

Wen-Xin Xie

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EDUCATION

University College London, London, UK

Ph.D. candidate in Organizational Behavior (2015-present)

Supervisors: Colin Fisher and Sarah Harvey

Zhejiang University, Hangzhou, China

M.Sc. in Business Administration (2012-2015)

B.Sc. in Business Administration (2008-2012)

Erasmus University of Rotterdam, Rotterdam, the Netherlands

M.Sc. International Exchange Program (2013-2014)

RESEARCH INTERESTS

- Team Leadership, leadership networks/ dynamics, cognitions, and situations
- Creative processes, cognitions, and situations
- Decision making, complexity, diversity, and uncertainty

PUBLICATIONS

Fisher, C. M., Sanchez, J., Berry, J., & Xie, W. X. (Forthcoming). Who (and how many) made this? How crediting authorship affects creativity evaluations. To appear in R. Reiter-Palmon, J. C. Kaufman, & A. McKay (Eds.), *Creative Success in Teams*. Cambridge, MA: Academic Press.

Xie, W. X. (2019). Leadership attributions: The role of environmental uncertainty and communal leadership schema. In G. Atinc (Ed.), *Best Paper Proceedings of the Seventy-Ninth Annual Meeting of the Academy of Management*.

Harvey, S., Kou, C. Y., & Xie, W. X. (2019). Leading for creative synthesis: A process-based model for creative leadership. In C. Mainemelis, O. Epitropaki, & R. Kark (Eds.), *Creative Leadership: Contexts and Prospects* (pp. 191-207). New York: Routledge.

AWARDS AND HONORS

“Showcase Symposium” Co-chairs, MOC/OB/OMT Divisions, Annual Meeting of the Academy of Management	2019
Nominee, the Brilliant Research-based Teaching Award, Student Choice Awards at UCL	2019
OB Division Doctoral Consortium, Annual Meeting of the Academy of Management	2019
Best Paper Finalist, MOC Division, Annual Meeting of the Academy of Management	2018

Kwanjeong Educational Scholarship for three years	2014
100 Best Dissertations of 2012 Undergraduates, Zhejiang University	2012

WORKING PAPERS

Xie, W. X., & Fisher, C. M. When do people prefer teams that share leadership? The pivotal role of task complexity. (Manuscript under review at *OBHDP*)

Xie, W. X., & Fisher, C. M. Lowering the threshold: How and why environmental uncertainty increases leadership attributions in self-managing teams. (Submitting in July 2020; Target: *JAP*)

Xie, W. X., Harvey, S., & Ananth, P. "How diversity amplifies uncertainty and reduces group preference for novelty." (Submitting in September 2020, Target: *OBHDP*)

Fisher, C. M., Harvey, S., Ananth, P., & **Xie, W. X.** "Bridging, Balancing, and Blending: The role of liminal practices in creative work." (Submitting in December 2020; Target: *OS*)

Xie, W. X., Shao, Y., & Gazdag, B. "The effects of dynamic leadership network and multiple leadership network on team creativity" (Longitudinal 91 team data collected)

Guinote, A., **Xie, W. X.** "Power, variability, and leaders' willingness to manage a new team." (1 study completed)

Xie, W. X., Harvey, S. "Create under the gun? Paradoxical practices to navigate novelty and usefulness in creative processes." (20 hours observation, 5 interviews, and 1 study completed)

TEACHING EXPERIENCE

University College London

Managerial Decision Making, **Seminar Instructor**, 2019 SEQ: 4.5/5, Nominated for the Brilliant Research-based Teaching Award as part of the Student Choice Awards, 2019 (Undergraduate's)

Leading High Performance Teams, **Guest Lecturer**, SEQ: 4.56/5, 2019-2020 (Master's)

Leading High Performance Teams, **Teaching Assistant**, 2017-2018 (Master's)

Organizational Behaviour, **Teaching Assistant**, 2018 (Master's)

PRESENTATIONS

Xie, W. X., Fisher, C. M. (2020, August). How do members' uncertainty perceptions affect leadership claiming and granting in teams? In J. Kiker & N. Xu (Chairs), Shared Leadership in Context: The Mutual Influences of Situation and Process. Symposium will be presented at the 80th Annual Meeting of the Academy of Management.

- Symposium, MOC/OB Divisions

Xie, W. X. (2019, August). Leadership attributions: The role of environmental uncertainty and communal leadership schema. Paper presented at the 79th Annual Meeting of the Academy of Management, Boston, MA.

Fisher, C. M., Harvey, S., Ananth, P., & **Xie, W. X.** (2019, August). Bridging, balancing, and blending: The role of liminal practices in creative work. In P. Ananth & **W. X. Xie** (Chairs), New

Perspectives on Processes and Practices in Creative Work. Symposium presented at the 79th Annual Meeting of the Academy of Management, Boston, MA.

- “Showcase Symposium,” MOC/OB/OMT Divisions

Xie, W. X., Harvey, S., Ananth, P. (2019, July). How diversity amplifies uncertainty and reduces group preference for novelty. Paper presented at the 14th Annual Conference of the Interdisciplinary Network for Group Research, Lisbon, Portugal

Xie, W. X. & Fisher, C. M. (2019, July). Situation-based leadership attributions: How and why environmental uncertainty affects leadership attributions in self-managing teams. Paper presented at the 14th Annual Conference of the Interdisciplinary Network for Group Research Conference, Lisbon, Portugal.

Xie, W. X. (2018, September). Temporal dynamics of affect and creative practices. Paper presented at the Creativity Collaboratorium, Storrs, CT.

Xie, W. X. & Fisher, C. M. (2018, August). How should leadership be structured? Lay theories of single and shared leadership structures. Paper presented at the 78th Annual Meeting of the Academy of Management, Chicago, IL.

- Finalist: “MOC Division Best Paper Award”

Xie, W. X. & Fisher, C. M. (2017, July). The effects of influence shifts on team performance: An exploratory study. Paper presented at the 12th Annual Conference of the Interdisciplinary Network for Group Research (INGRoup), St. Louis, MO.

PROFESSIONAL SERVICE

Ad-hoc Reviewing (Independent)

Small Group Research, Journal of Creative Behaviour, Academy of Management Annual Conference; Interdisciplinary Network for Group Research (INGRoup) Annual Conference

Lab Manager

Take charge of the SONA system and lab facilities; Organize lab meetings

Writing Group Facilitator

Organize weekly writing group among doctoral students; Invite keynote speakers to share experience about the job market and writing

REFERENCES

Colin M. Fisher (Supervisor)

Associate Professor of Organisation and
Innovation

UCL School of Management

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Sarah Harvey (Supervisor)

Associate Professor of Organisation and
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