

**The Research Centre of the School of Economics and Business**  
cordially invites you to a research seminar  
on **Tuesday, 22 March 2022 at 13:00 CET** in room **P-119**  
at the **School of Economics and Business, University of Ljubljana**  
and via platform **Zoom**

Author:

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*University of Graz/Austria*

will present the article:

### **A leading character: How and why leaders' personality impacts success**

Leaders shape organisations. Their individual differences in personality, behaviour and strategy are certainly one reason why some organisations are more successful than others. This talk emphasises individual differences among leaders and examines how they contribute to success. It builds on interdisciplinary research conducted with more than 3,000 leaders who took part in neurological lab experiments, international surveys or longitudinal field studies.

Overall, three questions will be approached within the talk. First, it will be summarized to what extent a leader's personality drives success on diverse organisational levels such as the dyadic level, team level and organisational level. The focus will be set mainly on beneficial characteristics like leader expertise, dutifulness or cognitive ability while more detrimental leader characteristics, like narcissism, will only be covered briefly. Second, within the talk an explanatory model will be introduced that aims to elucidate why a leader's personality affects success in organisations even despite the many situational restrictions that exist in business. Finally, the talk will address the question whether leaders are more successful when they match their employees or whether it is vice versa and success is higher when leaders and employees show complementary personality profiles. This last aspect was also studied on a neurological level and enriches leadership research with a novel methodological approach. In sum, this talk provides a broad and multidisciplinary perspective on why leaders' personality matters for organisations.

Please register for the free seminar at <http://raziskave.ef.uni-lj.si/a/1334>  
by Monday, 21 March 2022.

Access details will be sent prior to the event to signed up users.

**We look forward to seeing you!**

