

Randall Scott Peterson

Organisational Behaviour
London Business School
Regent's Park,
London NW1 4SA
(+44) 207-000-8926
rpeterson@london.edu

PROFESSIONAL POSITIONS

Professor, 4/05 to present

Associate Professor, 3/01 to 4/05

Deputy Dean, Faculty, 2007 to present
Organisational Behaviour, Chair, 2005 to 2007
Ph.D. Programme, Chair, 2004 to 2007
London Business School

Associate Professor, 7/00 to 6/04

Assistant Professor, 7/97 to 6/00

Management and Organizations
Member of the Graduate Fields of Management, Psychology, and Communication
Cornell University

Assistant Professor, 9/95 to 6/97

Communication Studies and Psychology
Northwestern University

Instructor, 5/95-7/95

Department of Psychology
University of California, Berkeley

EDUCATION

Ph.D. Social Psychology

May 1995

University of California, Berkeley

Dissertation: "A Directive Leadership Style is Both Virtue and Vice: Evidence
From Elite and Experimental Groups"

M.A. Educational Psychology (social psychology of education)

July 1990

University of Minnesota, Twin Cities

B.S. Agricultural Education, Animal Science, and Agricultural Economics

June 1986

University of Minnesota, Twin Cities

RESEARCH INTERESTS

Leadership in organizational work teams, personality and leadership success, and top management team decision-making.

JOURNAL ARTICLES

- Behfar, K. J., Peterson, R. S., Mannix, E. A., & Trochim, W. M. K. (in press). The critical role of conflict resolution in teams: A close look at the links between conflict type, conflict management strategies, and team outcomes. *Journal of Applied Psychology*.
- Peterson, R. S., Smith, D. B., & Martorana, P. V. (2006). Choosing between a rock and a hard place when data are scarce and the questions important. *Journal of Applied Psychology*, *91*, 6-8.
- Earley, P. C., & Peterson, R. S. (2004). The elusive cultural chameleon: Cultural intelligence as a new approach to intercultural training for the global manager. *Academy of Management Learning and Education*, *3*, 100-115.
- Hollingshead, A. B., Wittenbaum, G. M., Paulus, P., Hirokawa, R., Ancona, D., Peterson, R. S., Jehn, K., and Yoon, K. (2004). The functional perspective as a lens for understanding groups. *Small Group Research*, *35*, 17-43.
- Peterson, R. S., & Behfar, K. J. (2003). The dynamic relationship between performance feedback, trust, and conflict in groups: A longitudinal study. *Organizational Behavior and Human Decision Processes*, *92*, 102-112.
- Peterson, R. S., Smith, D. B., Martorana, P. V., & Owens, P. D. (2003). The impact of chief executive officer personality on top management team dynamics: One mechanism by which leadership affects organizational performance. *Journal of Applied Psychology*, *88*, 795-808.
- Franz, N. K., Peterson, R. S., & Dailey, A. L. (2002). Leading organizational change: A comparison of county and campus views of extension engagement. *Journal of Extension*, *40*(3).
- Moynihan, L. M., & Peterson, R. S. (2001). A contingent configuration approach to understanding the role of personality in organizational groups. *Research in Organizational Behavior*, *23*, 327-378.
- Simons, T. L., & Peterson, R. S. (2000). Task conflict and relationship conflict in top management teams: The pivotal role of intragroup trust. *Journal of Applied Psychology*, *85*, 102-111.
- Peterson, R. S., Owens, P. D., & Martorana, P. V. (1999). The group dynamics q-sort in organizational research: A new method for studying familiar problems. *Organizational Research Methods*, *2*, 107-136.
- Peterson, R. S. (1999). Can you have too much of a good thing? The limits of voice in improving satisfaction with leaders. *Personality and Social Psychology Bulletin*, *25*, 313-324.

JOURNAL ARTICLES (continued)

- Peterson, R. S., Owens, P. D., Tetlock, P. E., Fan, E., & Martorana, P. (1998). Group dynamics in top management teams: Groupthink, vigilance and alternative models of organizational failure and success. *Organizational Behavior and Human Decision Processes*, 73, 272-305.
- Peterson, R. S. (1997). A directive leadership style in group decision making is both virtue and vice: Evidence from elite and experimental groups. *Journal of Personality and Social Psychology*, 72, 1107-1121.
- Peterson, R. S., & Nemeth, C. J. (1996). Focus versus flexibility: Majority and minority influence can both improve performance. *Personality and Social Psychology Bulletin*, 22, 14-23.
- Peterson, R. S. (1994). The role of values in predicting fairness judgments and support of affirmative action. Special issue honoring the work of Milton Rokeach, *Journal of Social Issues*, 50, 95-116.
- Tetlock, P. E., Armor, D., & Peterson, R. S. (1994). The slavery debate in Antebellum America: Cognitive style, value conflict, and the limits of compromise. *Journal of Personality and Social Psychology*, 66, 115-126.
- Tetlock, P. E., Peterson, R. S., & Berry, J. M. (1993). Flattering and unflattering personality portraits of integratively simple and complex managers. *Journal of Personality and Social Psychology*, 64, 500-511.
- Sniderman, P. M., Tetlock, P. E., & Peterson, R. S. (1993). Racism and liberal democracy. *Politics and the Individual*, 3, 1-28.
- Tetlock, P. E., Peterson, R. S., McGuire, C., Chang, S., & Feld, P. (1992). Assessing political group dynamics: A test of the groupthink model. *Journal of Personality and Social Psychology*, 63, 403-425.

BOOK

- Peterson, R. S., & Mannix, E. A. (Eds.) (2003). *Leading and Managing People in the Dynamic Organization*. Mahwah, NJ: Erlbaum.

REFEREED BOOK CHAPTERS

- Ronson, S. & Peterson, R. S. (in press). Leadership and Conflict: Using Power to Manage Conflict in Groups for Better Rather Than Worse. In D. Tjosvold and B. van Knippenberg, (Eds.), *Power and Interdependence in Organizations*. Cambridge, UK: Cambridge University Press.
- Peterson, R. S., Davidson, J., & Moynihan, L. M. (in press). Does one rotten apple spoil the barrel? Using the configuration approach to assess the conflict-inducing effects of a high neuroticism team member. For a book on Conflict in Groups edited by Kristin Behfar and Leigh Thompson.

REFEREED BOOK CHAPTERS (continued)

- Ronson, S. & Peterson, R. S. (2007). The paradox of conflict in groups: Conflict with trust is the basis for deep level cooperation in work groups. In B. A. Sullivan, M. Snyder, and J. L. Sullivan, (Eds.), *Cooperation: A Powerful Force in Human Relations*. Malden, MA: Blackwell.
- Moynihan, L. M., Peterson, R. S., & Earley, P. C. (2006). Cultural intelligence and the multinational team experience: Does the experience of working in a multinational team improve cultural intelligence? In E. A. Mannix, M. A. Neale, & Y. Chen (Eds.), *Research on Managing Groups and Teams: National Culture* (Vol. 9, pp. 279-304). Greenwich, CT: Elsevier.
- Hollingshead, A. B., Wittenbaum, G. M., Paulus, P., Hirokawa, R., Ancona, D., Peterson, R. S., Jehn, K., and Yoon, K. (2005). A look at groups from the functional perspective. In M. S. Poole & A. B. Hollingshead (Eds.), *Theories of small groups: An interdisciplinary perspective* (pp. 21-62). Thousand Oaks, CA: Sage.
- Peterson, R. S., & Behfar, K. J. (2004). Leadership as group regulation. In D. Messick & R. Kramer (Eds.), *The psychology of leadership: New perspectives and Research* (pp. 143-162). Mahwah, NJ: Erlbaum.
- Moynihan, L. M., & Peterson, R. S. (2004). The role of personality in group processes. In B. Schneider & D. B. Smith (Eds.), *Personality and organizations* (pp. 317-345). Mahwah, NJ: Erlbaum.
- Peterson, R. S., & Sancovich, A. C. (2003). Leading and managing people in dynamic organizations: Emerging themes from a new paradigm. In R. S. Peterson & E. A. Mannix (Eds.), *Leading and Managing People in the Dynamic Organization* (pp. 253-261). Mahwah, NJ: Erlbaum.
- Peterson, R. S. (2002). The group dynamics q-sort in communication research. In L. R. Frey (Ed.), *New directions in group communication research* (pp. 79-96). Thousand Oaks, CA: Sage.
- Peterson, R. S. (2001). Toward a more deontological approach to the ethical use of social influence. In J. Darley, D. Messick, & T. R. Tyler (Eds.), *Social influences on ethical behavior in organizations* (pp. 21-36). Mahwah, NJ: Erlbaum
- Peterson, R. S., Owens, P. D., & Martorana, P. V. (1999). Cause or effect? An investigation of the relationship between top management team group dynamics and organizational performance. In E. A. Mannix, M. A. Neale, & R. Wageman (Eds.), *Research on managing groups and teams: Context* (Vol. 2, pp. 49-69). Greenwich, CT: JAI Press.

REFEREED BOOK CHAPTERS (continued)

Tetlock, P. E., Peterson, R. S., & Lerner, J. S. (1996). Revising the value pluralism model of ideological reasoning: Incorporating social content and context postulates. In C. Seligman, J. Olson, and M. Zanna (Eds.), *Values: Eighth annual Ontario symposium on personality and social psychology* (Vol. 8, pp. 25 - 51).

Sniderman, P. M., Tetlock, P. E., Carmines, E. G., & Peterson, R. S. (1993). The politics of the American dilemma: Issue pluralism. In P. M. Sniderman, P. E. Tetlock, and E. G. Carmines, (Eds.), *Prejudice, politics, and the American dilemma* (pp. 212 - 236). Stanford, CA: Stanford University Press.

OTHER PUBLICATIONS

Peterson, R. S. (Summer 2007). Bullies need not apply. *Business Strategy Review*, pp. 73-76.

Simons, T., & Peterson, R. S. (June 2006). When to let them duke it out. *Harvard Business Review*, pp. 23-24.

Peterson, R. S., Ranganathan, R., Chi, S., Tsai, H., & Chen, S. (2006). The key role of personal values in decoupling task conflict from relationship conflict. *Best Paper Proceedings of the Academy of Management 2006*.

Ronson, S., & Peterson R. S. (2005). Group dynamics; Group cohesiveness; Group norms; Group roles; Executive derailment. In N. Nicholson, P.G. Audia, & M. M. Pillutla. *The Blackwell Encyclopedia of Management (2nd edition)*. Oxford: Blackwell.

Peterson, R. S., Ronson, S., Brandes Institute, and Watson Wyatt (2004). *Evaluating Top Management Teams Within the Investment Management Industry: Applying the Group Dynamics Q-Sort*.

Peterson, R. S. (2003). Fear and loving... *Financial Times* (15 November).

Peterson, R. S., & Tetlock, P. E. (2002). Review of Turner, M. E. (2001). *Groups at Work: Theory and Research*. Mahwah, NJ: Erlbaum. *Administrative Science Quarterly*, 47, 178-181.

Peterson, R. S. (2001-2002). Managing conflict in your team. *Alumni News (London Business School)*, 91, 23.

Peterson, R. S. (2001). *PB Technologies*. Kellogg Dispute Resolution Center Teaching Activity.

Peterson, R. S., Thomas-Hunt, M. C., Dailey, A. L., Franz, N. K., & Rodgers, M. S. (2000). *Best Practices of Statewide Program Committees: Leadership for Successful Self-directed Work Teams*. Ithaca, NY: Cornell Cooperative Extension.

OTHER PUBLICATIONS (continued)

Peterson, R. S. (2000). Review of Kramer, R. M. & Neale, M. A. (2000). *Power and Influence in Organizations*. Thousand Oaks, CA: Sage. *Administrative Science Quarterly*, 45, 160-162.

Peterson, R. S., Owens, P. D., & Martorana, P. V. (1998). Organizational performance and CEO personality: Explaining more of the variance through top management team group dynamics. *Best Paper Proceedings of the Academy of Management 1998*.

Simons, T. L., & Peterson, R. S. (1998). Task conflict and relationship conflict in top management teams: The pivotal role of intragroup trust. *Best Paper Proceedings of the Academy of Management 1998*.

Peterson, R. S. (1991). *Youth leadership* (a 7 workbook series for teaching leadership). St. Paul, MN: Minnesota Extension Service, University of Minnesota.

PAPERS PRESENTED AT SCIENTIFIC MEETINGS

Smith, D. B., Peterson, R. S., & Hogan, R. (August 2007). Executive Personality and Maladaptive Motives: Understanding the Psychology of Executive Derailment. Paper to be presented at Academy of Management, Philadelphia, Pennsylvania.

Gardner, H. K., Narayanan, J. & Peterson, R. S. (August 2006). Status and power in groups: Effects on conflict and performance. Paper presented at Academy of Management, Atlanta, Georgia.

Peterson, R. S., Ranganathan, R., Chi, S., Tsai, H., & Chen, S. (August 2006). The key role of personal values in decoupling task conflict from relationship conflict. Paper presented at Academy of Management, Atlanta, Georgia. Paper selected for the Proceedings of the Academy of Management (best papers), Conflict Management Division.

Peterson, R. S., Ranganathan, R., Chi, S., Tsai, H., & Chen, S. (July 2006). Harnessing the Positive Power of Task Conflict Without the Negative Effects of Relationship Conflict: The Key Role of Personal Values. Symposium presentation to be made at the International Congress of Applied Psychology, Athens, Greece.

Peterson, R. S. (August 2005). Assessing CEOs From a Distance: An Examination and Comparison of Research Assessment Methods. Symposium presented at Academy of Management, Honolulu, Hawaii.

Peterson, R. S., & Ronson, S. (August 2005). Assessing CEOs From a Distance: The Group Dynamics Q-Sort and the California Adult Q-Set. Paper presented at Academy of Management, Honolulu, Hawaii.

PAPERS PRESENTED AT SCIENTIFIC MEETING (continued)

Peterson, R. S., Davidson, J., & Moynihan, L. M. (June 2005). Does One Rotten Apple Spoil the Barrel? The Conflict-Inducing Effects of a High Neuroticism Team Member. Paper presented at the Conflict in Teams conference, Kellogg Graduate School of Management, Evanston, IL.

Peterson R. S., Simons, T. L., & Rodgers, M. S. (August 2004). Bridging The Gap: How Top Management Teams Attenuate the Negative Impact of Low Trust on Strategic Decision Implementation. Paper presented at Academy of Management, New Orleans, LA.

Sullivan, B. A., & Peterson R. S. (August 2004). Leader Directiveness as a Source of Collective Efficacy in Decision-Making Groups. Paper presented at Academy of Management, New Orleans, LA.

Rodgers, M. S., Thomas-Hunt, M. C., & Peterson, R. S. (August 2004). Leadership, Expertise, and Information Search in Decision Making Groups. Paper presented at Academy of Management, New Orleans, LA.

Peterson, R. S., & Ronson, S. (September 2003). Strategies of information sharing in diverse cross functional groups. Paper presented at Small Group Meeting, Amsterdam, The Netherlands.

Jackson, K. M., Peterson, R. S., Mannix, E. A., & Trochim, W. M. K. (August 2002). Conflict resolution strategies in leaderless groups: An exploratory study of their impact. Paper presented at Academy of Management, Denver, CO.

Sullivan, B. A., & Peterson, R. S. (June 2002). Leader directiveness and collective efficacy. Paper presented at American Psychological Society, New Orleans, LA.

Jackson, K. M., Mannix, E. A., Peterson, R. S., & Trochim W. M. K. (June 2002). A multi-faceted approach to process conflict. Paper presented at the International Association of Conflict Management, Salt Lake City, UT.

Peterson, R. S., & Jackson, K. M. (August 2001). The origins of task conflict and relationship conflict in work teams: A longitudinal study. Paper presented at the Academy of Management, Washington, DC.

Jackson, K. M., Peterson, R. S., & Trochim, W. M. K. (August 2001). The importance of process in leaderless teams: Performance, satisfaction, and the cycle of conflict. Paper presented at the Academy of Management, Washington, DC.

Whyte, G., & Peterson, R. S. (August 2001). The role of efficacy perceptions in group decision failure. Paper presented at the Academy of Management, Washington, DC.

Kowert, P. A., Peterson, R. S., & Tetlock, P. E. (February 2001). Choosing Counsel: Leaders and their advisors in comparative perspective. Paper presented at the International Studies Association, Chicago, IL.

PAPERS PRESENTED AT SCIENTIFIC MEETING (continued)

- Peterson, R. S., & Jackson, K. M. (August 2000). The role of leadership in group regulation: An "open system" view. Paper presented at the conference on new thinking about the psychology of leadership, Kellogg Graduate School of Management, Evanston, IL.
- Peterson, R. S. (August 1999). Executive leadership: The case against impartiality. Paper presented at Academy of Management, Chicago, IL.
- Peterson, R. S., Owens, P. D., & Martorana, P. V. (August 1999). The group dynamics q-sort in organizational research: A new method for studying familiar problems. Paper presented at Academy of Management, Chicago, IL.
- Peterson, R. S., Owens, P. D., & Martorana, P. V. (August 1998). Organizational performance and CEO personality: Explaining more of the variance through top management team group dynamics. Paper presented at the Academy of Management, San Diego, CA. Paper selected for the Proceedings of the Academy of Management (best papers), Organizational Behavior Division.
- Simons, T. L., & Peterson, R. S. (August 1998). Task conflict and relationship conflict in top management teams: The pivotal role of intragroup trust. Paper presented at the Academy of Management, San Diego, CA. Paper selected for the Proceedings of the Academy of Management (best papers), Conflict Management Division.
- Peterson, R. S., Owens, P. D., & Martorana, P. (May 1998). Cause or effect? An investigation of the relationship between top management team group dynamics and organizational performance. Paper presented at the Second Annual Conference on Groups and Teams, Stanford Graduate School of Business, Stanford, CA.
- Peterson, R. S. (January 1998). Toward a more deontological approach to judging the ethical influence of leaders: A review of research. Paper presented at the conference on social influence and ethics in organizations, Kellogg Graduate School of Management, Evanston, IL.
- Peterson, R. S. (August 1997). Can you have too much of a good thing? The limits of voice in improving satisfaction with leaders. Paper presented at the Academy of Management, Conflict Management Division, Boston, MA.
- Peterson, R. S. (June 1997). Decision making at the top of the organization: The case against impartial leadership. Paper presented at the Midwestern Psychological Association, Chicago, IL.
- Peterson, R. S. (May 1997). Can you have too much of a good thing? The limits of voice in improving satisfaction with leaders. Paper presented at the Nags Head conference on groups, networks, and organizations, Highland Beach, FL.

PAPERS PRESENTED AT SCIENTIFIC MEETING (continued)

- Peterson, R. S. (November 1996). Decision making at the top of the organization: The case against impartial leadership. Paper presented at the National Communication Association, San Diego, CA.
- Peterson, R. S. (May 1996). A directive leadership style can be both virtue and vice: Evidence from elite and experimental groups. Paper presented at the International Communication Association, Chicago, IL.
- Peterson, R. S. (May 1996). Group dynamics in corporate decision making: Groupthink, vigilance, and alternative models of failure and success in organizations. Paper presented at the Nags Head conference on groups, networks, and organizations, Highland Beach, FL.
- Peterson, R. S., & Belkin, A. (September 1994). Power and stability: Do structural variables cause misperception? Paper presented at the American Political Science Association, Washington, DC.
- Peterson, R. S., & Belkin, A. (August 1994). Contextualizing political psychology: A role for psychology in structural theories of international relations. Poster paper presented at the American Psychological Association, Los Angeles, CA.
- Peterson, R. S. (July 1994). Testing the effects of leader style on group decision-making: Processes and outcomes. Paper presented at the International Society of Political Psychology, Santiago de Compostela, Spain.
- LeCount, J., Peterson, R. S., Maruyama, G., Petersen-Lane, R., & Thomsen, C. (August 1992). How reactive are measures of modern racism? Paper presented at the American Psychological Association Annual Convention, Washington, DC.
- Peterson, R. S., Tetlock, P. E., McGuire, C., Chang, S., & Feld, P. (June 1992). Testing the groupthink model: Support for both Janis and his critics. Paper presented at the American Psychological Society Annual Convention, San Diego, CA.
- Peterson, R. S., Tetlock, P. E., McGuire, C., Chang, S., & Feld, P. (May 1992). Decision making group dynamics: Testing the groupthink model. Paper presented at the Western Psychological Association Annual Convention, Portland, OR.
- Sniderman, P. M., Piazza, T., Tetlock, P. E., Carmines, E. G., Peterson, R. S., & Lawrence, G. R. (September 1991). The new politics of race. Paper presented at the Annual meeting of the American Political Science Association, Chicago, IL.
- Peterson, R. S., & Nemeth, C. J. (May 1991). Creating convergent and divergent thought: A demonstration of majority and minority influence. Paper presented at the Western Psychological Assoc. Annual Convention, San Francisco, CA.

PAPERS PRESENTED AT SCIENTIFIC MEETING (continued)

Sniderman, P. M., Tetlock, P. E., & Peterson, R. S. (April 1991). Racism and liberal democracy. Paper presented at the Quality of Citizenship International Conference, Utrecht, The Netherlands.

Flor, R., Peterson, R. S., & Petersen-Lane, R. (April 1991). Constructive controversy: A look at minority and majority influence processes in the classroom. Paper presented at the American Educational Research Association Annual Meeting, Chicago, IL.

AWARDS AND HONORS

Paper selected for the Proceedings of the Academy of Management (best papers, top 10% of submissions), Conflict Management Division, 2006

London Business School Teaching Award for Innovation in Learning, 2004

S. C. Johnson Graduate School of Management "4.5 Club" (for excellence in teaching), 2000, 2001, 2002, 2003, 2004.

Clifford H. Whitcomb Faculty Fellowship (for excellence in research), Cornell University, 2000-2001

Guest Specialist, Summer Institute in Political Psychology, 1995, 1999

Paper selected for the Proceedings of the Academy of Management (best papers, 11 of 270), Organizational Behavior Division, 1998

Paper selected for the Proceedings of the Academy of Management (best papers, 3 of 63), Conflict Management Division, 1998

Society of Experimental Social Psychology Dissertation Award, Finalist

Division 49 of APA (groups division) Dissertation Award, Finalist

Chair's Dissertation Fund Award, Psychology Department, UC Berkeley, 1994

National Science Foundation Dissertation Fellowship, 1993-1994

Graduate Division Tuition Scholarship, UC Berkeley, 1993-1994

University of California, Berkeley Fellowship, Alternate, 1992

Department of Psychology Tuition Scholarship, 1990-1991

LONDON BUSINESS SCHOOL SERVICE ACTIVITIES

Deputy Dean (Faculty)

Organisational Behaviour Subject Area

- Chair, 2005 to 2007
- Faculty Recruitment Committee, 2002 to present

Ph.D. Programme Committee

- Chair, 2004 to 2007
- Organisational Behaviour Department Representative, 2002-2004

MBA Core Curriculum Committee

- Committee Member, 2002-2003

Alumni Association Presentations

- Johannesburg, 2002
- New York, 2003
- Zurich, 2005
- London, 2005, 2006
- Atlanta, 2006

GRADUATE COMMITTEES

- Roy Chua, Management, Columbia Graduate School of Business
Ramya Ranganathan, Organisational Behaviour, London Business School, Chair
Heidi Gardner, Ph.D., Organisational Behaviour, London Business School, Co-Chair
Fabrice Cavarretta, Ph.D. Organisational Behaviour, INSEAD
Sarah Ronson, Ph.D., Organisational Behaviour, London Business School, Chair,
2007
Susan Hill, Ph.D., Strategic and International Management, London Business School,
2006
Matthew S. Rodgers, Ph.D., Management and Organizations, Johnson School of
Management, Cornell University, 2005
Dimo Dimov, Ph.D., Entrepreneurship, London Business School, 2004
Kristin Jackson Behfar, Ph.D., Management and Organizations, Johnson School of
Management, Cornell University, Chair, 2003
Amber L. Dailey, Ph.D., Education, Cornell University, 2002
Nancy K. Franz, Ph.D., Education, Cornell University, 2002
Jill M. Richardson, Ph.D., Human Ecology, Cornell University, 2002
K. Scott Alberts, Ph.D., Industrial Engineering, Northwestern University, 1999
Teresa Rosado, Ph.D., Communication Studies, Northwestern University, 1998
Claus Langfred, Ph.D., Organizational Behavior, Kellogg Graduate School of
Management, Northwestern University, 1998
Kristen Johnson, Ph.D., Communication Studies, Northwestern University, 1998
Nicole Plenge, M.S., Communication Studies, Northwestern University, 1997
K. Scott Alberts, M.S., Industrial Engineering, Northwestern University, 1997

PROFESSIONAL SERVICE ACTIVITIES

Editorship

- *Academy of Management Review*, Associate Editor (2006-2009)

Editorial Boards

- *Small Group Research* (2004-present)
- *Academy of Management Review* (2002-present)
- *Communication Research* (1999-present)
- *Handbook of Small Group Communication* (1998)

Ad Hoc Reviewer (last five years)

- *Academy of Management Journal*
- *Administrative Science Quarterly*
- *Group Dynamics: Theory, Research, and Practice*
- *Group and Organization Management*
- *Group Process and Interpersonal Relations*
- *Journal of Applied Psychology*
- *Journal of Applied Social Psychology*
- *Journal of Experimental Social Psychology*
- *Journal of Organizational Behavior*
- *Journal of Personality and Social Psychology*
- *Leadership Quarterly*
- *Organization Science*
- *Personality and Social Psychology Bulletin*
- *Psychological Bulletin*

Academy of Management

Conflict Management Division

- Membership Committee, 1997-98, chair, 1998-99, 1999-00
- Reviewer for annual meeting paper submissions, 1997-2003

Organizational Behavior Division

- Doctoral Consortium, participant
- Junior Faculty Workshop, participant

PROFESSIONAL AFFILIATIONS

Academy of Management

American Psychological Association

American Psychological Society

European Association of Experimental Social Psychology

Society of Experimental Social Psychology

Society of Industrial and Organizational Psychology

Society for Personality and Social Psychology

CLASSROOM TEACHING

MBA

- Managing Organisational Behaviour (core OB course)
 - * most recent student evaluation = 4.8/5.0
- Global Leadership Assessment for Managers (MBA core)
 - * most recent student evaluation = 4.6/5.0
- Leading Teams and Organizations (elective)
 - * most recent student evaluation = 4.8/5.0

EMBA

- Leading People and Organisations (Sloan OB core)
 - * most recent student evaluation = 4.8/5.0
- Leadership and Team Building (Sloan core)
 - * most recent student evaluation = 4.8/5.0
- Leadership Skills (EMBA – Global, joint with Columbia)
 - * most recent student evaluation = 6.5/7.0
- Leadership Skills – 360 evaluation, NEO (EMBA core)
 - * most recent student evaluation = 4.8/5.0

Executive Education (open enrolment programmes)

- High Performance People Skills: Interpersonal Skills for Senior Managers and Professionals (Program Director)
 - * most recent participant evaluation = 4.9/5.0
- Accelerated Development Programme: Leadership Week (Program Director)
 - * most recent participant evaluation = 4.8/5.0

Executive Education (CMD company programmes)

- Barclay's, Braxton, Deutsche Bank, E.ON, IBM, Lend-Lease, Metronet, Nestle, Roche, Telenor, & Thames Water

CLASSROOM TEACHING

Ph.D.

- Seminar in Groups and Top Management Teams
* most recent student evaluation = 4.8/5.0
- Seminar in Research Design
* most recent student evaluation = 4.7/5.0
- Foundations of Business Research (core class across Ph.D. programme)
* most recent student evaluation = 4.8/5.0

17 July 2007