



Dear Colleagues,

You are warmly invited to attend the following seminar

Title: Title: Pseudo-transformational Leadership and Follower Trust: The Role of Machiavellian Behavior, Perceived Trustworthiness, and Affect

Speaker: Amy Wei Tian

Date: Friday, 28th February 2020

Time: 12 to 1 pm

Venue: Business Lounge Level 6

Host Siran Zhan

Catering: Light refreshments will be provided

1:1 Meetings 1:1 Consultations before and after the seminar, please email Alcina Desouza (a.desouza@unsw.edu.au) for a booking.

Abstract:

The effectiveness of transformational leaders is due at least in part to their ability to foster follower trust. However, it is important to distinguish true transformational from manipulative and self-serving pseudo-transformational leaders who can be equally inspirational but lack other transformational qualities (Christie et al., 2011). We extend earlier research by developing a Perceived Machiavellian Leadership Scale (PMLS) to measure these manipulative and self-serving qualities. We then administered the PMLS along with the transformational leadership questionnaire in an experimental scenario study (N = 392) and a field survey study (N = 292). In the experimental study, we demonstrated that Machiavellian behaviors complement those characterizing the four facets of transformational leadership measured by the MLQ in distinguishing true from pseudo-transformational leaders. In both studies, we found that the PMLS contributed uniquely to the prediction of follower trust, and that the relationship was mediated by perceptions of leader trustworthiness and affective reactions to the leader.

Bio

Amy Wei Tian (PhD Cardiff University) is an Associate Professor in human resource management at the Curtin Business School, Curtin University in Perth, Australia. Her research focuses on how strategic HRM and leadership affect people's attitudinal and behavioral outcomes such as creativity and innovation. She also examines how multicultural employees, leaders and teams can contribute to team and organisational success. Amy has published journals such as *The Leadership Quarterly*, *Journal of Organizational Behavior*, *Human Resource Management*, *Journal of Occupational and Organizational Psychology*, *European Journal of Work and Organizational Psychology* and *International Journal of Human Resource Management*.

RSVP & Contact:

For catering purposes, please RSVP by accepting the event.