces group preference for novelty." (Manuscript in preparation, Target: *OBHDP*)

Krause, V., **Xie, W. X.**, & Ananth, P. "How creative mindset leads to wastefulness in workplace." (Data collection)

TEACHING EXPERIENCE

University College London

Managerial Decision Making, **Seminar Instructor**, 2019 SEQ: 4.5/5, Nominated for the Brilliant Research-based Teaching Award as part of the Student Choice Awards, 2019 (Undergraduate's)

Leading High Performance Teams, **Guest Lecturer**, SEQ: 4.56/5, 2019 (Master's)

Leading High Performance Teams, **Teaching Assistant**, 2017-2018 (Master's)

Organizational Behavior, **Teaching Assistant**, 2018 (Master's)

PRESENTATIONS

Xie, W. X. (2019, August). Leadership attributions: The role of environmental uncertainty and communal leadership schema. Paper will be presented at the 79th Annual Meeting of the Academy of Management, Boston, MA.

Fisher, C. M., Harvey, S., Ananth, P., & **Xie, W. X.** (2019, August). Bridging, balancing, and blending: The role of liminal practices in creative work. In P. Ananth & **W. X. Xie** (Chairs), New Perspectives on Processes and Practices in Creative Work. Symposium will be presented at the 79th Annual Meeting of the Academy of Management, Boston, MA.

- "Showcase Symposium," MOC/OB/OMT Divisions

Xie, W. X., Harvey, S., Ananth, P. (2019, July). How diversity amplifies uncertainty and reduce group preference for novelty. Paper will be presented at the 14th Annual Conference of the Interdisciplinary Network for Group Research, Lisbon, Portugal

Xie, W. X. & Fisher, C. M. (2019, July). *Situation-based leadership attributions: How and why environmental uncertainty affects leadership attributions in self-managing teams*. Paper will be presented at the 14th Annual Conference of the Interdisciplinary Network for Group Research Conference, Lisbon, Portugal.

Xie, W. X. & Fisher, C. M. (2018, August). How should leadership be structured? Lay theories of single and shared leadership structures. Paper presented at the 78th Annual Meeting of the Academy of Management, Chicago, IL.

- Finalist: "MOC Division Best Paper Award"

Xie, W. X. (2018, September). Temporal dynamics of affect and creative practices. Paper presented at the Creativity Collaboratorium, Storrs, CT.

Xie, W. X. & Fisher, C. M. (2017, July). The effects of influence shifts on team performance: An exploratory study. Paper presented at the 12th Annual Conference of the Interdisciplinary Network for Group Research(INGRoup), St. Louis, MO.

PROFESSIONAL SERVICE

Ad-hoc Reviewing

Small Group Research, Academy of Management Annual Conference; Interdisciplinary Network for Group Research (INGRoup) Annual Conference

Lab Manager

Take charge of the SONA system and lab facilities; Maintain collaborations among different behavioral labs across London

Writing Group Facilitator

Organize weekly writing group among doctoral students; Invite keynote speakers to share experience about job market and writing

OTHER HONORS

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%)

OTHER

Interests in design, arts, film, literature, writing, swimming, piano and ballet dance