

The Research Centre of the School of Economics and Business
cordially invites you to a research seminar
on **Monday, 27th May 2019**
at **13:00** in room **P-119**
at the **School of Economics and Business, University of Ljubljana**

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Author:

Robert Wood, PhD
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will present the article:

**“Leadership Signatures:
A new perspective on individual leader differences”**

“The construct of leadership signatures, based on the »If this situation, then that response« contingency relationships from the CAPS framework (Mischel & Shoda, 1995), is introduced as an individual leader difference. Leadership signatures capture variability in leadership responses as a function of the properties of situations, such as the degree of challenge or the degree of structure. Early contingency theories of leadership, while intuitively appealing, lacked theoretical grounding and garnered little empirical support. Leadership signatures release constraining assumptions of contingency models and measure how leaders vary their behavior as a function of situations. Individual leadership signatures were estimated for the relationship between self-assessment of leadership capability and leader identity from repeated self-reported measures of situations and individual responses over a 36-week period. Data were collected every second week from 227 participants, assigned to, initially leaderless, dormitory groups (n=37). Leadership signatures were relatively stable over time, were stronger for those with past leadership experience, and differed significantly between individuals. The strength of leadership signatures for individuals positively predicted their emergence as leader of the dormitory group, based on peer ratings. The results of the current study point to the potential of leadership signatures as an explanatory mechanism for leader behavior and resulting outcomes. The discussion focuses on the potential for more rigorous testing of contingency models of leadership that build on the established bodies of knowledge for leader behaviors and situational moderators of leadership effectiveness.”

You can register for the free seminar by phone (01) 58-92-489, or via e-mail:

research.seminars@ef.uni-lj.si by Friday, 24th May 2019.

You can find all information regarding future research seminars on following link:

http://www.ef.uni-lj.si/raziskovanje/seminarji_in_konference

We look forward to seeing you!

