



London South Bank
University

'research now!'

Division of Management, Marketing and People (MMP), School of Business Research Seminar Programme Spring 2016, Thursday, 12-1pm

'research now!' is a divisional research seminar to show the width of research in the areas of Organisational Behaviour, Human Resource Management and Marketing in the Business School, and to foster the collaboration and exchange among interested colleagues. We meet weekly during teaching term times.

Interested guests are always welcome, from within or outside of the university!

No registration is needed, please just join us.

21st January 2016, room LR-261

Charles Graham: "**Brand *engagement*? My customers never call, don't write (& they hardly ever buy).**" **New empirical generalisations about super-light purchasing in the long-term customer base.**

28th January 2016, room LR-261

Alex Murdock: **Give Us This Day Our Daily Bread: Policy Issues Arising from the Growth of Food Banks**

4th February 2016, room LR-331, 12-2pm

WORKSHOP: Karin Moser: **How to line up a journal paper: A cookbook instruction**

11th February 2016, room LR-331

Bing Shi: **Job insecurity, satisfaction, work contract, and social safety net**

18th February 2016, room LR-331, 12-2pm

GUEST TALK: Professor Sharon Hill, George Washington University, USA:

Empowering Leadership and Effective Collaboration in Geographically Dispersed Teams

Abstract: To support major strategic initiatives in areas such as globalization, outsourcing, and strategic partnering, organizations are increasingly turning to the use of geographically dispersed teams in which members rely on technology to collaborate virtually in the team. Dispersed or virtual

teams offer many potential advantages. However, at the same time, research points to special challenges individuals face in their collaboration with dispersed team members. In the face of such challenges, numerous scholars have pointed to the potential importance of team leaders in promoting virtual collaboration that contributes to high levels of performance in dispersed teams. Our research integrates theoretical perspectives related to distributed leadership in geographically dispersed teams with empowering leadership theory to build a multilevel model of virtual collaboration and performance in dispersed teams. We test the model with procurement teams in a major multinational corporation. Our results show a significant cross-level effect of empowering team leadership, such that under conditions of high empowering team leadership, a team member's virtual teamwork situational judgment (VT-SJ) is positively and significantly associated with his or her virtual collaboration behaviors, and also indirectly with his or her individual performance in the team. At the team level, our findings also suggest that the impact of empowering leadership on team members' aggregate virtual collaboration, and indirectly on team performance, increases at higher levels of team dispersion. These findings shed important light on the role of team leadership in fostering effective collaboration and performance of geographically dispersed virtual teams.

25th February 2016, room LR-331

Sheena Murdoch: **Complaints, Comments and Compliments: underused data in organisations**

3rd March 2016, room LR-331

John Opute: **Europeanisation of Employment Relations: Lessons from developing economies**

10th March 2016, room LR-331

Elizabeth Shaw: **Research Development**

17th March 2016, room LR-331

Stephen Barber: **Enterprise policy and productivity**

Contact and further information:

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