



2013 Best Dissertation Award

Dr. Paunova's dissertation explores the antecedents and performance consequences of leadership emergence in self-managed multinational teams. The dissertation encompasses three empirical essays, based on a sample of 81 teams and 649 members, that explore the topic from multiple theoretical perspectives using multiple analytical techniques. Essay 1 shows that individual differences in goal orientation explain whether an individual behaves in ways beneficial to the multinational team interpersonal context, ultimately shaping the extent to which peer team members perceive this individual as a leader. Whereas Essay 1 argues that individual motivations and behaviors play important roles in leadership emergence, Essay 2 demonstrates that nationality-based stereotyping is also a factor. Building on leadership categorization theory, this essay examines the ascribed and achieved status mechanisms behind leadership network centrality in self-managed multinational teams. Further, this essay shows that individual self-evaluations play an important role in the relationship between individual status characteristics and leadership emergence. Finally, Essay 3 explores the causes and consequences of shared leadership in multinational teams through the theoretical perspectives of leadership categorization and intergroup relations. Nationality-based identity subgroups and status ranks jointly constrained shared leadership within multinational teams. Shared leadership in turn affects team performance. The dissertation represents a comprehensive effort to evaluate the factors underlying leadership emergence in multinational teams, integrating theories of functional leadership and leadership categorization.



Dr. Minna Paunova
Postdoctoral Researcher
Department of Management Engineering
Technical University of Denmark

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

The Call for Best Global Leadership Research published in 2014 is available at <http://www.sjsu.edu/glac/Research>.

For more information, please contact Dr. Joyce Osland, Executive Director, GLAC at glac-group@sjsu.edu.
