

**Jean Brittain Leslie**

Office Phone: 1 0336 286 4417 E-mail: [lesliej@ccl.org](mailto:lesliej@ccl.org)

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**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**

- Project Management, Coursera (2023)
- 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**

- Ordained Chalice-bearer at Holy Trinity Episcopal Church, Greensboro, NC, 2013-2019.
- Reviewer, Ken Clark Paper Award, Center for Creative Leadership 1996, 1997, 1999, 2005, 2010-2021.
- 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  
 Alfred J. Marrow Fund, principle investigator, 10,000 USD

**2014**  
**2012**

Merrill Lynch, principle investigator, 37,000 USD

2008

Singapore Economic Development Board, principle investigator, 143,000 USD

2006

## PUBLICATIONS

Leslie, J. B. & Scisco, P.L. (2024). *Ideas into action: CCL's research and innovation journey*. Center for Creative Leadership. <https://shop.ccl.org/usa/ideas-into-action-book.html>

Leslie, J. B. (2024). Develop your leaders using our top research-based models. *Center for Creative Leadership*. <https://www.ccl.org/articles/white-papers/leadership-development-models/>

Leslie, J. B. (2024). Models for the development of leadership. [White paper]. *Center for Creative Leadership*. <https://www.ccl.org/wp-content/uploads/2024/12/leadership-models-for-development-by-center-for-creative-leadership-ccl.pdf>

Leslie, J. B. & Simmons, S. (2024). Leadership in polycrisis: Essential capabilities for navigating global challenges. *Center for Creative Leadership*. <https://www.ccl.org/articles/leading-effectively-articles/leadership-in-polycrisis>

Leslie, J. B. & Simmons, S. (2024). Leadership capabilities for navigating a polycrisis. *Center for Creative Leadership*. <https://doi.org/10.35613/ccl.2024.2058>

Luciano, M.M., Leslie, J.B., Mathieu, J.E., Hoole, E.R., Anderson, R., & Fenters, V.W. (2024). Improving virtual team collaboration through paradox management. *Organizational Science*, Advanced online publication. <https://doi.org/10.1287/orsc.2023.17952>

Zhang, Y., Zahir-ul-Hassan, M.K., Wei, F. & Leslie, J. (2024). Competency ambidexterity to achieve leadership excellence and reduce derailment risk in a globalized world: a cross-cultural study. *Asia Pacific Journal of Marketing and Logistics*, Advanced online publication. <https://doi.org/10.1108/APJML-02-2024-0236>

Balakrishnan, R., Young, S., Leslie, J., McCauley, C., & Ruderman, M. (2023). Leadership Challenge Ladder™ (LCL) technical report. *Center for Creative Leadership*. <https://cclinnovation.org/wp-content/uploads/2023/05/leadership-challenge-ladder-technical-report.pdf>

Lane, C., Leslie, J., Loignon A., Brinegar, A., & Pixley, Sarah, H. (2023). 3 tensions leaders should resolve in 2023. *Center for Creative Leadership*. <https://cclinnovation.org/wp-content/uploads/2023/04/3-tensions-leaders-should-resolve-in-2023.pdf>

- Leslie, J.B. & Leslie, N. (2023, May 16). Guardrails for leaders with employee mental health. *Center for Creative Leadership*. <https://cclinnovation.org/news-posts/guardrails-for-leaders-with-employee-mental-health/>
- Leslie, J.B., Peterson, M.J. & Fleenor, J.W. (2023). *The Benchmarks sourcebook: Four decades of related research*. Center for Creative Leadership. <https://shop.ccl.org/usa/the-benchmarks-sourcebook.html>
- Leslie, J.B. & Simmons, K. (2023). The paradox of “pandemic paranoia.” *QUARTZ*. <https://qz.com/the-paradox-of-productivity-paranoia-1850341955>
- Leslie, J. B. (2022). The good, the bad, and the human dark side at work. Chapter in Lusk & Hayes, Eds. *Overcoming bad leadership in organizations*. SIOP Professional Practice Series. Oxford University Press. <https://www.amazon.com/Overcoming-Leadership-Organizations-Organizational-Professional/dp/0197552757>
- Leslie, J.B. (2022, January 20). Leading out of a deadly trend. *Center for Creative Leadership*. <https://cclinnovation.org/news-posts/leading-out-of-a-deadly-trend/>
- 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. <https://www.amazon.com/Difference-Leveraging-Polarity-Paradox-Dilemma/dp/1610144570>
- Leslie, J. B. (2021). *Pandemic paradoxes and how they affect your workers*. Center for Creative Leadership. <https://doi.org/10.35613/ccl.2021.2046>
- Wormington, S. V., Pearsall, S., Hoole, E. & Leslie, J. (2021) Do your D&I efforts consider socioeconomics? *The Chief Learning Officer*. <https://www.chieflearningofficer.com/2021/08/19/do-your-di-efforts-consider-socioeconomics/>
- 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. <https://cclinnovation.org/wp-content/uploads/2021/05/young-leslie-balakrishnan-winn-2021.pdf>
- Leslie, Jean & Balakrishnan, R. (2020, October 27). Overcoming personal shortcomings to be a better leader. *Center for Creative Leadership*. <https://cclinnovation.org/news-posts/blog-overcoming-personal-shortcomings-to-be-a-better-leader/>
- 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*. <https://www.routledge.com/Handbook-of-Distributed-Team-Cognition-Three-Volume-Set/McNeese-Salas-Endsley/p/book/9780367529628?srsId=AfmBOozk-zfjOQk1NGzIjnmnIAJGQZjKXwsPcUcxvwp6ZYr--j5Zb7>

Leslie, J.B., & Hoole, E. (2019). How to lead virtual teams: The power of leveraging polarities. Greensboro, NC: *Center for Creative Leadership*. <https://cclinnovation.org/wp-content/uploads/2016/02/how-to-lead-virtual-teams-the-power-of-leveraging-polarities.pdf>

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. *Network of Executive Women and Center for Creative Leadership*. [https://enterprisingwomen.com/images/pdfs/new\\_greenlightsreport2016R.pdf](https://enterprisingwomen.com/images/pdfs/new_greenlightsreport2016R.pdf)

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. *Center for Creative Leadership*. <https://cclinnovation.org/wp-content/uploads/2020/04/managing-paradox.pdf>

Leslie, J.B. (2015). The leadership gap: What you need, and still don't have when it comes to leadership talent. *Center for Creative Leadership*. <https://cclinnovation.org/wp-content/uploads/2020/03/leadership-gap-what-you-need.pdf>

Leslie, J.B., Chandrasekar, A., & Barts, D. (2015) Leadership Gap Indicator™. *Center for Creative Leadership*. <https://shop.ccl.org/usa/leadership-gap-indicator.html>

Hannum, K., Leslie, J.B., Muhly, S. & Solomon, R.F. (2015). Accelerators: critical competencies for women leaders in retail and consumer goods. *Network of Executive Women and Center for Creative Leadership*. [https://cclinnovation.org/wp-content/uploads/2020/02/new\\_careeraccelerators\\_repor.pdf](https://cclinnovation.org/wp-content/uploads/2020/02/new_careeraccelerators_repor.pdf)

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 [White paper]. *Center for Creative Leadership*. <https://cclinnovation.org/wp-content/uploads/2020/03/leadership-challenge-pharmaceutical-center-for-creative-leadership.pdf>
- Leslie, J.B. (2014, June 24). 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! Center for Creative Leadership*. <https://shop.ccl.org/usa/change-now-five-steps-to-better-leadership.html>
- 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. <https://www.amazon.com/ASTD-Handbook-Definitive-Reference-Development/dp/1562869132>
- Leslie, J.B. (2013, October 15). The truth about cats and dogs and polarities. *Center for Creative Leadership*. <http://www.leadingeffectively.com/author/jean-leslie>.
- Leslie, J.B. (2013, August, 13). Relax. It's not a problem. *Center for Creative Leadership*. <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*. 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 [White paper]. *Center for Creative Leadership*. <https://cclinnovation.org/wp-content/uploads/2020/03/sleepwell1.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, November). Women and political savvy: How to build and embrace a fundamental leadership skill. *Business World On-line*.

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Leslie, J.B. & Gentry, B.G. (2012). Women and political savvy. *Center for Creative Leadership*.  
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Gentry, B.G. & Leslie, J.B. (2012). *Developing political savvy*. Ideas into Action Guidebook. 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*. 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.

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? *Center for Creative Leadership*.

Leslie, J.B. (2009). The leadership gap: What you need, and don't have when it comes to leadership talent. *Center for Creative Leadership*.

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, Jossey Bass.

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- Leslie, J.B. & Gentry, W. (2008, February). Power of office politics. *South China Morning Post*.
- Leslie, J.B. & Gentry, W. (2008). Power of office politics. In *Leading towards success*, Andrea Zavadzky (Ed.), pp 13-18. Elegance Printing & Book Binding Co., Ltd.
- Chappelow, C. & Leslie, J.B (2008, January 28) Guide to great leadership. *TODAY*.
- Chappelow, C. & Leslie, J.B. (2008, February 25). Key skills for leaders. *TODAY*.
- Crayson, C. & Leslie, J.B. (2008, March 8). Making the connection. *South China Morning Post*.
- Crayson, C. & Leslie, J.B. (2008). Making the connection. In *Leading towards success*, Andrea Zavadzky (Ed.), pp 13-18. 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-Newletter.
- 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. (200, June7). Identifying the leadership gap. *Human Resources Magazine*, Singapore.
- 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, August 12). Key skills set successful business leaders apart. *South China Morning Post*.



- Chappelow, C. & Leslie, J.B. (2006, August 19). Ability to motivate and adapt essential. *South China Morning Post*.
- 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). 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. 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. 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. 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.
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- 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).
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- Ruderman, M., Hannum, K., Leslie, J.B. & Steed, J. (2002, Sept/Oct.). Leadership skills and emotional intelligence. *Independent Business Today*.
- 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, Center for Creative Leadership.
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- Legerton, W., Leslie, J.B., Howland, B., Jones, M. & Staley, N. (2001). *360 BY DESIGN™ user's guide* (Version 1.0). Center for Creative Leadership.
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- 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*, 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.
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- Dalton, M., Deal, J., Ernst, C. & Leslie, J.B. (2000). For global managers, a world of difference *Leadership in Action*, 20(4). Center for Creative Leadership and Jossey-Bass.
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- Leslie, J.B. & Fleenor, J. (1998). *Feedback to managers: A review & comparison of multi-rater feedback instruments*. 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. Jossey-Bass.
- Leslie, J.B. & Van Velsor, E. (1998). *A cross-national comparison of effective leadership and teamwork: Toward a global workforce*. 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*. 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, 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. Center for Creative Leadership.

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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., 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., 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.

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Brittain, J.L. (1988). Instructor's Manual Chapter 9: Social stratification and social classes to accompany J. Vander Zanden, 1988, *The Social Experience*. Random House.

## PRESENTATIONS

Balakrishnan, R., McCoy, K.M. Leslie, J., & McCauley, C. (2023, April 19-22). *Data-driven leadership development: Exploring post-pandemic challenges with AI*. Presented at the 38th Annual SIOP Conference .

Loignon, A.C., Wormington, S.V. & Leslie, J. (2023, April 19-22). *Motivation and leadership development as mechanisms of class-based inequality*. Presented at the 38th Annual SIOP Conference

Leslie, J.B., (2020, May). *Virtual teamwork: Tried and trusted ways to set-up for success across the organization*. HR Tech Fest Connect.

Leslie, J.B., (2020, June). *Leading virtual teams for success*. MISK Academy webinar.

- Leslie, J.B., (2019, April). *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., (2019, April). *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. (2018, December). *Virtual teamwork: How to make it work for your organization*. Future Fluency Webinar series, Center for Creative Leadership.
- Leslie, J.B., (2018, April). *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., (2018, April). *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., (2018, April). *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. (2017, November). *Polarities in virtual teams: A research note*. Polarity Thinking Learning Community, La Holla, CA.
- Sully De Luque, M., Zang, Yi, & Leslie, J.B. (2017, August). *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. (2017, July). *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. (2017, July). *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. (2017, May). *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. (2017, May). *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 Academy of Management, Anaheim, CA annual meeting.

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. (2015, November). *The leadership challenge: Missing critical capabilities and how to develop them*. Poster presented at the Healthcare Business Women's Annual Conference, Atlanta, GA.

Leslie, J. B., (2015, November). *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.

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

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

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

Gentry, W. A., & Leslie, J. B. (2013, March). *Conquering your leadership challenge with political savvy*. Center for Creative Leadership Webinar Series.

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

- Leslie, J.B., & Appaneal, C. (2011, April). *Surfacing the leadership gap now and for the future*. Paper presented at the Society for Industrial and Organizational Psychologist Meeting in Chicago, IL.
- Leslie, J.B. (2009, April). *The leadership gap: How to prepare leaders for the future*. Center for Creative Leadership.
- Leslie, J.B. (2008, November). *RISC Grant Findings: What did we learn about leadership in Asia*. Center for Creative Leadership.
- Leslie, J.B. (2007, November) *Twenty success strategies: Keeping your career on track*. Mead Johnson.
- Herman, J., Murensky, C., Conjar, E., Leslie, J.B., & Zaccaro, S. (2007, April). *Executives in transition: Frame changing skill for adaptive leadership*. Paper presented at the Society for Industrial and Organizational Psychologist Meeting in San Francisco, CA.
- Van Dyne, L, Ang, S., & Leslie, J.B., (2007, April). *Multicultural experiences: Effects on global leader competencies and performance*. Paper presented at the Society for Industrial and Organizational Psychologist Meeting in New York City, NY.
- Gentry, W.A., Harris, L.S., Baker, B.A., & Leslie, J.B., (2007, April). *Managerial roles: What has changed since the late 1980s*. Paper presented at the Society for Industrial and Organizational Psychologist Meeting in New York City, NY.
- Joseph, D., Leslie, J.B., Novelli, L. & Chandrasekar, A. (2007, March). *The Leadership gap*. Paper presented at the APAMB Conference in Singapore.
- Gentry, W.A., Gilmore, D., Shuffler, M., & Leslie, J.B., (2007, April). *Political skill as an indicator of managerial success*. Paper presented at the Society for Industrial and Organizational Psychologist Meeting in San Francisco, CA.
- Ang, S., Van Dyne, L. & Leslie, J.B. (2006, August). *Global leader effectiveness: Relationship between international experience and adaptive competencies*. Paper presented at the 2006 Academy of Management Meeting in Atlanta, GA. Nominee, AOM Carolyn Dexter Award.
- Gentry, W.A., Leslie, J.B., Ohlott, P., and Tavaras, J. (2006, August). *Perceptions of organizational politics and managerial skill*. Paper presented at the Academy of Management Meeting in Atlanta, GA.
- Leslie, J.B. (2006, July). *Current dilemmas and future directions adapting and using multisource feedback assessments across cultures*. International Test Commission Conference, Brussels, Belgium.

- Leslie, J.B & Hannum, K. (2006, August). *Leadership gap research*. Presented at The Tata Management Training Center, Pune, India.
- Leslie, J.B & Hannum, K. (2006, August). *Understanding the leadership gap: A glimpse into our history and future.* Presented at The Center for Creative Leadership, Singapore..
- Leslie, J.B. (2005, August). *Conceptualizing and measuring global competencies*. Professional Development Workshop, The Academy of Management Meeting, Honolulu, Hawaii.
- Leslie, J.B. & Ohlott, P. (2005, August). *Leadership and politics: Oil and water*. Presented at The Academy of Management Meeting Symposium, Re-visioning Organizational Politics.
- Leslie, J.B. (2005, April). *Leadership competence now and in the future.* Invited expert panelist, Kenan-Flagler Business School, University of North Carolina at Chapel Hill.
- Leslie, J.B. & Taylor, S. (2004, March). *The present state of leadership and strategies for preparing leaders*. Creative Leadership Council, Center for Creative Leadership.
- Leslie, J.B. (2004, April). *The outlook ahead: Leadership pitfalls*. Invited expert panelist, Kenan-Flagler Business School, University of North Carolina at Chapel Hill.
- Leslie, J.B. & Taylor, S. (2004, September). *The Leadership Gap*. HR Dot Com Webinar.
- Hannum, K. & Leslie, J.B. (2004, October). *Adapting assessments for use in multiple languages and cultures*. Colloquium, Center for Creative Leadership.
- Leslie, J.B. & Taylor, S. (2004, April). *The leadership gap: The overwhelming case for leadership development*. Human Resource Planning Society.
- Leslie, J.B. & Chappelow, C. (2004, October). *Twenty success strategies: Keeping your career on track*. Center for Creative Leadership Webinar.
- Chrobot-Mason, D., & Leslie, J.B., (2003). *The role of multicultural competence and emotional intelligence in making diversity*. Presented at The Society for Industrial and Organizational Psychologists Annual Conference, Orlando, Florida.
- Leslie, J.B. (2002, April). *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.
- Leslie, J.B. (2002, August). *360-degree trends and predicaments*. Presented at The Academy of Management conference, Denver, Colorado.



- Leslie, J.B. (2000, October). *Using multi-rater feedback: Issues and implications*. Keynote presentation at the HR Florida Conference, Orlando, FL.
- Leslie, J.B. (2000, September). *Career derailment: Where are you?* Keynote presentation at the Annual Leadership Conference Greensboro College, Greensboro, NC.
- Dalton, M., Leslie, J.B., Deal, J & Ernst, C. (2000, April). *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.
- Brutus, S., Leslie, J.B., & McDonald-Mann, D. (2000, April). *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.
- Leslie, J.B. (1999, April). *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.
- Leslie, J.B. (1999, April). *Career derailment*. Keynote presentation at the Annual Housing Conference, Greensboro, NC.
- Leslie, J.B. (1999, May). *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.
- Leslie, J.B. (1999, May). *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.
- Leslie, J.B. (1999, October). *Lessons learned: A story of transporting Center for Creative Leadership instruments across cultures*. Presented at the North Carolina Industrial Organizational Psychologists' Meeting.
- Leslie, J.B. & Gryskiewicz, N. (1998, August). *Transporting 360-degree instruments globally - can it work?* Debate at the 24<sup>th</sup> International Congress of Applied Psychology, San Francisco, CA.
- Leslie, J.B. (1998, October). *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.

- Leslie, J.B. & Swigert, S. (1998, August). *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.
- Swigert, S. & Leslie, J.B. (1998, July). *Cultural understanding for business effectiveness*. Presented by Silvia Swigert at the International Society for Organizational Work Values, Turkey.
- Leslie, J.B. & Gryskiewicz, N. (1988, April). *Cultural influences on the 360-degree feedback process*. Co-presented at the Society for Industrial and Organizational Psychology, Inc., Dallas, Texas.
- Leslie, J.B. (1998, April). *Preparing for the work of 2000 and beyond: A Sociological perspective*. Professional Workshop, Southern Sociological Society Meeting Atlanta, Georgia.
- Leslie, J.B. (1997, August). *Marketing your skills for the non-profit job market*. Professional Workshop, American Sociological Association Meeting Toronto, Canada.
- Leslie, J.B. (1997, January). *Executive derailment*. Presented at The University of North Carolina at Greensboro Bryan School of Business and Economics.
- Leslie, J.B. (1997, April). 360-degree tests and development. guest speaker in Psychological Measurement Class, Greensboro College.
- Leslie, J.B., Swigert, S. & Wilson, M. (1996, August). *Cultural understanding for business effectiveness*. Presented by Silvia Swigert at the American Psychological Association Meeting, Toronto, Canada.
- Leslie, J.B. (1996, February). *Working in Europe: Research findings from Six European Union Countries and the U.S.A.* Presented at the SYMLOG Users Conference, San Diego, CA.
- Leslie, J.B. (1996, January). *Executive derailment today*. Presented at the LGE Users Conference, New Orleans, LA.
- Leslie, J.B. (1996, October). *What have we learned about using 360-degree instruments cross-culturally?* Presented at the Brussels Research Forum, Brussels, Belgium.
- Leslie, J.B. (1996, March). *Executive derailment*. Presented at Lockheed Martin Corporation, Bethesda, Maryland.
- Leslie, J.B. (1996). *Instruments, instruments, instruments: Selection criteria*. Presented at The American Society of Trainers & Developers Meeting.

- Leslie, J.B. (1996, December). *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.
- Leslie, J.B. (1992, April). *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.
- Van Velsor, E., Taylor, S., & Leslie, J.B., (1992, August). *Self/Rater agreement, self-awareness and leadership effectiveness.* Paper presented at the American Psychological Association, Washington DC.
- Skipper, J., Leslie, P. & Leslie, J.B. (1990, August). *Is alcohol involved in sexual assault?* Presented at the American Sociological Association Meeting, Washington, D.C.
- Leslie, J.B. (1989, October). *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.
- Humphrey, J., Leslie, P. & Leslie, J.B. (1988, March). *Race, religion, and abstinence: Southern College women.* Presented by Jack Humphrey at the Southern Sociological Society Meeting, Nashville, Tennessee.
- Leslie, J.B. (1987, April). *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, Atlanta, Georgia.
- Leslie, J.B. (1987, April). *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.
- Leslie, J.B. (1987, February). *Religion and Aging.* Presented at Alpha Kappa Delta Honorary Luncheon, Department of Sociology University of North Carolina at Greensboro.

#### **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.