**ABSTRACT**

Drawing from recent meta-analytic and conceptual reviews of paternalistic leadership literature (e.g., Hiller et al, LQ 2019; Takeuchi et al., AROPOB, 2020) and my own executive teaching experiences at CEIBS, I will discuss the various rationales why and how authoritarian and benevolent leadership interact to influence employee job performance as well as organizational performance. All are welcome.

**SHORT BIO**

Dr. Jiing-Lih (Larry) Farh is Honorary Professor and ABN AMRO Chair in Management at the China Europe International Business School (CEIBS). He has published over 50 articles in international management journals such as Administrative Science Quarterly, Academy of Management Journal, Journal of Applied Psychology, Journal of Management, Organization Science, Personnel Psychology, and Organizational Behavior and Human Decision Processes. His research focuses on management theories as adapted and practiced in Chinese contexts. He is best known for his seminal works on Chinese leadership (the paternalistic leadership model), organizational citizenship behavior in China, guanxi in the Chinese context, and how personal values of traditionality and power distance affect work behavior in Chinese contexts. He received his PhD in organizational behavior from Indiana University at Bloomington, MBA from National Chengchi University, and BS from National Taiwan University.

ENQUIRIES : TEL: 3411-7583 | EMAIL: mgnt@hkbu.edu.hk