EDUCATION: Ph.D., M.S., Cornell University
M.B.A., B.A., Washington State University
M.A., University of Cambridge

JOURNAL ARTICLES


Methods, 9: 432-455.


**Non-Refereed Articles (editor's comments etc.):**


**Practitioner articles:**


**Referred proceedings:**


**BOOK CHAPTERS**


**BOOKS**


**BOOK REVIEWS**


PRIOR ACADEMIC APPOINTMENTS

2008 – 2012 Diageo Professor of Management Studies, University of Cambridge
Head of Organizational Behavior Group

2006 – 2008 Kleberg/King Ranch Centennial Professor of Management, University of Texas at Austin

1990 – 2006 Assistant, Associate and Professor of Management, Penn State
Associate Dean for Research and Director of PhD. Programs, 2001-02

Summer 2004 Visiting Professor, HKUST, Hong Kong

May 2003 Visiting Professor, Keele University, England

April – July 2000 Visiting Professor of Organizational Behavior, London Business School
1988 – 1990 Assistant Professor of Organizational Behavior
European Institute of Business Administration (INSEAD), France

SELECTED SERVICE TO THE FIELD

Member of Academy of Management Annals Best Paper Selection Committee, 2018.
Member of Academy of Management Discoveries Best Paper Selection Committee, 2018.
Chair Academy of Management’s 2016 OB Division Lifetime Achievement Award Committee.
Member of the LSE 2014 Review Committee for the Department of Management.
Member Academy of Management’s 2009 OB Division Lifetime Achievement Award Committee.

INVITED PRESENTATIONS AND WORKSHOPS

Great expectations? The career effects of having worked with a star manager.
   i. University of Warwick, February 6, 2018.

Publishing in top journals: A guide for the perplexed
   iv. McGill University, April 7, 2006.
   vi. HEC Montreal, August 31, 2007.
   vii. Simon Fraser University, October 19, 2007.
   x. University of Nottingham, October 9, 2009.
   xii. University of Ljubljana, November 18, 2010.
   xiii. National University of Ireland at Galway, February 3, 2011.
   xiv. Aarhus University, March 5 2014.
   xv. Coventry University, November 5, 2014.

Making a conceptual contribution.
   ii. Paper Development Workshop for Balkan Scholars, Dubrovnik, April 12, 2013.
   iii. Institute of Manufacturing, University of Cambridge, July 18, 2013.
   v. Free University, Amsterdam, April 5, 2016.

A philosophy of science theory of new knowledge production.
   iii. University of Nottingham, October 9, 2009.
iv. Tilburg University, October 30, 2009.
ix. LSE, February 15, 2011.

From perception to reality: The role of motivation and cognition in organizational network change.

Brokerage between cliques: The effects of personality on interpersonal trust.
i. Free University, Amsterdam, April 4, 2016.

Serendipity vs. strategy: a tale of two theories
i. Erasmus University, The Netherlands, March 29, 2011.

The Puzzle of women: Stereotyping and sanctioning in the perception of social network roles
i. Singapore Management University, April 19, 2011.

The awestruck effect: Transformational leadership and followers’ emotion suppression
i. National University of Ireland at Galway, February 4, 2011.

Strong versus the weak: A meta-analysis of tie strength and individual effectiveness.
i. Department of Social and Developmental Psychology (SDP) Seminar Series, Cambridge University, March 18, 2011.

Virtual team organizing: Co-evolution of meanings and structure in software development
i. Plenary speech, 3rd Intra-Organizational Networks Conference, University of Kentucky, September 2008.

Constructing charisma: A social network approach to team leadership and performance
i. National University of Singapore, March 26, 2009.
ii. LSE, January 19, 2010.

The charismatic and the chameleon: The personality of informal leaders re-examined

Are chameleons more changeable? How self-monitoring and the five-factor model relate to network and strategic change
i. Insead Conference on Network Evolution, Fontainebleau, France, October 24, 2008.

Brokering trust to enhance leadership: A Self-Monitoring Approach to Leadership Emergence
i. University of Western Australia, March 20, 2009

Magnification and correction of the acolyte effect: Initial benefits and ex post settling up in NFL coaching careers
v. Imperial College, network training workshop, November 24, 2012.
vi. University of Manchester, Sociology Department, February 6, 2013.
vii. Topographies and topologies of knowledge, the 11th interdisciplinary symposium on knowledge and space, Institute of Geography, University of Heidelberg, June 15, 2013.
viii. Aarhus University, March 6 2014.
ix. Yonsei University, Korea University, May 2015.

Community vs. competition: Debating the future of the social network research program

When the boss provides therapy: Incongruent expectations of emotional help

Self-monitoring and brokerage in entrepreneurial networks.
  i. Emory University, Intra-Organizational Network Conference, October 15, 2005.
  iii. McGill University, April 7, 2006.

A small world after all? Network perceptions versus reality.
  i. The University of Texas at Austin, Management Department Colloquium Series, November 18, 2005.

Complexity and Leadership Workshops participant.
  ii. George Washington University, November 6-8, 2005.

Networks within organizations: an overview of one research program
University of Texas at Austin, January 23, 2006.


Lean on me: The role of negative information processor in organizations.
  ii. Penn State, Psychology Department, November 14, 2003.
  iii. Hong Kong University of Science and Technology, July 6, 2004.
  iv. Rice University, October 18, 2004.


The structuralist legacy in organizational network research: A critical review.

Deconstructing diffusion.
   i. Cornell University, February 18, 2000.
   ii. Keele University, UK, June 12, 2000.

Networks, individual differences, and critical pedagogy. Organizational Learning Workshop, Northwestern University, School of Education, February 12, 2000.

Professional networks and innovation adoption: Reanalyzing the classic on medical diffusion. Colloquium Series, Organizational Behavior Department, Kellogg Graduate School of Business, Northwestern University, November 17, 1999.

Identity narratives in organizations. Organizational Discourse and Change Workshop, Ohio State University, May 14, 1999.


Structural and dispositional effects on managerial careers: An overview of research on an MBA cohort. Management Department Seminar Series, Fuqua School of Business, Duke University, February 27, 1995.


Social influences on behavior: Are there two types of people in the world? Management Department Seminar Series, University of British Columbia, Vancouver, BC, September 13, 1993.


Session chair and discussion leader at Symbolics of Leadership workshop organized by the Standing Conference on Organizational Symbolism (SCOS), European Institute of Business Administration (INSEAD), Fontainebleau, France, June 28-30, 1989.

KEYNOTE SPEECHES

"Brokering across cliques: How personality affects trust."

"Examining the Micro-Foundations of Social Networks: Do the People Make the Network?"

"Serendipity Versus Strategy: a Tale of Two Theories."
"i. 4th Intra-Organizational Networks Conference, University of Kentucky, April 9, 2010.

"Personality and Social Networks: Bringing the Individual Back in."

"Leadership for China: Two routes to effective leadership in a world of rapid change."
"World Brand Summit, Beijing, China, June 28th 2011.

"Publishing theory."

"Enactment and International Management."

-12-

REVIEWING AND EDITING
Editor: *Academy of Management Review*, 2006-2008
Associate Editor: *Academy of Management Review*, 2002-2005
Associate Editor: *British Journal of Management*, 2000-2002

Editorial Board Member: *Academy of Management Review*, 1993-1999
*Human Relations*, 2001-2003
*Leadership Quarterly*, 2016-

Co-editor, special issue of *Academy of Management Review*, 2000, on change and development;

HONORS

RESEARCH GRANTS
2010-13 "Dynamics of distributed innovation" project with Prof. Ammon Salter, Imperial College, London: funds for a three year postdoc position funded by Economic and Social Research Council (as part of joint Cambridge University and Imperial College, London, establishment of Innovation Research Center).
2010-11 "The Effects of Network Perceptions on Leadership Effectiveness": $40,000 one-year grant funded by European Office of Aerospace Research and Development (EOARD).
2011-12 "The Effect of Enmity on Social Network Perceptions": $40,000 one-year grant funded by European Office of Aerospace Research and Development (EOARD).

PROFESSIONAL MEMBERSHIPS
Academy of Management; Society of Organizational Behavior (SOB); Macro-Organizational Behavior Society (MOBS).