

张晓萌

马里兰大学帕克分校史密斯商学院博士
高层管理教育项目副院长
领导力与激励研究中心主任
长江商学院组织行为学副教授

教授简介

张晓萌博士现为长江商学院副院长，主管高层管理教育项目；领导力与激励研究中心主任；管理学系组织行为学副教授。加入长江商学院之前，张教授曾在位于美国华盛顿特区的美利坚大学（American University）科歌德商学院（Kogod School of Business）担任管理学副教授，并拥有终身教授教职。她的研究领域包括领导力、组织激励以及员工创新力，并致力于探索这几个领域之间的关系。

张教授在众多世界级学术刊物上发表过文章，包括《美国管理学会学报》（Academy of Management Journal）、《应用心理学杂志》（Journal of Applied Psychology）、《组织科学》（Organizational Science）、《组织行为与人类决策过程》（Organizational Behavior and Human Decision Processes）、《人事心理学》（Personnel Psychology）、《管理杂志》（Journal of Management）、《管理研究杂志》（Journal of Management Studies）以及《人力资源管理评论》（Human Resource Management Review）等。

此外，张教授还曾讲授管理学原理、组织行为学、组织与人力资本管理、商业政策、中国的国际商业惯例实践以及人力资源管理课程。她拥有中山大学经济学与工商管理学士学位、马里兰大学（University of Maryland）帕克分校（College Park）史密斯商学院（R.H. Smith School of Business）组织行为学及人力资源管理博士学位。张教授凭借她出色的学术成果斩获佩恩杰出研究成就奖（Paine Award）以及若干教学奖项。

主要研究领域

张晓萌教授的研究领域包括领导力、组织激励以及员工创新力等方面，当前的研究核心在于上述领域之间的相互关系；具体而言，主要侧重于如何通过不同类型的领导行为、授权方式及领导支持等机制激励个人、团队及组织的创新性行为。与领导力相关的另一个研究方向还包括高层（如首席执行官、高管团队等）激励以及公司治理。

学术成就

- Best Proceeding Paper Award, Academy of Management (2015)
- Kogod Business School Faculty Award for Outstanding Research (2014, 2012, 2011, 2009,

2008)

- Kogod Research Grant Award (2012, 2011, 2010)
- Best International Paper Award from the OB Division of the Academy of Management, Nominated for the Dexter Award, Academy of Management award for the best international paper (2010)
- Outstanding Reviewer Award, OB Division of the Academy of Management (2010)
- IACMR Best Micro Paper Award (2010)
- Frank T. Paine Award-Outstanding Academic Achievement, R. H. Smith of Business (2007)
- Krowe Teaching Award Finalist (Rank #1) (2007)
- Top 15% Teaching Award, R. H. Smith School of Business (2005-2007)
- National Science Foundation Grant (NSF) (2005-2007)
- Dean' s Research Fellowship, R. H. Smith of Business (2005-2006)
- Dean' s Fellowship, R. H. Smith of Business (2002-2004)

主要学术成果

- Zhang*, X. M., Zhou*, J., & Kwan, H. K. (in press). Configuring challenge and hindrance contexts for introversion and creativity: Joint effects of task complexity and guanxi management. *Organizational Behavior and Human Decision Processes* (*equal contribution).
- Zhang, X. M. & Bartol, K. M. (2015). Empowerment and employee creativity: A comprehensive review. In C. Shalley, M. Hitt, & J. Zhou (Eds.) *The Oxford Handbook of Creativity, Innovation, and Entrepreneurship*. New York: Oxford University Press, 31-45.
- Zhang, X. M., & Zhou, J. (2014) Empowering leadership, uncertainty avoidance, trust, and employee creativity: Interaction effects and a mediating mechanism. *Organizational Behavior and Human Decision Processes*, 124: 150-164 (equal contribution).
- Zhang, H. Kwan, H. K., Zhang, X. M., & Wu, L-Z. (2014). High core self-evaluations maintain creativity: A motivational model of abusive supervision. *Journal of Management*, 40 (4): 1151-1174.
- Seo, M., Taylor, S., Hill, S., Zhang, X. M., Tesluk, P., & Lorinkova, N. (2012) The role of affect and leadership during organizational change. *Personnel Psychology*, 65: 121-165.
- Wu, L., Yim, F., Kwan, H. K., & Zhang, X. M. (2012) Coping with workplace ostracism: The roles of ingratiation and political skill in employee psychological distress. *Journal of Management Studies*, 49 (1): 178-199.
- Wang, S., Zhang, X. M., & Martocchio, J. (2011) Thinking outside of the box when the box is missing: role ambiguity and its linkage to creativity. *Creativity Research Journal*, 23 (3): 211-221.

- Zhang, X. M., & Bartol, K. M. (2010). The influence of creative process engagement on employee creative performance and overall job performance: A curvilinear assessment. *Journal of Applied Psychology*, 95 (5): 862-873.
- Zhang X. M., & Chen, Y., & Kwan, M. (2010). Empowering leadership and creativity in R & D teams: The roles of team learning behavior, team creative efficacy, and team task complexity. *Academy of Management Best Paper Proceedings*.
- Zhang, X. M., & Bartol, K. M. (2010). Linking empowering leadership and employee creativity: The influence of psychological empowerment, intrinsic motivation, and creative process engagement. *Academy of Management Journal*, 53(1): 107-128.
- Zhang, X. M., Bartol, K. M., Smith, K. G., Pferrer, M., & Khanin, D. (2008). CEO on the edge: Earnings manipulation and stock-based incentive misalignment. *Academy of Management Journal*, 51 (2): 241-258.
- Pferrer, M., Smith, K. G., Bartol, K. M., Khanin, D., & Zhang, X. M. (2008). Coming forward: The effects of social and regulatory forces on the voluntary restatement of earnings. *Organization Science*, 19: 386-403.
- Somaya, D., Williamson, I. O., & Zhang, X. M. (2007). Combining patent law expertise with R & D for patenting performance. *Organization Science*, 18 (6): 922-937.
- Bartol, K. M., & Zhang, X. M. (2007) Networks and leadership development: Building linkages for capacity acquisition and capital accrual. *Human Resource Management Review*, 17: 388-401.
- Zhang, X. M., & Sims, H. P, Jr. (2005). Leadership, collaborative capital, and innovation. In M. Beyerlein, S. Beyerlein, & F. Kennedy (Eds.), *Advances in Interdisciplinary Studies of Work Teams*. Elsevier/JAI annual series, Volume 11. JAI Press.

ZHANG, Xiaomeng

Associate Dean for Executive Education

Co-Director of Leadership and Motivation Research Centre

Associate Professor of Organizational Behavior

Ph. D., the R.H. Smith School of Business at University of Maryland, College Park

Research Areas

Professor Xiaomeng Zhang's research interests are in the areas of creativity and innovation, leadership, and motivation. At the core of her current work is the desire to understand interactional relationships among these three areas. Specifically, her research primarily focuses on factors and mechanisms (e.g., different types of leader behaviors, empowerment, leader support, etc.) that motivate individuals, teams, and organizations to engage in creative and innovative behaviors. A related aspect of her leadership research is an interest in top management (e.g., CEO, TMT) motivation and corporate governance.

Introduction

Professor Xiaomeng Zhang is the Associate Dean for Executive Education, Co-Director of Leadership and Motivation Research Centre, an Associate Professor of Organizational Behavior at Cheung Kong Graduate School of Business. Prior to joining CKGSB, she was a tenured Associate Professor at the Kogod School of Business at American University in Washington D.C. Her research interests are in the areas of creativity, leadership and motivation, with a desire to understand the relationships between all those areas.

Professor Zhang has published articles in multiple top academic journals including the Academy of Management Journal, Journal of Applied Psychology, Organizational Science, Organizational Behavior and Human Decision Processes, Personnel Psychology, Journal of Management, Journal of Management Studies and Human Resource Management Review, etc.

Professor Zhang has taught Principles of Management, Organizational Behavior, Management of Organization and Human Capital, Business Policies, International Business Practices in China, and H.R. Management. She earned a B.A. with emphasis in Economics and Business Administration from Zhongshan University, China and a Ph.D. in Organizational Behavior/Human Resource Management from the R.H. Smith School of Business at University of Maryland, College Park with a Paine Award for outstanding academic achievement and several teaching awards.

Achievements

- Best Proceeding Paper Award, Academy of Management (2015)
- Kogod Business School Faculty Award for Outstanding Research (2014, 2012, 2011, 2009, 2008)
- Kogod Research Grant Award (2012, 2011, 2010)
- Best International Paper Award from the OB Division of the Academy of Management, Nominated for the Dexter Award, Academy of Management award for the best international paper (2010)
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- National Science Foundation Grant (NSF) (2005-2007)
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Selected Publications

- Zhang*, X. M., Zhou*, J., & Kwan, H. K. (in press). Configuring challenge and hindrance contexts for introversion and creativity: Joint effects of task complexity and guanxi management. *Organizational Behavior and Human Decision Processes* (*equal contribution).
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