



BEST GLOBAL LEADERSHIP RESEARCH AWARD

September 2013 announcement release

GLAC Best Article Award for 2012

"Dynamic Cross-Cultural Competencies and Global Leadership Effectiveness." *Journal of World Business*, 47(4): 612-622. Analyzing data from a sample of 420 global leaders (matched with 221 supervisors), the authors found a combined effect of personality characteristics (extraversion, openness to experience, and lower neuroticism) and cross-cultural experiences (organization-initiated cross-cultural work experiences and non-work cross-cultural experiences) as predictors of dynamic cross-cultural competencies (tolerance of ambiguity, cultural flexibility, and reduced ethnocentrism). These competencies, in turn, predicted supervisors' ratings of global leadership effectiveness. This study suggests that developmental cross-cultural experiences occur through both work-related and non-work activities and that both selection and development are critical for building a pipeline of effective global leaders.



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We would like to thank all the researchers who submitted their work and our judges.

The Call for Best Global Leadership Research published in 2013 is available at <http://www.sjsu.edu/glac/Research>.

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