

BIRGIT SCHYNS

Curriculum Vitae

1) CV

2) Full publication list

3) Conference contribution list (since 2006)

4) Full teaching list

1) CURRICULUM VITAE

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PROFILE AND RESEARCH INTERESTS

I am Reader in the Department of Human Resource and Marketing Management at the University of Portsmouth. After receiving my PhD in psychology from Leipzig in 2001, I worked as an Assistant Professor in the Department of Human Resource Studies at Tilburg University and at the Department of Work and Organizational Psychology, University of Twente, both in The Netherlands. My research topics comprise leadership and career development. I have published widely on topics including antecedents and consequences of exchange relationship between leaders and their followers and factors influencing followers' perception of leadership (e.g., mood, personality, implicit leadership theories). I am an associate editor of *European Journal of Work and Organizational Psychology* and member of several editorial boards. I maintain a strong network of international collaborators and since my appointment at Portsmouth have been establishing further links in the UK. I am a proactive member within the research group at PBS.

ACADEMIC DEGREES

PhD: University of Leipzig, Psychology 2001
Topic: Determinanten beruflicher Veränderungsbereitschaft bei Arbeitnehmern und Arbeitnehmerinnen unterer Hierarchieebenen (Determinants of Preparedness for Occupational Change of Employees on Low Levels of the Hierarchy)

Diploma: Rheinische Friedrich-Wilhelms-Universität, Bonn
Psychology 1st April 1996
Topic of diploma thesis: Job satisfaction

ACADEMIC POSTS

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| June 2006 to present | Reader in Organisational Behaviour at the Department of Human Resource and Marketing Management at the University of Portsmouth, UK |
| June 2005 to May 2006 | Assistant Professor at the Department of Educational Research and Management at the University of Twente, the Netherlands |
| October 2002 to June 2005 | Assistant professor at the Department of Human Resources Studies at Tilburg University, the Netherlands |
| 1 st April 2001 to 30 th September 2002 | Assistant professor at the section Work and Organisational Psychology of the University of Leipzig |
| 1 st April 1999 to 31 st March 2001 | Research and teaching associate at the section Work and Organisational Psychology of the University of Leipzig |
| 1st October 1997 to 31 st March 1999 | PhD grant from the Hochschulsonderprogramm III (Saxonia) |
| 1 st May 1996 to 30 th September 1997 | Research associate at the section Work and Organisational Psychology of the University of Leipzig, Germany. |

Visiting Academic Posts

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| May / June 2004 | Visiting researcher at the State University of New York in Buffalo, USA |
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SCHOLARSHIP AND ESTEEM

PUBLICATIONS (summary)

I have so far published over 45 journal articles and co-edited three special issues and one book. Recent publications include **(for a full list, please see section 2):**

Schyns, B. & Day, D. (in press). Relationship-based Leadership: Issues of Consensus, Agreement, and Context. *European Journal of Work and Organizational Psychology*.

Schyns, B. & Hansbrough, T. (2008). Why the brewery ran out of beer - The attribution of mistakes in a leadership context. *Social Psychology*, 39, 197-203.

Schyns, B., Felfe, J. & Blank, H. (2007). Is charisma hyper-romanticism? Empirical evidence from new data and a meta-analysis. *Applied Psychology: An International Review*, 56 (4), 505-527.

CONFERENCE ACTIVITIES (summary).

I have been actively contributing to international conference since 1999 by organising symposia and presenting papers. Recent conferences include: Academy of Management, British Academy of Management, European Conference of Work and Organizational Psychology. **(for a full list of conference contributions since 2006, please see section 3)**

EDITORIAL ACTIVITIES

Associate Editor, *European Journal of Work and Organizational Psychology* (2007-present)
European Journal of Work and Organizational Psychology is the official journal of the *European Association of Work and Organizational Psychology*.

Member of the Editorial Board, *Equal Opportunities International*, *Zeitschrift für Personal Psychology* (from 2010: *Journal of Personnel Psychology*, since 2009) and *British Journal of Management* (since 2009), *Journal of Psychology* (since 2009).

Guest editor of special issues/ special sections for *Personnel Review*, *Applied Psychology-An International Review*, *European Journal of Work and Organizational Psychology*.

AWARDS AND PRIZES

CCL and European Journal of Work and Organizational Psychology best paper 2005 award for:

Schyns, B., Paul, T., Mohr, G. & Blank, H. (2005). Comparing Antecedents and Consequences of Leader-Member Exchange in a German Working Context to Findings in the US. *European Journal of Work and Organizational Psychology*, 14, 1-22.

Emerald Literati Network Highly Commended Award 2006 for:

Schyns, B. (2006). The role of implicit leadership theories in the performance appraisals and promotion recommendations of leaders. *Equal Opportunities International*, 25, 188-199.

Best paper award in the Leadership Track at the British Academy of Management (2007) for: Kiefer, T. & Schyns, B. (2007). Linking Leadership and Emotions: An Overview of Theory and Research. Paper presented at the Conference of the British Academy of Management (Warwick, 11th to 13th of September, 2007).

Emerald Literati Network Highly Commended Award 2007 for:

Falkenburg, K. & Schyns, B. (2007). Work Satisfaction, Organizational Commitment and Withdrawal Behaviours. *Management Research News*, 30, 708-723.

RESEARCH AWARDS AND SPONSORSHIPS FOR RESEARCH

- 10 / 1997 to 3/ 1999 PhD grant from the Hochschulsonderprogramm III (Saxonia)
- 1999 / 2000 Collaboration on the application for the project „Leadership in the context of gender“ awarded by the German Scientific Community.
- 2001 “Leadership in the context of gender” - Part 2 - awarded by the German Scientific Community - Co-applicant (together with Prof. Dr. Gisela Mohr) - roughly 120,000 Euro
- 2001 Congress travel grant (International Congress of Applied Psychology, Singapore) awarded by the German Scientific Community (DFG).
- 2008: Small group meeting with David Day on “Consensus, agreement, and the context of leadership relationships“ funded by the faculty - additional funding acquired from Singapore Management University (£3,397)

- 2008: Student behaviour: A Question of commitment? (Learning and teaching fund, UoP, Main applicant: B. Schyns, co-applicant: G. Christy) - £2,234
- 2009: Small group meeting with John Antonakis on “Leadership and Individual Differences” funded by the University of Lausanne (roughly £8,000).

FUNDING PROPOSALS IN PROGRESS

- Following (un)ethical leaders – New perspectives for academia and organisations – (Networking grant; Main applicant: B. Schyns)
- The Good, the Bad, and the Ugly: Exploring the Role of Gender and Leader-Follower Distance in Perceptions of Leadership (with Michelle Bligh, CGU, USA)

PRESENT PROJECTS AND CO-OPERATIONS

My main research interest is in the area of leadership and especially the perception of leadership and exchange theories of leadership. Some of my research focuses on the area of careers, such as preparedness to change and expatriation. I collaborate with colleagues both nationally and internationally. Some examples are outlined below:

- My work on implicit leadership theories is conducted with colleagues in Germany (Prof. Dr. Jörg Felfe, University of Siegen; Dr. Jan Schilling, University of Applied Administrative Sciences, Hannover) and the US (Prof. Dr. Michelle Bligh, Claremont Graduate University; Prof. Dr. Tiffany Hansbrough, Baldwin-Wallace College).
- I work on Leader-Member Exchange with Prof. Dr. David Day (Singapore Management University), Prof. Dr. Juergen Weibler (University of Hagen, Germany) and Prof. Dr. John Maslyn (Belmont University, USA).
- Dr. Nicole Torcka (University of Twente, The Netherlands), Prof. Dr. Jörg Felfe and I are cooperating on commitment research in different areas (commitment of agency workers and student commitment).

SIGNIFICANT RESEARCH CONTRIBUTIONS

- I have been at the forefront of raising awareness about the relatively new topic of follower perceptions of leadership. This is reflected in my being Guest Editor for a series of special issues for Personnel Review, Applied Psychology- An International Review, and the European Journal of Work and Organizational Psychology.
- I have proactively enabled coherence in this emergent area through organising annual meetings of those in the leadership theory field, the last event in Portsmouth in May 2008. This was attended by David Day (University of Western Australia), and Deanne Den Hartog (Free University of Amsterdam) amongst other visitors. HRMM staff and doctoral students also attended.
- I am the author of one of the established measures in the field: Occupational self-efficacy, which is now being used worldwide in research (e.g., Germany, China, the Netherlands, Switzerland)
- I continue to actively promote my field, for example organising a workshop at the US Academy of Management in Anaheim 2008.

ADMINISTRATION AND OTHER DUTIES

PORTSMOUTH

On joining Portsmouth I took forward the staff seminar series into a more formal 'conference' style format which included many invited speakers. I continue to arrange the series.

To compliment the formality of the staff seminars I have worked with Departmental colleagues to produce a series of frequent and highly informal 'brown bag' sessions at lunchtimes in order to boost our research culture. Topics have ranged from how to approach conference attendance to reviewing papers, funding, and research methods.

I am used informally as a Faculty resource for my knowledge on questionnaire development and analysis, and have led formal sessions for staff and doctoral students on quantitative research methods for the PBS staff development series, the MSc in Social Sciences Research Methods and the DBA/PhD Advanced Research Techniques Units.

I was on the coordinating panel for the PBS annual staff Research Conference 2008 and am on the coordinating panel PBS annual staff Research Conference 2009.

I am contact person for grant proposal in the HRM subject group, HRMM department, as well as for visiting scholars to the OB/HR subject group.

PRIOR EXPERIENCE

University of Twente

- Coordinator of staff seminars
- Served as panel member for the selection of junior staff

University of Tilburg

- Coordinator of staff seminars
- Served as panel member for the selection of junior staff
- Collaboration on writing the Research programme for the evaluation of the department (similar to RAE preparation in the UK)

University of Leipzig

- Organised the PhD colloquium
- Served as panel member for the selection of junior staff.
- Acted as chair at the Department during the chair's two sabbatical leaves.

CONFERENCE ORGANISATION

I have been organising a leadership meeting in my field annually and then biannually since 2001. About 10 - 20 participants from Europe take part in this meeting. It is aimed at presenting work in progress and to discuss research at an early stage.

2001: New developments in leadership, Leipzig, March
(funded by the Verein der Freunde und Förderer der Universität Leipzig).

2002: Leadership Talks, Leipzig, April
(funded by Verein der Freunde und Förderer der Universität Leipzig).

2003: 3rd Leadership Meeting, Tilburg, April
(funded by Tilburg University).

2004: 4th Leadership Meeting . Tilburg, April
(funded by Tilburg University).

2006: 6th Leadership Meeting, Enschede, April
(funded by Twente University).

2008: 9th Leadership Meeting - Do I see us like you see us? Consensus, agreement,
and the context of leadership relationships, Portsmouth, May 2008
(funded by Singapore Management University and Portsmouth Business School).

MEMBERSHIP OF PROFESSIONAL BODIES

European Association of Work and Organizational Psychology (since 2000)

American Psychological Association (since 2001)

International Association of Applied Psychology (since 2003)

Deutsche Gesellschaft für Psychologie (since 2004)

British Academy of Management (since 2006)

Academy of Management (2007)

REFEREED REVIEWING FOR ACADEMIC JOURNALS

*Applied Psychology: An International Review, British Journal of Management, ,
Current Research in Social Psychology, European Journal of Work and
Organizational Psychology, Gedrag en Organisatie, Group & Organization
Management, Journal of Occupational and Organizational Psychology, Leadership,
Leadership Quarterly, Personnel Review, Psychologische Rundschau, Zeitschrift für
Arbeits - und Organisationspsychologie, Zeitschrift für Personalpsychologie,
Zeitschrift für Sozialpsychologie, Management Research News, Human Resource
Management, Human Relations, International Journal of Sport Psychology.*

REFEREED REVIEWING FOR RESEARCH COUNCILS

Reviewer for the Deutsche Forschungsgemeinschaft (German Research Council).

Reviewer for the Research Grants Council (RGC) of Hong Kong.

REFEREED REVIEWING FOR CONFERENCES

British Academy of Management Meeting, Academy of Management Meeting.

2) PUBLICATIONS (Full list)

PEER REVIEWED JOURNALS

FORTHCOMING SPECIAL ISSUE

Special Issue “Do I see us like you see us? Consensus, agreement, and the context of leadership relationships” in *European Journal of Work and Organizational Psychology* (together with David Day, Singapore Management University, Singapore)

EDITED SPECIAL ISSUES

2007

Special Issue “On the Romance of Leadership – In Memory of James R. Meindl” in *Applied Psychology: An International Review* (2007) (together with Michelle Bligh, Claremont Graduate University, USA)

Included: Schyns, B., Felfe, J. & Blank, H. (2007). Is charisma hyper-romanticism? Empirical evidence from new data and a meta-analysis. *Applied Psychology: An International Review*, 56 (4), 505–527.

Included: Schyns, B. & Bligh, M. C. (2007). On the Romance of Leadership – In Memory of James R. Meindl. *Applied Psychology: An International Review*, 56 (4), 501–504.

2006

Special issue “Reciprocity within organizations” in *Personnel Review* (2006) (together with Karin Sanders, University of Twente).

Included: Sanders, K. & Schyns, B. (2006). Trust, conflict and cooperative behaviour: Considering reciprocity within organizations. *Personnel Review*, 35, 508-518.

Included: Sanders, K. & Schyns, B. (2006). Leadership and solidarity behaviour: Consensus in perception of employees within teams. *Personnel Review*, 35, 538-556.

JOURNAL SERIES

van Dam, K., Schyns, B. & van der Heijden, B. (2006ff). Individuele ontwikkeling en employability in organisaties (Individual development and employability in organizations). *Gedrag en Organisatie*.

SAMPLE MANUSCRIPTS UNDER REVIEW

Torka, N. & Schyns, B. (under review). Just justice? Leader-Member exchange, direct participation quality and commitment. *British Journal of Industrial Relations*.

Schyns, B. (under review). Setting implicit leadership theories in context: Investigating the effects of shared implicit leadership theories. *Group and Organisation Management*.

Schyns, B & Schilling, J. (under review). Implicit leadership theories: Think leader, think effective? *Journal of Management Inquiry*.

IN PRESS

Schyns, B. & Sczesny, S. (in press). Leadership attributes valence in self-concept and occupational self-efficacy. *Career Development International*.

Schyns, B. & van Veldhoven, M. J. P. M. (in press). Group leadership climate and individual organizational commitment: A multi level analysis. *Journal of Personnel Psychology*.

Schyns, B., Maslyn, J. M. & Weibler, J. (in press). Understanding the relationship between span of control and subordinate consensus in leader-member exchange. *European Journal of Work and Organizational Psychology*.

Schyns, B. & Day, D. (in press). Relationship-based leadership: Issues of consensus, agreement, and context. *European Journal of Work and Organizational Psychology*.

Torka, N. & Schyns, B. (in press). On the job and co-worker commitment of agency workers and permanent employees. *International Journal of Human Resources Management*.

Felfe, J. & Schyns, B. (in press). Followers' personality and the perception of transformational leadership: Further evidence for the similarity hypothesis. *British Journal of Management*.

Howe-Walsh, L. & Schyns, B. (in press). Self-initiated expatriation: Implications for HRM. *International Journal of Human Resources Management*.

2009

Schyns, B., van Veldhoven, M. J. P. M. & Wood, S. (2009). Organizational climate, relative psychological climate and job satisfaction: the example of supportive leadership climate. *Leadership and Organisational Development Journal*, 30, 649-663.

2008

Schyns, B. (2008). Einflussfaktoren auf die Wahrnehmung von Führung (Influences on the perception of leadership). *Zeitschrift für Arbeits- und Organisationspsychologie*, 52, 182-190.

Schyns, B., van Elversfeldt, A. & Felfe, J. (2008). Is there a male advantage in the relationship between managers' transformational leadership and their occupational self-efficacy? *Equal Opportunities International*, 27, 596-612.

- Schyns, B. & Wolfram, H. J. (2008). The relationship between Leader-Member Exchange and outcomes as rated by leaders and followers. *Leadership and Organisational Development Journal*, 29, 631-646.
- Schyns, B., Kroon, B. & Moors, G. (2008). Follower characteristics and the perception of Leader-Member Exchange. *Journal of Managerial Psychology*, 23, 772-788.
- Schyns, B. & Hansbrough, T. (2008). Why the brewery ran out of beer - The attribution of mistakes in a leadership context. *Social Psychology*, 39, 197-203.
- Rigotti, T., Schyns, B. & Mohr, G. (2008). A short version of the Occupational self-efficacy scale. Structural and construct validity across five countries. *Journal of Career Assessment*, 16, 238-255.
- van Dam, K., Oreg, S. & Schyns, B. (2008). Daily Work Contexts and Resistance to Organizational Change: The Role of Leader-Member Exchange, Perceived Development Climate, and Change Process Characteristics. *Applied Psychology: An International Review*, 57, 313-334.
- Felfe, J., Schmook, R., Schyns, B. & Six, B. (2008). Does the form of employment make a difference? - Commitment of traditional, temporary, and self-employed workers. *Journal of Vocational Behavior*, 72, 81-94.
- 2007
- Schyns, B., Torcka, N. & Goessling, T. (2007). Turnover intention and preparedness for change: Exploring Leader-Member Exchange and occupational self-efficacy as antecedents of two employability predictors. *Career Development International*, 12, 660-679.
- Schyns, B. & Sanders, K. (2007). In the eyes of the beholder: Personality and the perception of leadership. *Journal of Applied Social Psychology*, 37, 2345-2363.
- Falkenburg, K. & Schyns, B. (2007). Work Satisfaction, Organizational Commitment and Withdrawal Behaviours. *Management Research News*, 30, 708-723.
- Torka, N. & Schyns, B. (2007). On the transferability of 'traditional' satisfaction theory to non-traditional employment relationships: Temp agency work satisfaction. *Employee Relations*, 29, 440-457.
- Bligh, M. C. & Schyns, B. (2007). Leading questions: The romance lives on: Contemporary issues surrounding the Romance of Leadership. *Leadership*, 3, 343-360.
- Schyns, B., Meindl, J. R. & Croon, M. A. (2007). The Romance of Leadership Scale – Cross-cultural testing and refinement. *Leadership*, 3, 29-46.

Wolfram, H.-J., Mohr, G. & Schyns, B. (2007). Professional respect for female and male leaders: Influential gender-relevant factors. *Women in Management Review*, 22, 19-32.

2006

Kuijpers, M. A. C. T., Schyns, B. & Scheerens, J. (2006). Career competences for career success. *Career Development Quarterly*, 55, 168-178.

Pundt, A., Böhme, H. & Schyns, B. (2006). Moderatorvariablen für den Zusammenhang zwischen Commitment und transformationaler Führung: Führungsdistanz und Kommunikationsqualität (Moderating variables for the relationship between commitment and transformational leadership: Leader distance, and the quality of communication between leader and follower). *Zeitschrift für Personalpsychologie*, 5, 108-120.

Schyns, B. (2006). Are group consensus in LMX and shared work values related to organizational outcomes? *Small Group Research*, 37, 20-35.

Felfe, J. & Schyns, B. (2006). Personality and the perception of transformational leadership: The impact of extraversion, neuroticism, personal need for structure, and occupational self efficacy. *Journal of Applied Social Psychology*, 36, 708-741.

Schyns, B. & Croon, M. A. (2006). A model of task demands, social structure, and Leader-Member Exchange and their relationship to job satisfaction. *International Journal of Human Resource Management*, 17, 602-615.

van Dam, K., van der Heijden, B. I. J. M. & Schyns, B. (2006). Employability en individuele ontwikkeling op het werk (Employability and individual development at the workplace). *Gedrag en Organisatie*, 19, 53-68.

van Breukelen, W. , Schyns, B. & Le Blanc, P. (2006). Leader-Member Exchange theory and research: Accomplishments and future challenges. *Leadership*, 3, 295-316.

Schyns, B. & Felfe, J. (2006). The personality of followers and its effect on the perception of leadership – An overview, a study and a research agenda. *Small Group Research*, 37, 522-539.

Schyns, B. (2006). The role of implicit leadership theories in the performance appraisals and promotion recommendations of leaders. *Equal Opportunities International*, 25, 188-199.

2005

Schyns, B., Paul, T., Mohr, G. & Blank, H. (2005). Comparing Antecedents and Consequences of Leader-Member Exchange in a German Working Context to Findings in the US. *European Journal of Work and Organizational Psychology*, 14, 1-22.

Pundt, A. & Schyns, B. (2005). Führung im Ideenmanagement - Der Zusammenhang zwischen transformationaler Führung und dem individuellen Engagement im Ideenmanagement (Leadership in idea management: The correlation between transformational leadership and personal effort in idea management). *Zeitschrift für Personalpsychologie*, 4, 55-65.

Schyns, B. & Sanders, K. (2005). Exploring gender differences in leaders' occupational self-efficacy. *Women in Management Review*, 20, 513-523.

2004

Schyns, B. (2004). The influence of occupational self-efficacy on the relationship of leadership behavior and preparedness for occupational change. *Journal of Career Development*, 30, 247-261.

Schyns, B. & Sanders, K. (2004). Impliciete leiderschap theorieën en de perceptie van transformationeel leiderschap: een replicatie van Duits onderzoek (Implicit leadership theories and the perception of transformational leadership: A replication of a German study). *Gedrag en Organisatie*, 17, 143-154. (Series: Leiderschap (Leadership), edited by P. L. Koopman, D.N. den Hartog, & C. J. Vinkenburgh.)

Schyns, B. & Mohr, G. (2004). Non-verbal elements of leadership behaviour. *German Journal of Human Resources Management*, 18, 289-305.

Felfe, J. & Schyns, B. (2004). Is similarity in leadership related to organizational outcomes? The case of transformational leadership. *Journal of Leadership and Organizational Studies*, 10, 92-102.

Sczesny, S., Bosak, J., Neff, D. & Schyns, B. (2004). Gender Stereotypes and the Attribution of Leadership Traits: A Cross-Cultural Comparison. *Sex Roles*, 51, 631-645.

Schyns, B. & Sanders, K. (2004). Mood and the evaluation of leaders – A replication using an employee sample. *Current Research in Social Psychology*, 10, 58-68 [www.uiowa.edu/~grpproc/crisp/crisp.html].

2003

Sanders, K., Schyns, B., Koster, F. & Rotteveel, C. (2003). Het stimuleren van solidair gedrag: een kwestie van leiderschap? (Stimulating solidary behaviour: A question of leadership?) *Gedrag en Organisatie*, 16, 237-254.

Schyns, B. & Sanders, K. (2003). Mood and the evaluation of leaders. *Current Research in Social Psychology*, 9, 50-59 [www.uiowa.edu/~grpproc/crisp/crisp.html].

2002

Schyns, B. (2002). Geschlecht und Differenzierung von Führung (Gender and Differentiation of Leadership). *Wirtschaftspsychologie (Special issue "Management und Geschlecht")*, 9, 46-50.

Felfe, J. & Schyns, B. (2002). The relationship between employees' occupational self-efficacy and perceived transformational leadership - Replication, an extension of recent results. *Current Research in Social Psychology*, 7, 137-162
[www.uiowa.edu/~grpproc/crisp/crisp.html].

Schyns, B. (2002). Überprüfung einer deutschsprachigen Skala zum Leader-Member-Exchange-Ansatz (Evaluation of a German scale for the assessment of Leader-Member-Exchange). *Zeitschrift für Differentielle und Diagnostische Psychologie*, 23, 235-245.

Schyns, B. & Collani, G. v. (2002). A new occupational self-efficacy scale and its relation to personality constructs and organisational variables. *European Journal of Work and Organizational Psychology*, 11, 219-241.

2001

Schyns, B. (2001). The relationship between employees' self-monitoring and occupational self-efficacy and transformational leadership. *Current Research in Social Psychology*, 7, 30-42 [www.uiowa.edu/~grpproc/crisp/crisp.html].

WORKING PAPERS

Schyns, B., Meindl, J. R. & Croon, M. A. (2004). Romance of Leadership: Überprüfung eines US-amerikanischen Konzepts im deutschen Sprachraum (The Romance of Leadership: Examination of a US-American concept in Germany).

BOOKS AND CHAPTERS

BOOK IN PREPARATION

Schyns, B. & Hansbrough, T. (Eds., in preparation, currently processing submission of chapters). When leadership goes wrong: Destructive leadership, mistakes and ethical failures. Information Age Publishing. Greenwich, CT, USA.

Included: Hansbrough, T. & Schyns, B. (in review). Heroic illusions: How implicit leadership theories shape follower attributions about poor leader performance.

Schyns, B. & Bligh, M. C. (monograph, planed for writing in summer 2010) Romance of Leadership. Information Age Publishing. Greenwich, CT, USA.

BOOK

Schyns, B. & Meindl, J. R. (2005, Eds.). *Implicit Leadership Theories: Essays and Explorations*. A Volume in the Leadership Horizons Series, Information Age Publishing. Greenwich, CT, USA.

Included: Schyns, B. & Meindl, J. R. (2005). An overview of implicit leadership theories and their application in organization practice.

Included: Müller, A. & Schyns, B. (2005). The perception of leadership- leadership as a perception. An exploration using the Repertory Grid-Technique.

INVITED BOOK CHAPTERS

Schyns, B. (2006). Implicit theory of leadership. In: S. G. Rogelberg (Ed.), *The Encyclopedia of Industrial and Organizational Psychology*. Thousand Oaks, CA: Sage.

Schyns, B., Kroon, B. & Sanders, K. (2006). Leader-Member Exchange and solidarity behaviour – A study of reciprocity. In: G. B. Graen (Ed.), *Sharing Network Leadership, LMX Leadership: The Series* (Vol. 4, p. 225-244). Greenwich, CT: Information Age Publishing.

Schyns, B. & Meindl, J. R. (2006). Emotionalizing leadership in a cross-cultural context. In: E. Weldon & W. H. Mobley (Eds.), *Advances in Global Leadership* (Vol. 4, p. 39-58). Greenwich, CT: JAI press.

Schyns, B. & Paul, T. (2005). Dyadic Leadership and Organizational Outcomes – Different Results of Different Instruments? In: G. B. Graen and J. A. Graen (Eds.) *Global Organizing Designs, LMX Leadership: The Series*, (Vol. 3, p. 173-203). Greenwich, CT: Information Age Publishing.

Schyns, B. (2004). LMX in Germany -Theoretical and empirical reception of a dyadic leadership approach. In: G. B. Graen (Ed.), *New frontiers of Leadership, LMX Leadership: The Series: New Frontiers of Leadership*, (Vol. 2, p. 139-165). Greenwich, CT: Information Age Publishing.

BOOK CHAPTERS

Schyns, B. & Felfe, J. (2008). Challenges of Implicit Leadership Theories for Management. In: C. Wankel (Ed.), *21st Century Management - A Reference Handbook* (pp. 301-310). Thousand Oaks, CA: Sage.

Schyns, B. & Paul, T. (2004). Entwicklung einer Aufgabenanalyse für Führungskräfte. (Development of a task analysis for supervisors). In: W. Bungard, B. Koop & C. Liebig (Eds.), *Psychologie und Wirtschaft leben. Aktuelle Themen der Wirtschaftspsychologie in Forschung und Praxis*. München, Germany: Hampp.

Felfe, J. & Schyns, B. (2004). Der Einfluß von impliziten Führungstheorien und Persönlichkeitsmerkmalen auf die Wahrnehmung und Akzeptanz transformationaler

Führung (The influence of implicit leadership theories and personality on the perception and acceptance of transformational leadership). In: W. Bungard, B. Koop & C. Liebig (Eds.), *Psychologie und Wirtschaft leben. Aktuelle Themen der Wirtschaftspsychologie in Forschung und Praxis*. München, Germany: Hampp.

BOOK REVIEWS

Schyns, B. (2007). Buchbesprechung: "Shamir, B., Pillai, R., Bligh, M. C. & Uhl-Bien, M. (2007). Follower-centered perspectives on leadership. Greenwich, CT: Information Age Publishing". *Zeitschrift für Personalpsychologie*, 6, 180-181.

OTHER PUBLICATIONS

Paul, T. & Schyns, B. (2004). Mehrdimensionale Skala zur Erfassung des Leader-Member Exchange (LMX-MDM nach Liden & Maslyn, 1998) – Übersetzung (Multidimensional Scale for the Assessment of Leader-Member Exchange (LMX-MDM after Liden & Maslyn, 1998)- Translation). In A. Glöckner-Rist (Ed.), *ZUMA-Informationssystem. Elektronisches Handbuch sozialwissenschaftlicher Erhebungsinstrumente. Version 8.00*. Mannheim: Zentrum für Umfragen, Methoden und Analysen.

Paul, T. & Schyns, B. (2004). Skala zur Erfassung des Individualized Leadership (IL, nach Dansereau et al., 1998) – Übersetzung. (Instrument for the Assessment of Individualized Leadership (IL, according to Dansereau et al., 1998) – Translation). In A. Glöckner-Rist (Ed.), *ZUMA-Informationssystem. Elektronisches Handbuch sozialwissenschaftlicher Erhebungsinstrumente. Version 8.00*. Mannheim: Zentrum für Umfragen, Methoden und Analysen.

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Schyns (2001). Determinanten beruflicher Veränderungsbereitschaft bei Arbeitnehmern und Arbeitnehmerinnen unterer Hierarchiestufen (Unskilled and semi-skilled workers and their potential for change). University of Leipzig: unpublished Dissertation. [<http://www.uni-leipzig.de/~apsycho/dissertation.pdf>].

3) INVITED TALKS AND CONGRESS CONTRIBUTIONS (since 2006)

INVITED TALKS

Between 1999 and 2005, I gave five invited talks at the Universities of Leipzig, Chemnitz, Munich and Giessen.

Schyns, B. (2008). Think Leader, Think Effective? The Social Construction of Leadership. Invited talk in the colloquium of the University of Portsmouth, Institute of Psychology, Portsmouth, 15th of October 2008.

Schyns, B. (2008). Self-initiated expatriates – challenges for HRM in universities. Invited talk in the colloquium of the University of Siegen, Institute of Psychology, Siegen, 14th of January 2008.

Schyns, B. (2007). Occupational self-efficacy. Invited talk in the colloquium of the University of East Anglia Business School, Norwich, 21st of November 2007.

PANEL MEMBER

Invited to a panel discussion on “Publishing in English versus German” on the meeting of the section Work and Organizational of the German Psychological Association.

CONFERENCE CONTRIBUTIONS (since 2006)

Between 1999 and 2005, I organised and chaired six symposia, gave 14 paper presentations, made 12 contributions to a symposium and presented six posters on different international conferences.

CONTRIBUTIONS AS CONVENOR OF A SYMPOSIUM

Schyns, B. (2009). Leadership 1 - Leadership - Antecedents and results. Symposium at the 14th European Congress of Work and Organizational Psychology, Santiago de Compostela, May 2009.

Schyns, B. (2008). The influence of Romance of leadership in daily work contexts. Professional Development Workshop at the Meeting of the Academy of Management, Anaheim, August 2008.

Schyns, B & Howe-Walsh, L. (2008). Special Session on Cross-Cultural Commitment at the AIB Conference, Portsmouth, March 2008.

including: Torcka, N. & Schyns, B. Going Dutch - On equal commitment of permanent and non-permanent workers

Schyns, B. (2006). Leadership (part I and II). Symposium at the XXVI. International Congress of Applied Psychology, Athens, July 2006.

including: Schyns, B., Sanders, K. & Blank, H. Gender, leadership and occupational self-efficacy

PAPERS PRESENTATIONS

Schyns, B., Maslyn, J. & Weibler, J. (2008). Understanding the relationship between span of leadership and leader-member exchange. Paper presented at the Conference of the British Academy of Management, Harrogate, September 2008.

Edwards, G., Schyns, B. & Kiefer, T. (2008). Emotional reaction of followers in response to leader behaviour and follower implicit leadership theories. Paper presented at the Conference of the British Academy of Management, Harrogate, September 2008.

Schyns, B. & Schilling, J. (2008). Implicit leadership theories: Think leader, think effective? Paper presented at the European Academy of Management Conference, Ljubljana and Bled, May 2008.

Kiefer, T. & Schyns, B. (2007). Linking Leadership and Emotions: An Overview of Theory and Research. Paper presented at the Conference of the British Academy of Management, Warwick, September, 2007.

Schyns, B. & Hansbrough, T. (2007). Implicit leadership theories and the attribution of responsibility of mistakes to leaders: Can Romance of Leadership be applied to immediate leaders? Paper presented at the Conference of the British Academy of Management, Warwick, September, 2007.

Schyns, B. & Hansbrough, T. (2007). Implicit leadership theories and the attribution of responsibility of mistakes to leaders: Can Romance of Leadership be applied to immediate leaders? Paper presented at the 6th Leadership Meeting, Aachen, April 2007.

Schyns, B. (2006). Cultural differences in the definition of charismatic leadership: Some theoretical considerations. Paper presented at the Conference of the British Academy of Management, Belfast, September, 2006.

Van Dam, K. Schyns, B. & Oreg, S. (2006). Daily work contexts and resistance to organizational change: The mediating role of the change process. Paper presented at the Annual meeting of the Society of Industrial and Organizational Psychology (Chicago, May 2006).

CONTRIBUTIONS TO A SYMPOSIUM

Schyns, B. (2009). On Romance of leadership or why making leaders scapegoats is such a sensible thing to do. Contribution to the symposium "Leadership 2: Followership and leadership social construction" (Convenor: J. Felfe) on 14th European Congress of Work and Organizational Psychology in Santiago de Compostela, May 2009.

Felfe, J. & Schyns, B. (2008). Followers' personality and the perception of transformational leadership: Further evidence for the similarity hypothesis. Contribution to the symposium "An Unbalanced Equation? The Role of Followers and Followership in the Leadership Process" (Convenor: M. Bligh & M. Carsten) at the Meeting of the Society for Industrial and Organizational Psychology, San Francisco, April, 2008.

Schyns, B. & Felfe, J. (2007). Challenges of Implicit Leadership Theories for Management. Contribution to the professional development workshop "Teaching 21st Century Management" (Convenors: C. Wankel) at the Academy of Management Meeting, Philadelphia, August 2007.

Bligh, M. C. & Schyns, B. (2007). The Romance Lingers On: Exploring Questions of Followership and the Romance of Leadership. Contribution to the symposium "Exploring Issues in Follower-Centered Perspectives on Leadership - Follower-Centered Perspectives" (Convenors: J. Patera) at the Academy of Management Meeting, Philadelphia, August 2007.

Schyns, B. (2007). Implicit leadership theories and the evaluation of leaders. Contribution to the symposium "Social biases in personnel judgment and decision making" (Convenors: L. Petersen & F. Krings) on 13th European Congress of Work and Organizational Psychology in Stockholm, May 2007.

Schyns, B., Schilling, J. & de Ruijter, M. (2006). Negative implizite Führungstheorien. Contribution to the work group "Führung" (Leadership, Convenor: J. Felfe) at the 45th Congress of the Germany Psychological Society, Nuremberg, September 2006.

4) TEACHING EXPERIENCE (Full list)

UNIVERSITY OF PORTSMOUTH

Teaching comprises of various contribution to the following units. Those marked with a * show that I have initiated or substantially upgraded on leadership issues during 2007/8 demonstrating good practice on embedding research into teaching.

BA LEVEL

- Diversity management
- HRM development and debates (Unit coordination)*
- Leading people (Unit coordination)*
- Business research methods

MA/MBA/MPHIL LEVEL

- International Strategic HRM
- Strategic Leadership*
- SPSS (Quantitative data management) for Social Sciences MSc Research Methods

DBA

- Advanced Research Techniques

DISSERTATION SUPERVISION

Supervision of several MA & BA on diverse topics such as commitment, gender and leadership, coaching, job satisfaction.

CURRENT DOCTORAL STUDENTS

LEAD SUPERVISOR

Areej Al-Shamasi: The effect of leaders' and followers' mental skills in strategic change processes (PhD, estimated submission date: 2011)

Moudhi Al-Zoman: An inventory of the existence of global leaders' characteristics in the administrative leadership in governmental organisations in Saudi Arabia (PhD, estimated submission date: 2011)

MEMBER OF SUPERVISORY TEAM

Savvas Trichas: How managers in small scale financial organizations in Cyprus use nonverbal communication to influence in order to achieve organizational goals (PhD, estimated submission date 2011)

Ed Derbyshire: The roles of trust, risk and control in successful post-acquisition integration in the space industry (DBA)

EXTERNAL EXAMINER

- Yves Guillaume (Aston Business School): Relational Diversity, Social Integration and Individual Effectiveness. A Social Self-Regulation Perspective
- Regina Valerie Ryan (University of Western Australia): Leader-Member Exchange Quality and the Role of Personality Congruence between Leaders and Subordinates
- Jerome Choy (La Trobe University, Australia): Leader-member exchange and job performance: The mediating roles of delegation, participation, and job satisfaction

UNIVERSITY OF TWENTE

- Career psychology (Unit coordination)
- Organisational psychology (focus on deviant behaviour) (Unit coordination)

MA & BA THESES (UNIVERSITY OF TWENTE)

Coordination of BA and MA theses for the department. Supervising several MA & BA theses mainly on leadership.

TILBURG UNIVERSITY

- Diversity (Unit coordination)
- Research method course for „Schakelaarstudenten“ (students entering university from further education) and Bachelor students (Unit coordination)
- Social relations in organisations

DIPLOMA THESES, MA & BA THESES

I supervised several diploma theses, MA & BA theses on topic such as competences, work satisfaction, preparedness to change, and leadership.

UNIVERSITY OF LEIPZIG

Unless otherwise indicated these were postgraduate level courses.

- Occupational development
- On the situation of low qualified workers – Theories, methods, results
- Introduction to scientific working (Institute for General Psychology, undergraduate level)
- Occupational socialisation
- Task analysis and work design
- Effects of work
- Project „Leadership“ (undergraduate course)
- Research methods course on „Transformational leadership“

DIPLOMA THESES

Supervision of several diploma theses on topics such as occupational change, leadership, selection, and development