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Hong Kong Baptist University
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EDUCATION

2004 Ph.D. in Business Administration, Department of Management, Faculty of Business Administration, Chinese University of Hong Kong, HKSAR, PRC.

1997 Master of Economics with concentration in Business Management. University of International Business & Economics (UIBE), Beijing, PRC.

1992 Bachelor of Engineering with concentration in Material Science. National University of Defense Technology (NUDT), Changsha, PRC.

ACADEMIC EXPERIENCE

2013 – Professor of Management, Department of Management, Hong Kong Baptist University, Kowloon, Hong Kong
(2013 – 2014 Head, Department of Management, Hong Kong Baptist University)

2008 – 2013 Associate Professor of Management, Department of Management, Hong Kong Baptist University, Kowloon, Hong Kong
(2012 – Associate Director of DBA program, Hong Kong Baptist University)

2006 Jul.–Aug. Visiting Professor, Helsinki School of Economics, Finland

2005 – 2008 Assistant Professor of Management, Department of Management, Hong Kong Baptist University, Kowloon, Hong Kong.

2004 – 2005 Associate Professor of Management, University of International Business & Economics (UIBE), Beijing, P. R. China.

2000 – 2004 Teaching Assistant, Chinese University of Hong Kong.

2000 – 2001 Research Fellow, Global Chinese Business Initiative (GCBI), The Wharton School, UPENN. Working with Professor Ming-Jer Chen on his book 'Inside Chinese Business' (Published with Harvard Business Press, 2001) and course *Strategic Management in Chinese Business*.

1997 to 2000 Lecturer, International Business Management Department, UIBE

COURSES TAUGHT:

Undergraduate: Strategic Management, Human Resource Management, Organizational Behavior, HRM in China, Research Methods, Introduction to Business

International program: Emerging economy of China (Helsinki School of Economics, Finland)

Postgraduate: Chinese Business Management, Human Resource Management, Seminar on Human Resource Management in China, HRM in China,

MBA/EMBA: International Management/Cross-cultural Management, Global Human Resource Management

Joint MBA: General Management (Sino-Netherlands Joint MBA Program); Strategic Management (Teaching partner of Professor Anil Gupta in UIBE-U. of Maryland Joint EMBA Program); Strategic Human Resource Management (Sino-Canada Joint MBA Program)

PhD & DBA: Management Theory, Business Research Methods

INDUSTRY EXPERIENCES

1996 to 1997 Trading staff, Smart Garment Co., Beijing, PRC
1995 to 1996 Assistant manager, ZhongHai International Trade Company, Beijing, PRC
1992 to 1994 Assistant engineer, ZhongYuan Fertilizer Factory, PRC
July, 1993 Project Coordinator and Interpreter, Sino-US Joint Venture on Petrochemical Products, PRC

HRM-FOCUSED EXECUTIVE TRAINING

Mar, 2003 Schneider-Electric, China.
Aug, 1999 China World Hotel
Dec, 1998 General Administration of Press and Publishing, PRC
Apr, 1998 China National Native Produce and Animal By-products Import & Export Corp.

VISITING/ACADEMIC EXCHANGE PROGRAMS

Jan. to Mar. 2017 College of Business, San Francisco State University, San Francisco, USA.
Apr. to Jun. 2017 Faculty of Business Administration, University of Melbourne, Australia
Dec.2016 to Jan. 2017 College of Management, National Sun Yat-Sen University, Taiwan
Jan.2001 to Feb. 2002 Academic Exchange Program for Chinese young management scholars (Wharton sponsored), University of Taiwan, National Chengchi University, and National Sun Yat-Sen University, Taiwan.
Jul. to Aug. 2001 Symposium on Chinese Business Research Methodology, Hong Kong Univ. of Science & Technology, Hong Kong.
Jan. to Aug. 2000 Global Chinese Business Initiatives (GCBI) & tutor for MBA students' independent study, Wharton School, Univ. of Pennsylvania (UPENN), USA.

REFEREED PUBLICATIONS

Ling, Y., Hammond, M. & **Wei, L. Q.** (in press). Ethical leadership and ambidexterity in new ventures: Examining the CEO-TMT interface. *International Entrepreneurship and Management Journal* (Impact factor: **3.670** for 2019-2020)

Tang, S., Nadkarni, S. S., **Wei, L. Q.**, & Zhang, S. (in press). Balancing the Yin and Yang: TMT gender diversity, psychological safety and firm strategic orientation in Chinese High-tech SMEs. *Academy of Management Journal*

Wei, L. Q. Lehmborg, D., Gupta, V., Young, M. N., Southam, C., & Liang, J. (2020) From the new editorial team: Publishing quality teaching cases. *Asian Case Research Journal*, 24(1): 1-9.

Cheung, S., Huang, G. H., Chang, S., & **Wei, L. Q.** (2020) Does being mindful make people more creative at work? The role of creative process engagement and perceived leader humility. *Organizational Behavior and Human Decision Process*, 159, 39-48.

Filatotchev, I., **Wei, L.Q.**, Sarala, R. M., Dick, P., & Prescott, J. E. (2020) Connecting Eastern and Western Perspectives on Management: Translation of Practices across Organizations, Institution and Geographies. *Journal of Management Studies*, 57(1): 1-24.

- Tang, G., Yu, B., Chen, Y., & **Wei, L. Q.** (2019). Unpacking the mechanism linking market orientation and corporate entrepreneurship: The mediating role of human resource management strength. *Asia Pacific Journal of Management*, 36(3), 593–614.
- Tian, L., Yang, J. & **Wei, L. Q.** (2019). Speed to legal registration and nascent venture performance: A temporal dilemma for nascent entrepreneurs in an emerging economy. *Journal of Small Business Management*, 57(2), 476-495.
- Wei, L.Q.** (August 2018) Case “IKEA in China: An Arduous Journey” published at **Ivey Publishing** (in both English and Chinese, with the Chinese version published at Ivey Asia)
- van Esch, E., **Wei, L. Q.** & Chiang, F. T. (2018) High-performance human resource practices and firm performance: The mediating role of employees’ competencies and the moderating role of climate for creativity. *International Journal of Human Resource Management*, 29 (10): 1683-1708.
- Zhang, F., **Wei, L. Q.**, Yang, J. J., & Zhu, L. (2018). Roles of relationships between large shareholders and managers in radical innovation: A stewardship theory perspective. *Journal of Product Innovation Management*, 35 (1): 88-105.
- Ling, Y., **Wei, L. Q.**, Klimoski, R., & Wu, L. (2015). Benefiting from CEOs’ empowerment of TMTs: Does CEO-TMT dissimilarity matter. *Leadership Quarterly*, 26 (6): 1066–1079.
- Tang, G., **Wei, L. Q.**, Ng, Y. C., & Snape, E. (2015). How effective human resource management promotes corporate entrepreneurship: Evidence from China. *International Journal of Human Resource Management*, 26(2): 1586–1601.
- Wei, L. Q.** & Ling, Y. (2015) CEO characteristics and corporate entrepreneurship in transition economies: Evidence from China. *Journal of Business Research*, 68(6): 1157–1165.
- Qiao, K., Wang, X., & **Wei, L. Q.** (2015). Determinants of high-performance work systems in small and medium-sized private enterprises in China. *Asia Pacific Journal of Human Resource Management*, 53 (2): 185–203.
- Wu, L.Z., Kwan, H. K., **Wei, L.Q.**, & Liu, J. (2013) Ingratiation in the workplace: The role of subordinate and supervisor political skill. *Journal of Management Studies*, 50 (6): 991–1017. [Appeared at CIPD, issue 28, October 2013, as a ‘Star article’]
- Wei, L.Q.** (2013) Impacts of human resource management practices in the entrepreneurial process: Evidence from China. *Journal of General Management*, 38(3): 73–89.
- Wei, L.Q.** & Wu, L. (2013) What a diverse top management team means: Testing an integrated model. *Journal of Management Studies*, 50(3): 389–412.
- Wei, L.Q.** & Lau, C. M. (2012) Effective teamwork at the top: The evidence from China. *International Journal of Human Resource Management*, 23 (9): 1853–1870.
- Wei, L.Q.**, Chiang, F., & Wu, L. (2012) Developing and utilizing intra-organizational network resources: Roles of political skill. *Journal of Management Studies*, 49(2): 381–402.
- Wei, L. Q.**, Wu, L., Cheung, Y. H. & Chiu, R. (2012) Knowledge-based resources, organizational learning orientation and firm performance: the mediating effect of organizational capability. *Journal of General Management*, 37 (2): 69-88.
- Wei, L.Q.**, Liu, J. & Herndon, N. C. (2011) SHRM and product innovation: testing the moderating effects of organizational culture and structure in Chinese firms. *International Journal of Human Resource Management*, 22 (1): 19-33.
- Wei, L.Q.** & Lau, C. M. (2010) High performance work systems and performance: The role of adaptive capability. *Human Relations*, 63 (10): 1487-1511.
- Wei, L.Q.**, Liu, J., Chen, Y. & Wu, L. (2010) Political skill, supervisor–subordinate *guanxi* and career prospects in Chinese firms. *Journal of Management Studies*, 47 (3): 437-454.
- Zhang, J., Chiu, R., & **Wei, L.Q.** (2009) On whistleblowing judgment and intention: The roles of positive mood and organizational ethical culture. *Journal of Managerial Psychology*, 24(7):627-649.

- Zhang, J., Chiu, R. & **Wei, L. Q.** (2009) Decision making process of internal whistleblowing behavior in China: Empirical evidence and implications. *Journal of Business Ethics*, 88: 25-41.
- Wei, L. Q.**, Liu, J., Zhang, Y., & Chiu, R. (2008) The role of corporate culture in the process of SHRM: Evidence from Chinese enterprises. *Human Resource Management*, 47 (4): 777–794.
- Wei, L. Q.** & Lau, C. M. (2008) The impact of market orientation and strategic HRM on firm performance: The case of Chinese enterprises. *Journal of International Business Studies*, 39 (6): 980–995.
- Wei, L. Q.** & Zou, X. C. (2007) IKEA in China: Facing dilemmas in an emerging economy. *Asian Case Research Journal (Most cited article!)*, 11 (1): 1-21.
- Wei, L. Q.** (2006) Strategic human resource management: Determinants of fit. *Research and Practice in Human Resource Management*, 14 (2), 49-60.
- Wei, L. Q.** & Lau, C. M. (2005) Market orientation, HRM importance and HRM competency: Determinants of SHRM in Chinese firms. *International Journal of Human Resource Management*, 16(10): 1901-1918.
- Wei, L. Q.**, Lau, C. M., Young, M. N. & Wang, Z. (2005) The impact of top management team demography on firm performance in China. *Asian Business and Management*, 4(3): 227-250.

BOOK CHAPTERS

- Tang, Guiyang & **Wei, L. Q.** 2018. Strategic Human Resources Management (in Chinese). Beijing: China Machine Press.
- Lau, C. M. & **Wei, L. Q.** 2005. China. In Susan Cartwright (Eds.), *The Blackwell Encyclopedia of Management: Human Resource Management*, 2nd, 49-53, London: Blackwell Publishing.
- Lau, C.M., **Wei, L.Q.** & Busenitz, L. 2003. Entrepreneurial cognitions: Theoretical model and empirical analysis. In China Enterprise Survey System (ed.), Report on Chinese entrepreneurs: Growing up and evolution. (in Chinese) Beijing: Economic Science Press.
- Guan, S., Zhang, W. & **Wei, L.Q.** 2001. Human Resource Management, (in Chinese), UIBE Press.
- Wei, L.Q.** 1998. Professional knowledge of International Business and Economics (Advanced), (in Chinese), UIBE Press.

PRESENTATIONS

- Ling, Y., Hammond, M. & **Wei, L. Q.** (2020). Ethical leadership and ambidexterity in new ventures: Examining the CEO-TMT interface. Accepted for presentation at Academy of Management (AoM) annual meeting, 7-11 August, Vancouver, Canada.
- Wei, L. Q.**, Kellermanns W. F., Ling, Y., & Yuli Zhang (2019). How and when TMT strategic consensus impact product innovation in China: Role of decision speed and structural specialization. Accepted for presentation at AIB South East Asia Regional Conference (**AIBSEAR**), Dec 5-7, 2019, Cebu, Philippine. [Session Chair]
- Au, C. K., & **Wei, L. Q.** (2019) Empowering Leadership, Employee Entrepreneurial Orientation and Innovative Performance: A Dyadic Study in China. Accepted for publication at British Academy of Management (BAM) annual conference, 3-5 Sept., Birmingham, UK
- Wei, L. Q.** & Qiao, K. (2019). CEO gender, Female Representation in TMT and Firm Innovation: Examining Organizational and Environmental Boundary Conditions. Accepted for publication at British Academy of Management (BAM) annual conference, 3-5 Sept., Birmingham, UK
- Huo, Y.Y., **Wei, L. Q.**, Chang, S., & Qiao, K. (2019). When and how CEO procedural fairness matter to firm ambidexterity: Roles of TMT advice seeking and environmental dynamism. Asia Academy of Management (AAoM) Annual Conference, 19-21 June, Bali, Indonesia. [Session Chair]

- Wei, L. Q.**, Chen, Xingwen & Wang, Haizhen (2019). Perceptions of Organizational Politics and Organizational Citizenship Behavior: Age as an Antecedent and the Moderating Role of Goal Orientation. Accepted for presentation at Australia and New Zealand International Business Academy (ANZIBA) annual meeting, 11-13 February, Perth, Australia. [Session Chair]
- Wei, L. Q.** (2018). Female representation in TMT and firm innovation: Role of CEO self-efficacy and industry growth. Accepted for presentation at Academy of Management (AoM) annual meeting, 10-14 August, Chicago, USA.
- Wei, L. Q.**, Cheung, S., & Chang, S. (2018) TMT Advice seeking and decision quality: The moderating role of CEO procedural fairness and environmental dynamism. Accepted for presentation at European Academy of Management (EURAM) Annual Conference, 19-23 June, Reykjavik, Iceland (*Best Paper Award*) [Session Chair]
- Wei, L. Q.**, Kellermannsm F., & Ling, Y. (2017). How and when TMT strategic consensus impacts product innovation in hi-tech ventures. Accepted for presentation at Academy of Management (AoM) annual meeting, 4-8 August, Atlanta, USA.
- Wang, H. Z., Zhang, R., & **Wei, L. Q.**, (2017). Striving for goals in workplace: The contingent effects of abusive supervision on voice. Accepted for presentation at Academy of Management (AoM) annual meeting, 4-8 August, Atlanta, USA.
- Cheung, S., Chang, S., & **Wei, L. Q.** (2017). Leader humility and employee creativity: Testing on a moderated mediation model. Accepted for presentation at Asia Academy of Management (AAoM) Annual Conference, 19-21 June, Fukuoka, Japan.
- Huang, G. H., Chang, S., **Wei, L. Q.**, & Wang, H. (2017). Mindfulness and Creativity: The Role of Competitive Orientation and Creative Self-Efficacy. Accepted for presentation at Asia Academy of Management (AAoM) Annual Conference, 19-21 June, Fukuoka, Japan
- Wei, L. Q.**, Chang, S., Huo, Y., & Sun, W. (2017) TMT Advice seeking and decision quality: The moderating role of CEO procedural fairness and environmental dynamism. Accepted for presentation at Asia Academy of Management (AAoM) Annual Conference, 19-21 June, Fukuoka, Japan
- Lu, J., & **Wei, L. Q.** (2016). Private entrepreneurs' political participation and strategy making of their Firms: Evidence from China. Accepted for presentation at Strategic Management Society (SMS) Annual Conference, 17-20 September, Berlin, Germany (also nominated for the *Best Conference Paper Award*).
- Ling, Y., **Wei, L. Q.**, & Xia, J. (2016). TMT polychronicity and firm performance: The role of CEO TIO and industry growth. Accepted for presentation at Academy of Management (AoM) annual meeting, 5-10 August, Anaheim, CA, USA.
- Wei, L. Q.**, Zhang, F., & Sun, H. (2016). How entrepreneurship education impacts entrepreneurial orientation: A planned behavior approach. Accepted for presentation at Academy of Management (AoM) annual meeting, 5-10 August, Anaheim, CA, USA.
- Wei, L. Q.**, Zou, X., & Ormiston, M. (2016) Founders' Tertius Iungens Orientation: Its Antecedent and Impact on New Venture Performance. Accepted for presentation at Academy of Management (AoM) annual meeting, 5-10 August, Anaheim, CA, USA.
- Ling, Y., **Wei, L. Q.**, & Xia, J. (2016). Polychronicity in top management teams and its implication for firm performance: Taking contextual factors into consideration. Accepted for presentation at the Mason Entrepreneurship Research Center (MERC) conference, May 6th, 2016
- Ling, Y., **Wei, L. Q.**, & Xia, J. (2015) Resolving paradoxes in top management team dynamics: The role of CEO tertius iungens orientation. Accepted for presentation at Academy of Management (AoM) annual meeting, 7-11 August, Vancouver, Canada
- Xia, J., Ling, Y., & **Wei, L. Q.** (2015) TMT and firm performance: An examination of paradoxical tension and CEO tertius iungens orientation. Accepted for presentation at 31st European Group for Organization Studies (EGOS) Colloquium, July 2-6, Athens, Greece.

- Wei, L. Q.,** Zou, X., & Lan, J. (2015) Success of single founders in entrepreneurial firms from the emerging economy of China: The perspective of tertius iungens orientation. Accepted for presentation at Academy of International Business (AIB) annual meeting, June 27- 30, Bangalore, India.
- Ling, Y., **Wei, L. Q.,** & Klimoski, R. J. (2014) Profiting from CEOs' empowerment of TMTs: Whether and how the context matter. Accepted for presentation at Academy of Management (AoM) annual meeting, 1-5 August, Philadelphia, USA.
- Li, P., **Wei, L. Q.,** Xu, C., & Zhang, J. (2013) Conflict management approaches and TMT effectiveness: the moderating role of CEO ethical leadership. Accepted for publication at 27th Australia and New Zealand Academy of Management Conference (**ANZAM**), Dec. 4-6, 2013, Horbart, Australia.
- Cao, Q., **Wei, L. Q.,** & Chen, D. (2013) Private entrepreneurs' political participation and strategy making of their firms: Evidence from China. Accepted for presentation at Academy of Management (AoM) annual meeting, 9-13 August, Orlando, USA.
- Ling, Y., **Wei, L. Q.,** & Cao, Q. (2013) The role of sole founders' characteristics in the creation of ambidexterity: Evidence from China. Accepted for presentation at Academy of Management (AoM) annual meeting, 9-13 August, Orlando, USA.
- Wei, L. Q.** & Ling, Y. (2012) CEO characteristics and corporate entrepreneurship: Evidence from China. Accepted for presentation at Academy of Management (AoM) annual meeting, 3-7 August, Boston, USA.
- Ling, Y., & **Wei, L. Q.** (2012) Profiting from the empowerment at the top: The role if CEO-TMT members dissimilarity. Accepted for presentation at Academy of Management (AoM) annual meeting, 3-7 August, Boston, USA.
- Chiang, F. T., **Wei, L. Q.,** & Wang, L. C. (2012) High performance work systems and firm performance: An investigation into the process. Presented at International Association of Chinese Management Research (IACMR) conference, June 20-24, HK.
- Ling, Y., & **Wei, L. Q.** (2012) Empowering Leadership and Organizational Performance: The Moderating Role of Dissimilarity between the CEO and Other TMT Members. Presented at International Association of Chinese Management Research (IACMR) conference, June 20-24, HK.
- Tang, G., **Wei, L.Q.,** Snape, E., & Ng, Y.C. (2011) SHRM and corporate entrepreneurship: The role of HRM political skill. Accepted for presentation at the First Israel Organizational Behavior Conference (IOBC), Dec 21-22, Israel. [Session Chair]
- Wei, L. Q.** (*invited speech*) (2011). Strategic leadership research: the entrepreneurship perspective. Young scholars' Research Forum on Innovation and Entrepreneurship. 22-23 Aug 2011, Nankai University, Tianjin, PRC.
- Wei, L. Q.,** Chen, D., & Young, M. N. (2011) How do CEO Demographic Characteristics affect Turnover in a Transitional Economy? Accepted for presentation in the 6th International Symposium on Corporate Governance, 21-22 August 2011, Dalian, PRC.
- Wang, L., **Wei, L. Q,** Zhang, J. & Young, M. N. (2011) Breathing New Life into an Iconic Brand: The Case of China's Fu Yuan Guan Bakery. Accepted by Academy of International Business (AIB) annual meeting, June 25-28, Nagoya, Japan.
- Wu, L., **Wei, L.Q.** & Lau, C. M. (2010) TMT Diversity, Team Mechanisms and Firm Performance: The Moderating Role of CEO Leadership. Presented at Academy of Management (AoM) annual meeting, August, Montreal, Canada.
- Wu, L. & **Wei, L.Q.** (2010) Dispositional Antecedents and Consequences of Workplace Ostracism. Presented at Academy of Management (AoM) annual meeting, August, Montreal, Canada.

- Ng, Y.C., Chang, L.M.K. & **Wei, L.Q.** (2010) The Impact of IT-Business Alignment and IT Capability on Firm Performance: A Preliminary Study. Asia-Pacific Productivity Conference (APPC2010), July 21-23. Taipei, Taiwan.
- Wei, L.Q.**, Wu, L. & Qiao, K. (2010) TMT diversity and firm performance: Testing an integrative model in China. Presented at Academy of International Business (AIB) annual meeting, June, Rio de Janeiro, Brazil.
- Wei, L.Q.** & Chiu, R. K. (2010) Knowledge-based Resources, Organizational Learning Orientation and Firm Performance: The Mediating Effect of Organizational Capability. Presented at Academy of International Business (AIB) annual meeting, June, Rio de Janeiro, Brazil.
- Wei, L.Q.** & Niu, X. (2009) *How can employees make more innovations: the organizational perspective*. International Conference on the Cultivation and Education of Creativity and Innovation, Oct. 30- Nov. 2, Xi'an, PRC.
- Wei, L.Q.**, Wu, L. & Yang, J. (2009) *Entrepreneurial orientation and firm innovation: the moderating effects of SHRM and environmental uncertainty*. Presented at Academy of Management (AoM) annual meeting, Chicago, IL, USA.
- Wei, L.Q.** & Wu, L. (2009) *Determinants of entrepreneurial orientation: the role of demographic characteristics and network ties of the CEO in China*. Presented at International Conference of Innovation and Entrepreneurship, Jul. 16-18. Beijing, PRC.
- Wei, L.Q.**, Young, M. N. & Tang, Guiyao, Ruby (2008) *Exploitation Strategies or Exploration Strategies: How do Chinese Firms decide and what are the Outcomes of Each?* Presented at Asia Academy of Management (AAoM) meeting, Dec. 14-17, Taipei, Taiwan.
- Wei, L.Q.**, Liu, J., & Wu, L. (2008) *SHRM and Corporate entrepreneurship: the moderating effects of organizational culture and structure*. Presented at International Conference of Innovation and Entrepreneurship, Nov. 12-13. Beijing, PRC.
- Wei, L.Q.** & Young, M. N. (2008) *The antecedents and consequences of exploration versus exploitation for Chinese firms*. Presented at Academy of Management (AoM) annual meeting, Anaheim, California, USA.
- Wei, L. Q.** & Liu, J. (2008) *SHRM and corporate entrepreneurship: the moderating effects of organizational culture and structure*. Presented at & Selected into the *Best Paper Proceedings (top 10%)* of the Academy of International Business (AIB) Annual Meeting, June, Milan, Italy.
- Ng, Y.C. & **Wei, L. Q.** (2008) *Strategic Human Resource Management and Productive Efficiency: An Application of Enterprises in China*, Presented at the 5th North American Productivity Workshop, Stern School of Business, New York University, New York, USA, June 24-27, 2008.
- Liu, J., Wu, L. & **Wei, L.Q.** (2008) *Political skill, Guanxi with leader and the career development of subordinates*. Presented at International Association of Chinese Management Research (IACMR) conference, May 25, Guangzhou, PRC.
- Wei, L. Q.** & Liu, J. (2008) *How do HRM practices contribute to organizational entrepreneurship? A contingency perspective*. Presented at Academy of Innovation and Entrepreneurship (AIE) annual meeting, April, Beijing, PRC.
- Wei, L. Q.** & Liu, J. (2007) *Adoption and implementation of SHRM: the role of corporate culture*. Presented at Academy of Management (AoM) annual meeting, Philadelphia, Pennsylvania, USA.
- Wei, L. Q.** & Lau, C. M. (2007) TMT diversity, network ties, collaborative decision making and organizational innovation. Presented at Academy of Management (AoM) annual meeting, Philadelphia, Pennsylvania, USA.
- Wei, L. Q.** & Liu, J. (2006) *Does culture matter? A re-examination of SHRM-firm performance linkage*. Accepted for presentation at Asia Academy of Management (AAoM) meeting, Dec. 19-21, Tokyo, Japan.

- Li, J., **Wei, L. Q.** & Liao, S. (2006) *Institutional environment and social change activities*. **Global Forum**---Business as an agent of world benefits: Management knowledge leading positive change. Oct. 22-25. Cleveland, USA.
- Wei, L.Q.**, & Lau, C. M. (2006) *The black box of SHRM-firm performance linkage: The mediation effect of organization climate*. Presented at Academy of International Business (AIB) Annual Meeting, Beijing, PRC.
- Wei, L.Q.**, & Lau, C. M. (2005) *Roles of Market Orientation, Autonomy and Ownership on SHRM-Performance Linkage in China*. Presented at Academy of Management (AoM) Annual Meeting, Hawaii, Honolulu, USA.
- Wei, L.Q.** (2005) *Strategic HRM and firm performance in Chinese enterprises*. Presented at the 8th Conference on International Human Resource Management (IHRM), Cairns, Australia.
- Wei, L.Q.**, & Lau, C. M. (2004) *An Examination of the Determinants of Strategic HRM in Chinese Enterprises*. Presented at Academy of Management (AoM) Annual Meeting, New Orleans, Louisiana, USA.
- Wei, L.Q.**, & Lau, C. M. (2004) *Strategic HRM, Market orientation and firm performance in Chinese enterprises*. Presented at Academy of International Business (AIB), Stockholm, Sweden.
- Wei, L.Q.**, & Zou, X. (2004) *Competing in emerging economy of China: The case of IKEA*. Accepted as a Poster paper at the Academy of International Business (AIB), Stockholm, Sweden.
- Wei, L.Q.**, Zou, X. & Wang, Y. (2004) *IKEA in China: Marching into the biggest oriental country*. Presented at Academy for Global Business Advancement (AGBA), New Delhi, India.
- Wei, L.Q.**, Young, M & Wang, Z.H. (2003) *A Test of Upper Echelons Theory in Chinese Shareholding Enterprises*. Academy of Management (AoM) Annual Meeting, Seattle, Washington, USA.
- Wei, L.Q.** (2003) *How can strategic HRM contribute to firm performance? A comprehensive test on Chinese enterprises*. Presented at the 7th Conference on International Human Resource Management (IHRM), Limerick, Ireland.
- Wei, L.Q.** (2002) *Determinants of Fit---Strategic International Human Resource Management*. The 4th International Conference of International Business Management, Nanjing, PRC.
- Wei, L.Q.** (2002) *IKEA in China*. The 2nd Cross-Strait Business Case Conference, Shanghai, PRC.
- Wei, L.Q.** & Frank, E. (2002) *A survey on the perception of business women in China*. International Conference on HRM and Entrepreneurial Management, Hangzhou, PRC.
- Wei, L.Q.**, Wang, Z. H. & Young, M. (2002) *Do Top Management Team Characteristics matter in a Transitional Economy? A Test of Upper Echelons Theory in the People's Republic of China*. The 3rd Conference of Asia Academy of Management (AAoM), Bangkok, Thailand.
- Wei, L.Q.** (2000) *Guanxi in Transitional Economy of China*, The 2nd Conference of Asia Academy of Management (AAoM), Singapore

MEDIA REPORTS

- When does gender diversity matter the most? Executive team gender diversity and firm performance during adverse and favorable situations. White paper, Wo+Men's Leadership Center, Judge Business School, University of Cambridge, 2019/3
- Have been interviewed for featured reports, by newspapers such as South China Morning Post (南华早报) (2018), Hong Kong Commercial Daily (香港商报) (2009), Hong Kong Economic Times (经济日报) (2009, 2010)
- Wei, L.Q. & Wang, Y. (2003). *IKEA in China*. International Business Daily. Feb. 14th.
- Wei, L.Q. & Wang, Y. (2002). *IKEA creates business operation model with characteristics*. International Business Daily, Aug. 17th.

INVITED SPEECHES

- 2020 **Organizer** of Chinese Management Scholar Workshop (CMSW) annual conference (online)
- 2019 **Keynote speaker & Session Chair** of International Conference of Entrepreneurship and Innovation, September 20-22, Changchun, Jilin, PRC.
- 2019 **Organizer** of Chinese Management Scholar Workshop & **Panelist** of Doctoral Consortium held in Shanghai U. of Science and Economics, June 29-1 July, Shanghai, PRC.
- 2017 **Organizer** of Chinese Management Scholar Workshop & **Panelist** of Doctoral Consortium, *Asia Pacific Journal of Management* in Jilin University, June, Changchun, PRC.
- 2016 **Organizer** of Chinese Management Scholar Workshop (Zhejiang U. of Technology) & **Panelist** of Doctoral Consortium held in Zhejiang University, June 15, Hangzhou, PRC.
- 2016 **Invited talk** on ‘*Writing, submitting and revising papers to international academic journals*’, June 24, Dalian University of Technology, Dalian, PRC.
- 2015 **Invited talk** at Professional Development Workshop, APJM, Centre for Asian Business and Economics, University of Melbourne (8-9 December, 2015)
- 2015 **Organizer** of Chinese Management Scholar Workshop (Nankai U.) & **Panelist** of Doctoral Consortium held in Tianjin University, June 12, Tianjin, PRC.
- 2015 **Session Chair** of DBA Forum, Global Business Research Conference (May 22-23, 2015), City University of Hong Kong, Hong Kong
- 2014 **Invited talk** on ‘*How to conduct a successful revise-and-resubmit to academic journals*’, 2014 Human Capital International conference, December 12-15, Chongqing, PRC.
- 2014 **Organizer** of Chinese Management Scholar Workshop (Huazhong U. of Science and Technology) & **Panelist** of Doctoral Consortium held in Wuhan University, September 12, Wuhan, PRC.
- 2014 **Invited Round-table Discussion** on ‘*Past and future of HRM research in China*’, June 10, Nanjing University
- 2013 **Invited talk** on *How to publish in international journals*, August 17, Shandong University.
- 2012 **Keynote speaker** for the 2nd Forum on Entrepreneurship and Innovation Research and Workshops for Young Academic Scholars, August, Zhejiang University.
- 2011 **Keynote speaker** for the 1st Forum on Entrepreneurship and Innovation Research and Workshops for Young Academic Scholars, August, Nankai University.

HONORS AND AWARDS

- 2018 The paper ‘TMT Advice seeking and decision quality: The moderating role of CEO procedural fairness and environmental dynamism’ won the **Best Paper Award** at European Academy of Management (EURAM) Annual Conference, 19-23 June, Reykjavik, Iceland
- 2013 The paper ‘Conflict management approaches and TMT effectiveness: the moderating role of CEO ethical leadership’ won the **Best Paper Award** at the Global Business Research Conference, 7-8 November 2013, Nepal.
- 2011 Recipient of ‘**Faculty /School Award for Excellent Performance in Scholarly Work**’, Hong Kong Baptist University.
- 2010 The paper ‘TMT Educational and Functional Background Diversity, Team Mechanisms and Firm Performance: The Moderating Role of CEO Leadership’ was selected to publish in the **Best Paper Proceedings** of 2010 Academy of Management (AoM) Annual Meeting, Montreal, Canada.
- 2009 Recipient of ‘**Award for Outstanding Performance in Scholarly Work**’, School of Business, Hong Kong Baptist University.
- 2008 The paper “SHRM and corporate entrepreneurship: The moderating effects of organizational culture and structure” was selected to publish in the **Best Paper Proceedings (top 10%)** of 2008 Academy of International Business (AIB) annual Meeting, Milan, Italy.

- 2003 The paper “A Test of Upper Echelons Theory in Chinese Shareholding Enterprises” was selected as one of the best ten percent of papers submitted to the 2003 Academy of Management Annual Meeting, Seattle, Washington, U.S. and was published in the *Best Paper Proceedings*. It was also nominated for the *Douglas Nigh award*.
- 2003 The paper “Strategic Human Resource Management and firm performance in China” presented at the 2003 PhD Consortium in Shanghai was selected for the *Best Paper Award*
- 2002 The paper “HRM Outsourcing---strategy and implementation” was selected by the 8th Annual Conference of Chinese Talents Research Institute in Kunming, PRC for the *Best Paper Award*

RESEARCH GRANTS

- (Co-I) National Natural Science Foundation of China Project Titled ‘A study on the interface between incumbent firms and start-ups in the Chinese context: a perspective of career mobility’ (NSFC 71972106), 2020/1/1-2023/12/30. (PI: Dr. Li TIAN), Amount: RMB 480,000.
- (Co-I) Project titled “How and when does leader humility influence employee creativity? The mediating role of employee creative self-efficacy and the moderating role of high-commitment work systems”, (FRG2/16-17/036), (30 June 2017- 29 Dec 2019) (PI: Song CHANG). Amount: HK\$ 132,750.
- (Co-I) National Natural Science Foundation of China, Project Titled “Research on the contractual design of strategy-oriented stock option plans (SOP) and its performance outcomes in new economy firms”, (NSFC71602013), (1 Jan 2017- 31 Dec 2019) (PI: Ying CHENG). Amount: RMB214, 000.
- (PI) Project titled ‘Evolution of Human Resource Management Systems in Entrepreneurial Firms: The Perspective of Organizational Life Cycle’, (FRG1/17-18/015), (1 Mar 2018-28 Feb 2019). Amount: HK\$ 50,000.
- (PI) Project titled ‘Political activities and strategy making in the transitional economies’, (FRG2/15-16/003), (1 Jul 2016-30 Jun 2018). Amount: HK\$ 134,820.
- (PI) Project titled ‘Top management team and firm performance: The role of CEO Tertius iungens orientation’, (FRG2/14-15/044), (1 Apr 2015-31 Mar 2017) (Co-I: Y. Ling & J. Xia). Amount: HK\$ 146,280.
- (Co-I) National Natural Science Foundation of China, Project Titled ‘A study on organizational boundary formation and key mechanisms: A business founder identity perspective’ (NSFC 71472099), 2015/1/1-2018/12/31). (PI: Dr. Li TIAN), Amount: RMB 630,000.
- (PI) School of Business-Strategic Development Fund (SDF) [Corporate Sustainability] Project Titled ‘The role of CEO leadership in the conflict management of TMTs: Implication of ethical leadership style’ (SDF A/C No. 40-49-214), (1 Dec 2013-31 Oct 2015). Amount: HK\$ 111,560.
- (PI) Project titled ‘Evolution of social networks in new ventures: A longitudinal research’, (GRF/HKBU292513), (Co-I: Y. Ling, & Q. Cao) (1/12/2013-30/11/2016, Duration: 36 months). Amount: HK\$ 376,460.[extended to 31/05/2017]
- (PI) Project titled ‘Development of solo-founders’ social capital in new ventures’, (FRG2/12-13/034), (1 Mar 2013 – 31 July 2014) (Co-I: Dr. Y. Ling). Amount: HK\$ 89,892.
- (PI) Project titled ‘Solo founders’ impact on organizational ambidexterity: Investigations into the process’, (FRG2/11-12/012), (1 Feb 2012-31 Jan 2014) (Co-I: Y. Ling & Q. Cao). Amount: HK\$ 99,880.
- (PI) School of Business-Strategic Development Fund (SDF) [Corporate Sustainability] Project Titled ‘Determinants of CEO Turnover: The Perspective of Upper Echelons’ (SDF A/C No. 40-49-214), (Co-I: Michael N. Young), (6 Dec 2011-5 Dec 2013). Amount: HK\$95,200.
- (Co-I) National Natural Science Foundation of China Project Titled ‘Studies on organizational imprinting based on founding condition of new ventures’ (NSFC 7110205), 2012/1/1-2014/12/31. (PI: Dr. Li TIAN), Amount: RMB 200,000.

- (PI) Project titled ‘Corporate Entrepreneurship in China: The role of the CEO’, (**FRG2/10-11/064**), (Co-I: Michael N. Young), (1 May 2011-30 Apr 2013). Amount: HK\$ 99,840.
- (PI) Project titled ‘Investigating the factors influencing R&D employees’ creativity performance: Developing a cross-level model in the organization’, (**FRG1/10-11/044**), (1 Mar 2011- 29 Feb 2012). Amount: HK\$49,880.
- (PI) Project titled ‘Top management team diversity, team mechanisms, and firm performance: The moderating role of CEO empowering leadership’, (**GRF No.244709**), (Co-I: Longzeng Wu, Chung-Ming Lau) (1/10/2009-30/9/2012, Duration: 36 months). Amount: HK\$375,356.
- (PI) Project Titled ‘Top management team cognitive diversity, team mechanisms, and firm performance: The moderating role of top management team interdependence’, (**FRG/08-09/II-22**), (Co-I: Longzeng Wu), (1/3/2009-28/2/2011, extend to 31/8/2011). Amount: HK\$90,840.
- (Co-I) National Natural Science Foundation of China Project Titled ‘Graduate political skills’ development after the organizational entry and its consequences: A longitudinal investigation’, (**NSFC 70802060**), (**PI**: Dr Jun LIU), 2009-2011. Amount: RMB 180,000.
- (Co-I) National Natural Science Foundation of China Project Titled ‘Consequences of abusive supervision and its copying strategy: A multilevel study’, (**NSFC 70972025**), (**PI**: Dr Jun LIU), 2010-2012. Amount: RMB 220,000.
- (PI) Project Titled ‘SHRM and corporate entrepreneurship: The moderating effects of organizational culture and structure’, (**FRG/07-08/I-26**), 2008-2009. Amount: HK\$ 49,960
- (PI) Project Titled ‘Determinants of Organizational Innovation: The Perspective of Corporate Elites’, (**FRG/06-07/II-17**), 2007-2009. Amount: HK\$70,680
- (PI) Project Titled ‘Strategic HRM and firm performance: The role of organizational culture and the moderating effect of organizational ownership in Chinese enterprises’, 2005-2007, (**FRG/05-06/I-35**). Amount: HK\$43,520

RESEARCH STUDENT SUPERVISION

DBA: Mentor: 15 DBA students (7 from HK class and 4 from China class), 2013-

Supervisor: Alison Chan (DBA, 2013-2018); Clement Au (DBA, 2012-2018); Derek Cheng (DBA, 2014-2017); Ju Xuesi (DBA, 2014-2017); Jiang Qin (Judy) (DBA, 2014-2018); Xie Xiaoguang (DBA, 2014-2019); Zhou, Jianjin (DBA, 2014-2019); Charles Leung (DBA, 2018-2019); Sam CHAN (DBA, 2018-2019); Tony Lee (DBA, 2018- 2019); Johnny Young (MSc, 2018-2020); Kenneth CHIU (MSc, 2018- 20); Zhai, Jingyi (DBA, 2014-2020)

Co-supervisor: Miao, Xiaoyang (DBA, 2014-2018); Gao, Yanli (DBA, 2014-2017); Sun, Wanling (DBA, 2014-2018); Benny Ng (MSc, 2018-2019)

PhD: Advisor: Junbang (Grace) Lan, PhD student, 2014-2015

Supervisor: Amy Tsang (Mei Ching), Part-time PhD, 2016-2020

Supervisor: Jiachen (Sherry) Zhang, MPhil student, 2012-2016

Supervisor: Longzeng (Lonnie) Wu, PhD student, 2008-2010

Co-supervisor: Guiyao (Rudy) Tang, PhD student, 2008-2011

Co-supervisor: Fanwei (Stacy) Liao, MPhil, 2005-2007

External Examiner: 6 DBA thesis, PolyU. (May-Aug 2019); 4 DBA thesis, PolyU. (May-Aug 2018); 2 DBA thesis, PolyU. (June 2016), 1 DBA thesis, PolyU. (August 2014), 1 DBA thesis, PolyU. (June 2013), 1 PhD from CUHK (July 2016), 1 MPhil from Lingnan U. (June 2015); 1 MPhil from CUHK (July 2015)

PROFESSIONAL ASSOCIATIONS

- AoM (Academy of Management)
- AIB (Academy of International Business)
- AAoM (Asia Academy of Management) ,
- IACMR (International Association of Chinese Management Research)

- EURAM (European Academy of Management)
- BAM (British Academy of Management)

PROFESSIONAL SERVICES

- Editor-in-Chief, *Asian Case Research Journal*, 2020—
- Vice-President, *Asia Academy of Management*, 2019—
- Associate Editor, *Journal of Management Studies*, 2016—2018 (Consulting editor: 2019-)
- Editorial Board, *Journal of Management Studies*, 2013—
- Editorial Board, *International Journal of Human Resource Management*, 2016—
- Editorial Board, *Group & Organization Management*, July 2020—
- Specialist, Hong Kong Council for Accreditation of Academic & Vocational Qualifications, 2014-
- External examiner, DBA thesis, PolyU. Sept. 2009, Aug. 2014--
- Reviewer, Academy of Management meeting, 2001—
- Reviewer, Asia Academy of Management meeting, 2000 —
- Reviewer, Academy of International Business meeting, 2004 —2013
- Reviewer, IACMR meeting, 2008--2014
- *Ad hoc* Reviewer for *Asia Pacific Journal of Management*; *Academy of Management Learning and Education*; *International Journal of Management Review*; *Journal of Business Ethics*; *Human Resource Management*; *Asian Business & Management*; *Business and Society*; *Human Relations*; *International Management Review*; *Asia Pacific Journal of Management*; *Asia Pacific Journal of Human Resources*

RESEARCH INTERESTS

- Top Management Teams
- Strategic Human resource Management
- Chinese Management
- International/Cross-cultural Management