Engaging Ideas: A Diversity of Research Impact

Wednesday, May 12 | 9-11 a.m. | Virtual Event

Dr. Jianyun (J.Y.) Tang, associate professor, Faculty of Business Administration

Dominant leaders: Heroes or villains?

Dr. Tang will discuss three key insights generated from a series of studies focused on dominant leaders and their practical implications. First, it’s not that dominant leaders are good or bad but that they tend to bring to their organizations deviant strategy and extreme performance — either big wins or big losses. Second, the likelihood of dominant leaders having big wins versus big losses can be affected by external power-balancing bodies (e.g. boards of directors) and their personal characteristics (e.g. self-discipline in power use). Third, although the heroic portrait of dominant leaders in troubled situations has been rather resilient and affected leader selection, it seems to be a myth without a solid empirical basis.

Dr. Blair Winsor, associate professor, Faculty of Business Administration

Managing for regeneration: Shorefast on Fogo Island

Organizations face, and contribute to, daunting ecological and social challenges. While a growing number of organizations try to minimize their environmental and societal impact, some go even further by actively seeking to regenerate places. These sustainability-oriented regenerative organizations focus on the specific needs of a place and balance the well-being of place with their economic success. However, issues of place inevitably create tensions. In this discussion, some of these issues will be explored based on a years-long study of the Shorefast’s work on Fogo Island. The research team’s analysis suggests that Shorefast actively triggers place-based tensions and then manages them paradoxically, meaning they juxtapose and manage contradictory elements of place by creating conditions for meaningful exchange and patiently working through the tensions. The results of this iterative and challenging regenerative work are impressive: they enhance community well-being, build new capacities and encourage respect for local ecosystems.

Dr. Peggy Coady, associate professor, Faculty of Business Administration
Dr. Carlos Bazan, assistant professor, Chair in Entrepreneurship, Faculty of Engineering and Applied Science

Reimagining business education for a changing business environment

This research project is about the future of business education in Canada. Specifically, the role of equity, diversity and inclusion (EDI) will be explored through a systematic literature review and a multifaceted environmental scan of business school curricula in those areas. Dr. Coady and Dr. Bazan aim to provide insights on the potential relevance and impact of the role of EDI on university business education.

Registration:
Email businessevents@mun.ca to receive the Webex link.