



Seminar

Do International Work Experiences Make Individuals More Effective Leaders? Evidence from the English Premier Soccer League

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Date : 22 May 2017 (Monday)
Time : 2:30 pm – 3:30 pm
Venue : Room Y7302, SS Multi-function Room
Academic 1, City University of Hong Kong
Language : English

Abstract

Due to the rise of globalization, individuals and organizations increasingly value and invest in international experiences. Although it is widely assumed that international experiences enhance leadership effectiveness, little empirical work has tested this assumption. Using unique soccer data of all 24 seasons of the English Premier League, the current research is among the first to investigate how managers' international work experiences affect their leadership effectiveness. Fixed-effects panel regressions revealed that (1) soccer managers with more international work experiences tend to be more effective leaders (as measured by objective team performance), and (2) soccer managers with more multicultural experiences tend to be particularly effective in leading teams high in cultural diversity. The present research integrates and contributes to research on cultural psychology, diversity, international management, leadership, and teams. Important practical implications are discussed.

Biographical Sketch

Jackson Lu is a PhD candidate in Management at Columbia Business School. Broadly speaking, he studies how human behavior is shaped by salient global phenomena. He has sought to investigate the effects of different salient global phenomena, including multicultural experiences (individual and team levels), multitasking (job level), work autonomy (job level), global warming (societal level), and air pollution (societal level).

Jackson's research has been published in premier journals, including *Journal of Applied Psychology*, *Journal of Personality and Social Psychology*, *Organizational Behavioral and Human Decision Processes*, and *Proceedings of National Academy of Science*. His work has been featured in many different languages by major media outlets, such as *Business Insider*, *Harper's Magazine*, *New York Magazine*, and *The Boston Globe*.

All Are Welcome