

## **WORK EXPERIENCE**

### **CENTER FOR CREATIVE LEADERSHIP**

Senior Fellow, Director of Strategic Initiatives	2015-Present
Senior Fellow, Director Applied Research Services, RIPD	2013-2015
Senior Fellow, Enterprise Associate, Tools & Instrument Group	2008-2013
Senior Manager, Assessment & Development Resources Group	2003-2008
Instrument Development Research, RIPD	1989-2003

### **GREENSBORO COLLEGE**

Instructor of Sociology	2001-2002
Instructor of Sociology	1991-1997

### **GUILFORD TECHNICAL COMMUNICATION COLLEGE**

Instructor of Sociology	1988-1989
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### **ELON UNIVERSITY**

Adjunct Instructor of Sociology	1987-1988
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## **EDUCATION**

**M.A.**, University of North Carolina at Greensboro, U.S.A., 1987, Major: Sociology

**B.A.**, Elon University, U.S.A., 1985, Major: Sociology

### **LEADERSHIP EDUCATION, TRAINING, AND CERTIFICATIONS**

- Polarity Partnerships, The Polarity Approach for Continuity and Transformation (certified since, 2013)
- The Reina Leadership Trust Scale (certified since, 2008)
- Workplace Big 5 Certification (certified since, 2008)
- Effective On-line Facilitation, Fielding Graduate Institute (certified since, 2003)
- The Four-Fold Way Program (2002)
- Xerox Emerging Leaders Program, trainer (2002-2004, 2006-2007)
- Benchmarks<sup>®</sup>, Skillscope<sup>®</sup>, Prospector<sup>®</sup>, 360 By Design<sup>™</sup>, Executive Dimensions<sup>®</sup> for individual assessment for development, Keys<sup>™</sup>, Leadership Gap Indicator<sup>™</sup> for organizational assessment, and GLOBAL6<sup>™</sup>, Center for Creative Leadership (certified since, 1999).
- Benchmarks Certification Workshop<sup>®</sup>, trainer (1999-2002)
- Looking Glass Experience<sup>®</sup>, Executive Derailment Module, trainer (1996-2000)
- Leadership and Teamwork, Center for Creative Leadership, (1995)

- Systematic Multi-Level Observation of Groups (SYMLOG®) for individual and team-work assessment (certified since 1990)
- The Looking Glass Experience, Center for Creative Leadership, (1990)

#### **COMMUNITY AND PROFESSIONAL LEADERSHIP POSITIONS**

- Academy of Management Review's "2022 Management Practice Award" committee member.
- Ordained Chalcist-barer at Holy Trinity Episcopal Church, Greensboro, NC, 2013-2022.
- Reviewer, Ken Clark Paper Award, Center for Creative Leadership 1996, 1997, 1999, 2005, 2010-2022.
- Reviewer, *Industrial and Organizational Psychology: Perspectives on Science and Practice*, a journal of the Society for Industrial and Organizational Psychology, 2011.
- Discussant for "Assessments Used for Employee Development: Individual and Organizational Outcomes," Society for Industrial and Organizational Psychologist, San Francisco, CA., 2008
- Officer, Lake Townsend Yacht Club, 2006-2007
- Chair, ASTD Dissertation of the Year Award, American Society for Trainers & Developers, 2004.
- Research-to-Practice Committee member American Society for Trainers & Developers, 2001-2004.
- Director, Greensboro Mayor's Cup Regatta, Lake Townsend Yacht Club, 2004-2005
- Board Member, Lake Townsend Yacht Club, 2003-2005
- Liaison, Center for Creative Leadership and The Joint Committee on the Standards for Educational and Psychological Testing revision of the American Psychological Associations' Standards for Test Development, 1996-1998.
- Chair, Sociological Practice Committee, Southern Sociological Society, 1998-1999.
- Co-Chair, Committee on Sociological Practice, American Sociological Association, 1995-1997.
- Organizer and presider of Professional Workshop "Marketing Your Skills for The Non-Profit Job Market," American Sociological Association Meeting Toronto, Canada, August 9, 1997.
- Member, Program Committee, North Carolina State-of-the-Child Conference, 1992
- Committee Member, Blue Ridge Onomastic Symposium V, Greensboro College, April, 1990.
- Panelist, Blue Ridge Onomastic Symposium V, Greensboro College, April, 1990.
- Committee Member, Mid-South Sociological Association Meeting, Memphis, Tennessee, October, 1987.
- Discussant for "Theory," Mid-South Sociological Association Meeting, Memphis, Tennessee, October, 1987.
- Editorial Assistant, Alpha Kappa Delta National Honor Journal, *Sociological Inquiry*, 1986.

## AWARDED GRANTS

SHRM Foundation Grant, principle investigator, 137,650 USD	2014
Alfred J. Marrow Fund, principle investigator, 10,000 USD	2012
Merrill Lynch, principle investigator, 37,000 USD	2008
Singapore Economic Development Board, principle investigator, 143,000 USD	2006

## PUBLICATIONS

Leslie, J. & Flink, C. (2022, May 32). Leadership for all times: Doing good and doing well. *Talent Management*. <https://www.talentmgt.com/articles/2022/05/31/leadership-for-all-times-doing-good-and-doing-well/>

Flink, C., Leslie, J. & Metha, S., (2022, Jan. 31). Equipping emerging leaders for success in a virtual world. *Talent Management*.  
<https://www.talentmgt.com/articles/2022/01/31/equipping-emerging-leaders-for-success-in-a-virtual-world/>

Wormington, S. V., Pearsall, S., Hoole, E. & Leslie, J. (2021) Do your D&I efforts consider socioeconomics? The *Chief Learning Officer*. <https://cclinnovation.org/news-posts/ccl-researchers-publish-article-on-the-importance-of-financial-security-for-emerging-leaders>

Leslie, J. B. (2021). *Pandemic paradoxes and how they affect your workers*. Greensboro, NC; Center for Creative Leadership. <https://doi.org/10.35613/ccl.2021.2046>

Leslie, J. (2021) Creating and sustaining virtual teamwork effectiveness in *And: Making a Difference by Leveraging Polarity, Paradox or Dilemma. Volume Two: Applications*, HRD Press.

Young, S. F., Leslie, J. B., Balakrishnan, R. & Winn, B. (2021). The chief of leadership development: Preparing today's leaders for tomorrow's challenges. *People & Strategy*, 44 (2), p. 52-56.

Leslie, Jean & Balakrishnan, R. (2021). Overcoming Personal Shortcomings to Be a Better Leader, <https://cclinnovation.org/news/>

Balakrishnan, R., Young, S., Leslie, J., McCauley, C., & Ruderman, M. (2021). "Leadership Challenge Ladder (LCL) Technical Report. Greensboro, NC: Center for Creative Leadership."

- Mathieu, J., Leslie, J.B., & Luciano, M. M. (2020) Wrapping team members' heads around managing global virtual team related paradoxes. Chapter in McNeese, Salas, & Endsley, Eds. *Handbook of Distributed Team Cognition*.
- Leslie, J.B., & Hoole, E., (2019). How to lead virtual teams: The power of leveraging polarities. Greensboro, NC: Center for Creative Leadership. <http://www.ccl.org>
- Leslie, J.B., Luciano, M. M., & Mathieu, J. & Hoole, E., (2018). Challenge accepted: Managing polarities to enhance virtual team effectiveness. *People + Strategy*, 41.(2) 22-29.
- Sully De Luque, M., Zhang, Yi, & Leslie, J.B. (Aug 2017) Staying on track: The buffering effect of culture on leadership strength and derailment potential. *Academy of Management Proceedings*.
- Hoole, E., Leslie, J.B., Muhly, S., Solomon, R.F. & Eckert, G. (2016). Green lights and stop signs: The road to gender parity in retail and consumer goods. Washington, DC: Network of Executive Women and Greensboro, NC: Center for Creative Leadership.
- Leslie, J.B. (July 2016). How to identify leadership limitations through a gap analysis. *Training Magazine*. <https://trainingmag.com/how-identify-leadership-limitations-through-gap-analysis>
- Leslie, J.B., Ping Li, P. & S. Zhao (2015). Managing paradox blending east and west philosophies to unlock its advantages and opportunities. Greensboro, NC: Center for Creative Leadership. <http://www.ccl.org>
- Leslie, J.B. (2015). The leadership gap: What you need, and still don't have when it comes to leadership talent. Greensboro, NC: Center for Creative Leadership. <http://www.ccl.org>
- Leslie, J.B., Chandrasekar, A., & Barts, D. (2015) Leadership Gap Indicator™. Greensboro, NC: Center for Creative Leadership.
- Hannum, K., Leslie, J.B., Muhly, S. & Solomon, R.F. (2015). Accelerators: critical competencies for women leaders in retail and consumer goods. Washington, DC: Network of Executive Women and Greensboro, NC: Center for Creative Leadership. <http://www.newonline.org>.
- Leslie, J.B. (2015). Are your organizations' leaders future-ready? *Human Resources Executive Online*.
- Leslie, J.B. & Palmisano, K. (2014). The leadership challenge in the pharmaceutical sector. Greensboro, NC: Center for Creative Leadership. <http://www.ccl.org/Leadership/pdf/research/LeadershipChallengePharmaceutical.pdf>

- Leslie, J.B. (June 24, 2014). Don't let fear get in your way of change.  
<http://www.leadingeffectively.com/author/jean-leslie>
- Scisco, P. McCauley, C., Leslie, J.B., & Elsey, R. (2014). *Change Now!* Greensboro, NC: Center for Creative Leadership.
- Petrie, N., & Leslie, J.B. (2014). Developing leaders for the future. In *The Definitive Reference for Training & Development*, 2nd Edition. Ed. E. Beich, ASTD: Alexandria, Virginia.
- Leslie, J.B. (October 15, 2013). The truth about cats and dogs and polarities.  
<http://www.leadingeffectively.com/author/jean-leslie>.
- Leslie, J.B. (August, 13, 2013). Relax. It's not a problem.  
<http://www.leadingeffectively.com/author/jean-leslie>.
- Leslie, J.B. (2013). *Feedback to Managers: A Guide to Choosing, Reviewing, and Selecting a Multi-rater Instrument for Leadership Development*. Greensboro, NC: Center for Creative Leadership.
- Connolly, C., Ruderman, M., & Leslie, J.B. (2013). Sleep well, lead well: How better sleep can improve leadership, boost productivity, and spark innovation. Greensboro, NC: Center for Creative Leadership. <http://www.ccl.org/leadership/pdf/research/SleepWell.pdf>
- Gentry, B.G., Leslie, J.B., Gilmore, D., Darren, T., & Ferris, G. (2013). Personality and political skill as distal and proximal predictors of leadership evaluations. *Career Development International*, 18(6), pp 569-588.
- Zhang, Y., Leslie, J.B. & Hannum, K. (2013). "Trouble ahead: Derailment is alive and well."  
*Thunderbird International Business Review Journal*, 55 (1), 95-102.
- Chrobot-Mason, D. & Leslie, J.B. (2012). The role of multicultural competence and emotional intelligence in managing diversity. *The Psychologist-Manager Journal*, 15(4) 219-236.
- Leslie, J.B. (2012). Women and political savvy: How to build and embrace a fundamental leadership skill. *Business World On-line*. November.  
<http://www.businessworld.in/en/storypage/-/bw/women-and-political-savvy/596925.37540/page/0>.
- Leslie, J.B. & Gentry, B.G. (2012). Women and political savvy, September,  
<http://www.ccl.org/leadership/pdf/research/WomenPoliticalSavvy.pdf>.
- Gentry, B.G. & Leslie, J.B. (2012). *Developing political savvy*. Ideas into Action Guidebook, Greensboro, NC: Center for Creative Leadership.

- Gentry, W. A., Gilmore, D. C., Shuffler, M. L. & Leslie, J. B. (2012). Political skill as an indicator of promotability among multiple rater source. *Journal of Organizational Behavior*, 33(1), 89-104.
- Leslie, J.B. & Peterson, M.J. (2011) *The Benchmarks Sourcebook: Three Decades of Related Research*. Greensboro, NC: Center for Creative Leadership.
- Chappelow. C. & Leslie, J. B. (2011, June). When a career veers off track.  
<http://online.wsj.com/article/SB10001424052702304392704576373981968815122.html>.
- Leslie, J.B. (2011). 360-Degree feedback: Best practices to ensure impact.  
<http://www.ccl.org/leadership/pdf/assessments/360bestpractices.pdf>.
- Leslie, J.B. & Gentry, W.A. (2010). Why you have to be a politician at your job. *Forbes.com*.  
<http://www.forbes.com/2010/05/25/office-politics-psychology-leadership-managing-ccl.html>.
- Leslie, J.B. & Wei, R. (2010). Assessing leadership and the leadership gap. In Mitch Rothstein and Ron Burke (Editors), *Self-Management and Leadership Development*. Edward Elgar Ltd.: San Francisco.
- Leslie, J.B. (2010). Pharma marketers lack key leadership skills. *Medical Marketing Media*.
- Leslie, J.B. & Palmisano, K. (2010). The leadership challenge in the pharmaceutical sector: What critical capabilities are missing when it comes to leadership talent and how can they be developed? Greensboro, NC: Center for Creative Leadership. <http://www.ccl.org>.
- Leslie, J.B. (2009). The leadership gap: What you need, and don't have when it comes to leadership talent. Greensboro, NC: Center for Creative Leadership. <http://www.ccl.org>.
- Leslie, J.B. & Chandrasekar, A. (2009). Managerial strengths and organizational needs a critical leadership gap. In *The Perils of Focusing Only on The Positive*. Eds. R. Kaiser & B. Kaplan, San Francisco CA: Jossey Bass.
- Gentry, W.A., Harris, L.S., Baker, B.A., & Leslie, J.B. (2008). Managerial skills: What has changed since the late 1980s. *Leadership & Organization Development Journal*, 29(2), 167-181.
- Leslie, J.B. & Gentry, W. (2008). Power of office politics. *South China Morning Post*, February.
- Leslie, J.B. & Gentry, W. (2008). Power of office politics. In *Leading Towards Success*, Andrea Zavadszky (Ed.), pp 13-18. Hong Kong: Elegance Printing & Book Binding Co., Ltd.
- Chappelow, C. & Leslie, J.B (2008) Guide to great leadership. *TODAY*, January, 28.

- Chappelow, C. & Leslie, J.B. (2008). Key skills for leaders. *TODAY*, February 25, p. 24.
- Crayson, C. & Leslie, J.B. (2008). Making the connection. *South China Morning Post*, March 8.
- Crayson, C. & Leslie, J.B. (2008). Making the connection. In *Leading Towards Success*, Andrea Zavadzsky (Ed.), pp 13-18. Hong Kong: Elegance Printing & Book Binding Co., Ltd.
- Leslie, J.B.. & Gentry, W. A. (2007). Political skill. *Personal Excellence*, 12(3), 12.
- Gentry, W. A., & Leslie, J. B. (2007). Political skill: Leaders need to have it, What's wrong with office politics? Politics and work: A conversation with Gerald Ferris. *Leading Effectively*, Greensboro, NC: CCL e-Newsletter.
- Gentry, W. A., & Leslie, J. B. (2007). Competencies for leadership development: What's hot and what's not when assessing leadership – Implications for organization development. *Organization Development Journal* 25(1), 37-46.
- Leslie, J.B. (2007). Understanding the leadership gap preliminary findings. *Lead Asia*.
- Hannum, K. & Leslie, J.B. (2007). Identifying the leadership gap. *Human Resources Magazine*, Singapore, June.
- Hannum, K. & Leslie, J.B.. (2007). Understanding the leadership gap. *Human Resources Magazine*, Singapore.
- Leslie, J.B. (2006). Leadership skills & emotional intelligence. From <http://www.ccl.org/leadership/assessments/excerptsArticles.aspx>.
- Leslie, J.B. (2006). 360-degree feedback best practices to ensure impact. From <http://www.ccl.org/leadership/assessments/excerptsArticles.aspx>.
- Chappelow, C. & Leslie, J.B. (2006). Key skills set successful business leaders apart. *South China Morning Post*, August 12.
- Chappelow, C. & Leslie, J.B. (2006). Ability to motivate and adapt essential. *South China Morning Post*, August 19.
- Leslie, J.B. & Penny, J. (2005). Assessing 360-degree feedback across cultures. In *Multi-Source Performance Assessments: Perspectives and Insights*. ICFAI University Publications, India.
- Leslie, J.B., & Taylor, S. (2005). The negatives of focusing only on the positive. *Leadership in Action*. Volume 24(6) Greensboro, NC: Center for Creative Leadership and Jossey-Bass.

- Ruderman, M. N., Hannum, K., Leslie, J.B., & Steed, J.L. (2004). Making the connection: Leadership skills and emotional intelligence. In *The CCL Guide to Leadership In Action: How Managers and Organizations Can Improve the Practice of Leadership* (pp 3-14). Eds. M. Wilcox & S. Rush. San Francisco, CA: Jossey Bass.
- Chappelow, C. & Leslie, J.B. (2004). Throwing the right switches how to keep your executive career on track. In *The CCL Guide to Leadership In Action: How Managers and Organizations Can Improve the Practice of Leadership* (pp 125-134). Eds. M. Wilcox & S. Rush. CA: San Francisco, CA: Jossey Bass.
- Deal, J., Leslie, J., Dalton, M. & Ernst, C. (2003). Cultural adaptability and leading across cultures. In *Advances in Global Leadership*, Vol. 3 (pp 149-166). Eds. W. H. Mobley & P.W. Dorfman. Kidlington, Oxford: Elsevier Science.
- Leslie, J., (2003). Leadership and emotional intelligence.  
<http://www.ccl.org/leadership/CCLSearchResults.aspx?&sa=Search&q=leadership+and+emotional&start=0&num=10>
- Dalton, M., Ernst, C., Deal, J. & Leslie, J. (2003). *Liberazgo global. Carta de Noticias*, 8(3), pp 1-3, Argentina.
- Ruderman, M. N., Hannum, K., Leslie, J.B., & Steed, J.L. (2003). Emotional intelligence and career derailment. *Competency & Emotional Intelligence-Quarterly*, 10(3), 39-41.
- Leslie, J.B., (2002). Success for new global managers. *Executive Update*. September, pp 34-36.
- Dalton, M.A., Ernst, C.T., Leslie, J.B, Deal, J.J., & Ritter, W. (2002). Effective global management: Established constructs and novel contexts. *European Journal of Work and Organizational Psychology*, 11(4).
- Dalton, M., Ernst, C., Deal, J., & Leslie, J.B. (2002). *Success for the new global manager: How to work across distances, countries, and cultures*. San Francisco, CA: John Wiley & Sons, Inc.
- Leslie, J.B., Dalton, M., Ernst, C., & Deal, J. (2002). *Managerial effectiveness in a global context*. Greensboro, NC: Center for Creative Leadership.
- Ruderman, M., Hannum, K., Leslie, J.B. & Steed, J. (2002). Making the connection: Leadership skills and emotional intelligence. *The Forum for Associates of the Institute of Independent Business*, Fall.
- Ruderman, M., Hannum, K., Leslie, J.B. & Steed, J. (2002). Leadership skills and emotional intelligence. *Independent Business Today*. Sept/Oct.



- Leslie, J.B. & Van Velsor, E. (2002). Defining effective leadership. *Public Service Review: European Union*, Autumn, 130.
- Chappelow, C. & Leslie, J.B. (2001). *Keeping your career on track: Twenty success strategies*. Ideas into Action Guidebook, Greensboro, NC: Center for Creative Leadership.
- Chappelow, C. & Leslie, J.B. (2001). Throwing the right switches how to keep your executive career on track. *Leadership in Action*, 20(6) January/February, Center for Creative Leadership and Jossey-Bass.
- Legerton, W., Leslie, J.B., Howland, B., Jones, M. & Staley, N. (2001). *360 BY DESIGN™ user's guide* (Version 1.0). Greensboro, NC: Center for Creative Leadership.
- Ruderman, M.N., Hannum, K., Leslie, J.B., & Steed, J.L. (2001). Making the connection: Leadership skills and emotional intelligence. *Leadership in Action*, 21(5) 3-7, Greensboro, NC: Center for Creative Leadership and San Francisco, CA: Jossey-Bass.
- Ernst, C., Deal, J., Dalton, M., & Leslie, J.B. (2001). What so global managers really do? *MtEliza Business Review*, 4(1), 49-56.
- Brutus, S., Leslie, J.B. & McDonald-Mann, D. (2001). Cross-cultural issues in multi-source feedback. Chapter in C. Temmrick, *Handbook of Multi Source Feedback*, San Francisco, CA: Jossey-Bass.
- Van Velsor, E. & Leslie, J.B. (2001). State of the art in MSF instruments. Chapter in C. Temmrick, *Handbook of Multi Source Feedback*, pp 433-446. San Francisco, CA: Jossey-Bass.
- Leslie, J.B. (2000). Leadership is change-or is it? *Leadership in Action* 20(3), July/August. Greensboro. NC: Center for Creative Leadership and San Francisco, CA: Jossey-Bass.
- Dalton, M., Deal, J., Ernst, C. & Leslie, J.B. (2000). For global managers, a world of difference *Leadership in Action*, 20(4). Greensboro, NC: Center for Creative Leadership and San Francisco, CA: Jossey-Bass.
- Dalton, M., Ernst C., Deal, J. & Leslie, J.B. (2000). How global is your bench strength? *Executive Talent*, Winter 16-20.
- Lombardo, M.M., McCauley, C.D., McDonald-Mann, D. & Leslie, J.B. (1999). *Benchmarks® Developmental Reference Points*. Greensboro, NC: Center for Creative Leadership.
- Leslie, J.B. & Fleenor, J. (1998). *Feedback to managers: A review & comparison of multi-rater feedback instruments*. Greensboro, NC: Center for Creative Leadership.

- Leslie, J.B., Dalton, M. & Gyskiewicz, N. (1998). Multi-national 360-degree feedback. In W. Tornow and M. London (Eds.) *Maximizing the Value of 360-Degree Feedback*, pp 196-216. San Francisco CA: Jossey-Bass.
- Leslie, J.B. & Van Velsor, E. (1998). *A cross-national comparison of effective leadership and teamwork: Toward a global workforce*. Greensboro, NC: Center for Creative Leadership.
- Leslie, J.B. (1998). Directions in applied sociology: Presidential address for the society of applied sociology 1985-1995 [book review] *Contemporary Sociology*, 27(4), 373-374.
- Van Velsor, E., Leslie, J.B. & Fleenor, J. (1997). *Choosing 360: A guide to evaluating multi-rater feedback instruments for management development*. Greensboro, NC: Center for Creative Leadership.
- Leslie, J.B. & Trovas, S.A., (1996). Avoid career derailment: It could happen to anyone. Feature article written for a special report on professional development in *The Colorado Springs Business Journal*, November, pp. 1-3.
- Leslie, J.B. & Van Velsor, E., (1996). *A look at derailment today: North America and Europe*. CCL Research Report No. 169, Greensboro, NC: Center for Creative Leadership.
- Leslie, J.B. (1995). Career derailment: Are you at risk? *Healthcare Executive*, November/December, 1-11, pp 6-9.
- Van Velsor, E. & Leslie, J.B. (1995). Why executives derail: Perspectives across time and cultures. *Academy of Management Executive*, 9(4) 62-72.
- Leslie, J.B. (1994). Information on current research projects at the Center: Cross-national comparison of effective leadership and teamwork, *Issues & Observations*, 14(2), 10.
- Leslie, J.B. (1993). Cross-cultural management Interchange (column) *Issues & Observations*, 13(1), 9.
- Leslie, J.B. & Taylor, S. (1992). Cross-cultural comparison of effective leadership and teamwork: Toward a global work force. *Issues & Observations*, 12(3), 10.
- Van Velsor, E., Taylor, S. & Leslie, J.B. (1992). An examination of the relationships between self perception accuracy, self-awareness, gender and leader effectiveness. *Human Resource Management Journal*, April, 249-263, pp 249-263.
- Van Velsor, E. & Leslie, J.B. (1991). *Feedback to managers, volume II: A review and comparison of sixteen multi-rater feedback instruments*. Report #150. Greensboro, NC: Center for Creative Leadership.

- Van Velsor, E. & Leslie, J.B. (1991). *Feedback to managers, volume I: A guide to evaluating multi-rater feedback instruments*. Report #149. Greensboro, NC: Center for Creative Leadership.
- Brittain, J.L. (1990). Instructor's Manual Chapter 11: Age, aging, ageism to accompany J. Vander Zanden, 1990, *The Social Experience*, 2<sup>nd</sup> ed., New York, NY: Random House.
- Brittain, J.L. (1990). Instructor's Manual Chapter 9: Social stratification and social classes to accompany J. Vander Zanden, 1990, *The Social Experience*, 2<sup>nd</sup> ed., New York, NY: Random House.
- Humphrey, J., Leslie, P. & Brittain, J.L. (1989). Religious participation, southern university women, and abstinence. *Deviant Behavior*, 10 (2): 145-156.
- Brittain, J.L. & Adams, R. G. (1988). Functional status and church participation of the elderly: Theoretical and practical implications. *Journal of Religion and Aging*, 3, Spring/Summer, 35-48.
- Brittain, J.L. (1988). Instructor's Manual Chapter 11: Age, aging, ageism to accompany J. Vander Zanden, 1988, *The Social Experience*. New York: Random House.
- Brittain, J.L. (1988). Instructor's Manual Chapter 9: Social stratification and social classes to accompany J. Vander Zanden, 1988, *The Social Experience*. New York: Random House.

## **PRESENTATIONS**

- Leslie, J.B., (2020). HR Tech Fest Connect 2020, Asia's largest virtual HR conference.
- Leslie, J.B., (2020). MISK Academy webinar.
- Leslie, J.B., (April 2019). Improve Virtual Team Success by Leveraging Paradox [Audio podcast]. Retrieved from <https://www.voiceamerica.com/episode/113118/improve-virtual-team-success-by-leveraging-paradox>
- Leslie, J.B., (April 2019). Conducting Research in a Brave New World of Data Privacy and Transparency. Invited panelist at the Annual Meeting of the Society for Industrial & Organizational Psychology.
- Leslie, J.B. & Hoole, E. (December 2018). Virtual Teamwork: How to Make It Work for Your Organization. Future Fluency Webinar series, Center for Creative Leadership, Greensboro, NC.

Leslie, J.B., (April 2018). "Sharpening Your Political Know-How." Invited speaker for Healthcare Businesswomen's Association Career Conversations webinar series.

Leslie, J.B., Zang, Yi, & Sully De Luque, M., (April 2018). "Leadership Derailment and Competencies: Comparing US and Japanese MNC Managers." In J. Raines, An Examination of Leader Derailment: Understanding Why Leaders Unexpectedly Fail. Presenter symposium at the annual meeting of the Society for Industrial and Organizational Psychologist, Chicago, IL.

Leslie, J.B., Luciano, M. M., Hoole, E., Anderson, R. & Mathieu, J., (April 2018). "Managing Team Members' Alignment Paradox for Improved Virtual Team Performance." Poster presented at the annual meeting of the Society for Industrial and Organizational Psychologist, Chicago, IL.

Leslie, J.B. (Nov. 2017) "Polarities in Virtual Teams: A Research Note." Polarity Thinking Learning Community, La Holla, CA.

Sully De Luque, M., Zang, Yi, & Leslie, J.B. (Aug 2017) "Staying on track: The buffering effect of culture on leadership strength and derailment potential." In T. Gardner, Research on Leadership Effectiveness. Presenter symposium at the annual meeting of the Academy of Management, Atlanta, GA.

Luciano, M. M., Leslie, J., Hoole, E., Anderson, R. & Mathieu, J. (Jul 2017) "Across space and over time: Managing team members' alignment paradox for improved virtual team performance." Poster presented at the annual meeting of INGroup (Interdisciplinary Network for Group Research), Saint Louis, Missouri.

Sully De Luque, M., Zang, Yi, & Leslie, J.B. (Jul 2017) "Staying on Track: The Buffering Effect of Culture on Leadership Strength and Its Relationship to Derailment Potential and Competencies." In Presenter symposium at the annual meeting of the Academy of international Business (ABI), Dubai, UAE.

Hoole, E., & Leslie, J. (May 2017) "Creating and sustaining virtual teamwork effectiveness: An examination of leveraged paradoxes." Presentation of paper of same title presented at the European Association of Work and Organizational Psychology Congress (EAWOP) in Dublin, Ireland.

Hoole, E., & Leslie, J. (May 2017) "Barriers that block women's leadership and career satisfaction." Poster presented at the European Association of Work and Organizational Psychology Congress (EAWOP) in Dublin, Ireland.

Luciano, M. M., Leslie, J.B., Hoole, E., & Anderson, R. 2016, August. "Working apart and together: Examining teamwork polarities in virtual teams." In J. Nahrgang, M. Chamberlin, & H. Sessions (Co-Chairs), Addressing the gaps: Understanding the inputs,

processes, and outputs of virtual teams. Presenter symposium at the annual meeting of the Academy of Management, Anaheim, CA.

Luciano, M. M., Leslie, J., Hoole, E., Anderson, R. & Mathieu, J. 2016, July. "Working World Wide: Examining Polarities in Virtual Team Effectiveness." In J. Nahrgang, M. Chamberlin, & H. Sessions (Co-Chairs), Across Space and Over Time: Pushing the Boundaries of Virtual Teams Research. Presenter symposium at the annual meeting of INGroup (Interdisciplinary Network for Group Research), Helsinki, Finland.

Leslie, J. B., & Palmisano, K. "The leadership challenge: Missing critical capabilities and how to develop them." Poster presented at the Healthcare Business Women's Annual Conference, Atlanta, GA., November 3-5.

Leslie, J. B., "Takeaways from executing a large pretest-posttest control group study using the PACT assessment." Presented at the Polarity Partnerships Learning Community, Texas A&M University, November 5-6, 2015.

Leslie, J.B. & Hoole, E. "Virtual Team Polarity Research." Invited presentation for Triad Coaching Connection, November 2014.

Leslie, J.B. "Change Now!" Invited presentation, Center for Creative Leadership, Singapore, July, 2014.

Leslie, J.B., Scisco, P., McCauley, C. & Elsey, R. "Change Now!" Center for Creative Leadership May, 2014.

Gentry, W. A., & Leslie, J. B. "Conquering Your Leadership Challenge with Political Savvy" Center for Creative Leadership Webinar Series, March 2013.

Leslie, J. B., Gentry, W. A., Gilmore, D. C., Treadway, D. C., & Ferris, G. R. "Narrow personality traits, political skill, and leadership evaluations." Poster session presented at the Society for Industrial and Organizational Psychology Conference, San Diego, CA., April, 2012,

Leslie, J.B., & Appaneal, C. "Surfacing the Leadership Gap Now and for the Future." Paper presented at the Society for Industrial and Organizational Psychologist Meeting in Chicago, IL, April, 2011.

Leslie, J.B. "The Leadership Gap: How to We Prepare Leaders for the Future." Center for Creative Leadership, April 2009.

Leslie, J.B. "RISC Grant Findings: What did We Learn about Leadership in Asia." Center for Creative Leadership, November 2008.

Leslie, J.B. "Twenty Success Strategies: Keeping Your Career on Track." Mead Johnson, November 2007.

Herman, J., Murensky, C., Conjar, E., Leslie, J.B., & Zaccaro, S. "Executives in Transition: Frame Changing Skill for Adaptive Leadership." Paper presented at the 2007 Society for Industrial and Organizational Psychologist Meeting in San Francisco, CA, April.

Van Dyne, L, Ang, S., & Leslie, J.B., "Multicultural Experiences: Effects on Global Leader Competencies and Performance." Paper presented at the 2007 Society for Industrial and Organizational Psychologist Meeting in New York City, NY, April.

Gentry, W.A., Harris, L.S., Baker, B.A., & Leslie, J.B., "Managerial Roles: What Has Changed Since the Late 1980s." Paper presented at the 2007 Society for Industrial and Organizational Psychologist Meeting in New York City, NY, April.

Joseph, D., Leslie, J.B., Novelli, L. & Chandrasekar, A. The Leadership Gap. Paper presented at the APAMB Conference in Singapore, March 2007.

Gentry, W.A., Gilmore, D., Shuffler, M., & Leslie, J.B., "Political Skill as an Indicator of Managerial Success." Paper presented at the 2007 Society for Industrial and Organizational Psychologist Meeting in San Francisco, CA, April.

Ang, S., Van Dyne, L. & Leslie, J.B. "Global Leader Effectiveness: Relationship between International Experience and Adaptive Competencies." Paper presented at the 2006 Academy of Management Meeting in Atlanta, GA. Nominee, 2006 AOM Carolyn Dexter Award., August 2006.

Gentry, W.A., Leslie, J.B., Ohlott, P., and Tavaras, J. Perceptions of Organizational Politics and Managerial Skill. Paper presented at the 2006 Academy of Management Meeting in Atlanta, GA., August 2006.

Leslie, J.B. "Current Dilemmas and Future Directions Adapting and Using Multisource Feedback Assessments across Cultures." International Test Commission Conference, Brussels, Belgium. July, 2006

Leslie, J.B & Hannum, K. "Leadership Gap Research." Presented at The Tata Management Training Center, Pune, India., August 2006.

Leslie, J.B & Hannum, K. "Understanding the Leadership Gap: A Glimpse into Our History and Future." Presented at The Center for Creative Leadership, Singapore., August 2006.

Leslie, J.B. "Conceptualizing and Measuring Global Competencies." Professional Development Workshop, The Academy of Management Meeting, Honolulu, Hawaii. August, 2005

- Leslie, J.B. & Ohlott, P. "Leadership and Politics: Oil and Water." Presented at The Academy of Management Meeting Symposium, Re-visioning Organizational Politics. August, 2005.
- Leslie, J.B. "Leadership Competence Now and in the Future." Invited expert panelist, Kenan-Flagler Business School, University of North Carolina at Chapel Hill, April 2005.
- Leslie, J.B. & Taylor, S. "The Present State of Leadership and Strategies for Preparing Leaders." Creative Leadership Council, Center for Creative Leadership. March, 2004.
- Leslie, J.B. "The Outlook Ahead: Leadership Pitfalls." Invited expert panelist, Kenan-Flagler Business School, University of North Carolina at Chapel Hill, April 2004.
- Leslie, J.B. & Taylor, S. "The Leadership Gap," HR Dot Com Webinar, September, 2004.
- Hannum, K. & Leslie, J.B. "Adapting Assessments for Use in Multiple Languages and Cultures" Colloquium held October, 2004, Center for Creative Leadership.
- Leslie, J.B. & Taylor, S. "The Leadership Gap: The Overwhelming Case for Leadership Development." Human Resource Planning Society. April, 2004.
- Leslie, J.B. & Chappelow, C. "Twenty Success Strategies: Keeping Your Career on Track." Center for Creative Leadership Webinar. October, 2004
- Chrobot-Mason, D., & Leslie, J.B., "The Role of Multicultural Competence and Emotional Intelligence in Making Diversity." Presented at the 2003 Annual Conference of The Society for Industrial and Organizational Psychologists, Orlando, Florida.
- Leslie, J.B. "Assessing Individual Managerial Skill across Cultures: The Influence of Language and rater on 360-Degree Feedback." Presented at the 17<sup>th</sup> Annual Conference of The Society for Industrial and Organizational Psychologists, Toronto, Canada, April, 2002.
- Leslie, J.B. "360-degree Trends and Predicaments." Presented at The Academy of Management conference, Denver, Colorado, August, 2002.
- Leslie, J.B. "Using Multi-Rater Feedback: Issues and Implications." Keynote presentation at the HR Florida Conference, Orlando, FL, October 2000.
- Leslie, J.B. "Career Derailment: Where Are You?" Keynote presentation at the Annual Leadership Conference Greensboro College, Greensboro, NC, September, 2000.
- Dalton, M., Leslie, J.B., Deal, J & Ernst, C. "It's All the Same but Everything is Different: The Implications of Globalization on Management Development Practices in Organizations." Presented by Maxine Dalton at the 15<sup>th</sup> Annual Conference of The Society for Industrial and Organizational Psychologists, New Orleans, LA, April, 2000.

- Brutus, S., Leslie, J.B., & McDonald-Mann, D. "The Implication of behavioral Specificity of Performance Items for Multi-Source Assessment." Presented by Stephane Brutus at the 15<sup>th</sup> Annual Conference of The Society for Industrial and Organizational Psychologists, New Orleans, LA, April, 2000.
- Leslie, J.B. "Putting It All Together: Issues in Integrating Quantitative and Qualitative Data." Presented at the 14<sup>th</sup> Annual Conference of The Society for Industrial and Organizational Psychologists, Atlanta, Georgia, April, 1999.
- Leslie, J.B. "Career Derailment." Keynote presentation at the Annual Housing Conference, Greensboro, NC, November, 1999.
- Leslie, J.B. "The Fidelity of the Translation of the Benchmarks Survey into French and UK English." Presented at the 14<sup>th</sup> Annual Conference of The Society for Industrial and Organizational Psychologists, Atlanta, Georgia, May, 1999.
- Leslie, J.B. "Cultural Diversity Experiences in Domestic and Global Leadership Effectiveness." Co-presented with Jennifer Deal at the 14<sup>th</sup> Annual Conference of The Society for Industrial and Organizational Psychologists, Atlanta, Georgia, May, 1999.
- Leslie, J.B. "Lessons Learned: A Story of Transporting Center for Creative Leadership Instruments Across Cultures." Presented at the North Carolina Industrial Organizational Psychologists' Meeting October, 1999.
- Leslie, J.B. & Gryskiewicz, N. "Transporting 360-Degree Instruments Globally - Can it Work?" Debate at the 24<sup>th</sup> International Congress of Applied Psychology, San Francisco, CA, August, 1998.
- Leslie, J.B. "Developing Managers and Leaders for Global Responsibilities in the 21<sup>st</sup> Century." Presented at The International Management Symposium of LOMA, Buenos Aires, Argentina, October, 1998.
- Leslie, J.B. & Swigert, S. "Examining the Measurement Equivalence of Upward Feedback in a U.S.-Developed Management Checklist," Presented at the 24<sup>th</sup> International Congress of Applied Psychology, San Francisco, CA, August, 1998.
- Swigert, S. & Leslie, J.B. "Cultural Understanding for Business Effectiveness," Presented by Silvia Swigert at the International Society for Organizational Work Values, Turkey, July, 1998.
- Leslie, J.B. & Gryskiewicz, N. "Cultural Influences on the 360-Degree Feedback Process," Co-presented at the Society for Industrial and Organizational Psychology, Inc., Dallas, Texas, April, 1998



- Leslie, J.B. "Preparing for The Work of 2000 and Beyond: A Sociological Perspective," Professional Workshop, Southern Sociological Society Meeting Atlanta, Georgia, April, 1998.
- Leslie, J.B. "Marketing Your Skills for The Non-Profit Job Market," Professional Workshop, American Sociological Association Meeting Toronto, Canada, August, 1997.
- Leslie, J.B. "Executive Derailment" presented at The University of North Carolina at Greensboro Bryan School of Business and Economics, January, 1997.
- Leslie, J.B. "360-degree Tests and Development," guest speaker in Psychological Measurement Class, Greensboro College, April, 1997.
- Leslie, J.B., Swigert, S. & Wilson, M. "Cultural Understanding for Business Effectiveness." Presented by Silvia Swigert at the American Psychological Association Meeting, Toronto, Canada, August, 1996.
- Leslie, J.B. "Working in Europe: Research Findings from Six European Union Countries and the U.S.A." presented at the SYMLOG Users Conference, San Diego, CA, Feb., 1996.
- Leslie, J.B. "Executive Derailment Today" presented at the LGE Users Conference, New Orleans, LA, Jan, 1996.
- Leslie, J.B. "What Have We Learned About Using 360-Degree Instruments Cross-Culturally?" presented at the Brussels Research Forum, Brussels, Belgium, October, 1996.
- Leslie, J.B. "Executive Derailment" presented at Lockheed Martin Corporation, Bethesda, Maryland, March, 1996.
- Leslie, J.B. "Instruments, Instruments, Instruments: Selection Criteria" presented at The American Society of Trainers & Developers Meeting, 1996.
- Leslie, J.B. "Working in Europe: Research Findings from Six European Union Countries and the U.S.A." presented at the 1<sup>st</sup> Annual Research Colloquium Series, Center for Creative Leadership, Greensboro, NC, December, 1996
- Leslie, J.B. "Feedback To Managers: Trends and Issues in the Development of Multi-Rater Instruments," presented at the 1<sup>st</sup> Annual Research Colloquium Series, Center for Creative Leadership, Greensboro, NC, April, 1992.
- Van Velsor, E., Taylor, S., & Leslie, J.B., "Self/Rater Agreement, Self-awareness and Leadership Effectiveness." Paper presented at the American Psychological Association, Washington DC., August 1992.

Skipper, J., Leslie, P. & Leslie, J.B. "Is Alcohol Involved in Sexual Assault?" Presented at the American Sociological Association Meeting, Washington, D.C., August, 1990.

Leslie, J.B. "Self-awareness and Behavioral Change as a Result of Management Development Training," presented at the Annual Meeting of the Mid-South Sociological Association, Baton Rouge, Louisiana, October, 1989.

Humphrey, J., Leslie, P. & Leslie, J.B. "Race, Religion, and Abstinence: Southern College Women." Presented by Jack Humphrey at the Southern Sociological Society Meeting, Nashville, Tennessee, March, 1988.

Leslie, J.B. "Functional Status and Church Participation of the Elderly: Theoretical and Practical Implications," presented at the 50<sup>th</sup> Annual Meeting of the Southern Sociological Society, April, Atlanta, Georgia, 1987.

Leslie, J.B. "Religiosity in Old Age: Is it of Social or Spiritual Importance?" presented at the 8<sup>th</sup> Annual Meeting of the Southern Gerontological Society, New Orleans, Louisiana, April, 1987.

Leslie, J.B. "Religion and Aging," presented at Alpha Kappa Delta Honorary Luncheon, Department of Sociology University of North Carolina at Greensboro, February, 1987.

## **HONORS AND AWARDS**

- Academy of Management best paper, HR Division, 2017
- Received Special Recognition Award by the Healthcare Businesswomen's Association (HBA) Annual Conference Content Committee. The award acknowledges the importance of the research to the healthcare industry; the practical, actionable information provided; the uniqueness/originality of the display; and overall value to the conference.
- Named Senior Fellow at The Center for Creative Leadership, 2007.
- Academy of Management Carolyn Dexter Award nominee for best paper on global leadership effectiveness, 2006
- Awarded the Best Symposium in the Management Education and Development Division, Academy of Management, 2002.
- Awarded Graduate Assistantship, Department of Sociology, University of North Carolina at Greensboro, 1985-1987.
- Inducted, Alpha Kappa Delta International Sociological Honor Society, 1986.
- Inducted, Pi Gamma Mu National Social Science Honor Society, 1984.
- Recipient, Outstanding Leadership Award, Zeta Tau Alpha, 1983.
- Recipient, Adviser's Award - Zeta Tau Alpha, 1983.