

Zhike Lei

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Current employment

Associate Professor, 2012–present;
Assistant Professor, 2009–2011;
ESMT European School of Management and Technology, Berlin.

Education

PhD in Organizational Behavior, Kenan-Flagler Business School, The University of North Carolina at Chapel Hill, Chapel Hill, North Carolina, USA, 2006.

MBA in Marketing/Management, Illinois State University, Normal, Illinois, USA, 2000.

BA in Advertising, Beijing Institute of Business, Beijing, China, 1997.

Past employment

Assistant Professor, School of Management, George Mason University, Fairfax, Virginia, USA, 2005–2009.

Instructor, Kenan-Flagler Business School, The University of North Carolina at Chapel Hill, Chapel Hill, North Carolina, USA, 2003–2004.

Executive MBA Team Building Coach and Facilitator, Kenan-Flagler Business School, The University of North Carolina at Chapel Hill, Chapel Hill, North Carolina, USA, 2000–2005.

Teaching experience in business schools and universities

ESMT, Organizational Behavior (MBA); Managing International Teams (EMBA); Group Decision Making, Crisis Management (Exed program).

George Mason University, School of management, Organizational Behavior and Human Resources (MBA), 2007–2008, Teamwork and Interpersonal Skills (BA), 2005–2007.

Kenan-Flagler Business School, The University of North Carolina at Chapel Hill, Teambuilding (EMBA Evening, EMBA Weekend, OneMBA), 2000–2005; Introduction to Organizational Behavior (BSBA), 2003–2004; Teaching Assistant for Prof. Mabel Miguel 's MBA course in Leadership and Management Skills, 2004.

Affiliations and memberships

Academy of Management
The Society for Industrial and Organizational Psychology

Honors and awards

Research grant, Peter Curtius-Stiftung, Germany , 2011.
Juran Dissertation Fellowship Award, Juran Center for Leadership in Quality, Carlson School of Business, University of Minnesota, Minneapolis, Minnesota, USA, 2004.
Research grant, the Robert Wood Johnson Foundation (with Professor David A. Hofmann), USA, 2004.
PhD Fellowship, Kenan-Flagler Business School, The University of North Carolina at Chapel Hill, Chapel Hill, North Carolina, USA, 2000–2004.
Academic Talent Awards, College of Business, Illinois State University, Normal, Illinois, USA, 1999–2000. Student of the Year (Highest Honor), Beijing Institute of Business, Beijing, China, 1997.
Outstanding Academic Achievement Fellowship, Beijing Institute of Business, Beijing, China, 1993–1997.

Journal publication

Lei, Z., N. Lehmann-Willenbrock, and S. Kauffeld (Forthcoming). Appreciation of age diversity and German nurse wellbeing and commitment: Coworker trust as the mediator. *Nursing and Health Sciences*. (The first two authors contributed equally)
Hofmann, D. A., Z. Lei, and A. Grant (2009). Seeking help in the shadow of doubt: The sensemaking processes underlying how nurses decide who to ask for advice. *Journal of Applied Psychology* 94(5): 1261–1274.

Manuscript under review

Waller, M., and Z. Lei. Exploring the role of crisis management teams in crisis management education.
Lei, Z., D. A. Hofmann, and B. Rosen. Trust but verify: Teammate competence and error detection in virtual teams.

Work in progress

Lei, Z. Temporal processes of team error management.
Lei, Z., M. Waller, and J. Hagen. Staying alive! Team effectiveness during uncertainty and complexity.
Fredette, C., M. Waller, and Z. Lei. Moving targets: Team information-laden processes in turbulent environments.
Lei, Z., N. Lehmann-Willenbrock, and S. Kauffeld. Affective ingenuity: Linking emotional contagion and team creativity.
Lehmann-Willenbrock, N., Z. Lei, and S. Kauffeld. The lasting imprint of organizational trust.
Lei, Z., Y. Ling, and K. Speroni. Professional identity, responsibility attribution and organizational disciplinary actions in healthcare.

Lei, Z., and L. Wathieu. Construal consistency and collateral mistakes in organizations.

Lei, Z., A. Edmondson, and X. Zhu. A critical review of psychological safety.

Other publication

Lei, Z. (2011). Are we global or colonial leaders? Changeboard.com, September 13.

Lei, Z. (2011). Wenn Manager an ihrer Überheblichkeit scheitern. Manager Magazin, Online: July 5.

Lei, Z. (2010). Corporate tree hugging won't be enough. The Wall Street Journal, Online: December 3.

Lei, Z. (2010). Reklame allein reicht nicht. Manager Magazin, Online: December 2.

Referred conference presentations

Lei, Z., Ling, Y. and Speroni, K. (2011). Professional identify, responsibility attribution and organizational disciplinary actions in healthcare. European Association of Work and Organizational Psychology (EAWOP) Conference, Maastricht, the Netherlands.

Lei, Z., Hofmann, D. A. and Rosen, B. (2011). Trust but verify: Perceived expertise in error detection and correction in virtual teams. European Association of Work and Organizational Psychology (EAWOP) Conference, Maastricht, the Netherlands.

Lei, Z., and L. Wathieu (2010). Construal consistency and collateral mistakes in organizations. Presented at the Behavioral Decision Research in Management (BDRM) Conference, Pittsburgh, Pennsylvania, USA.

Kaplan, S., and Z. Lei (2009). The affective bases of team performance during nonroutine events: A theoretical model. Presented at the Interdisciplinary Group Research (INGroup) Conference, Colorado Spring, Colorado, USA.

Friesen, M., Z. Lei, and V. DeWitty (2009). Nursing handoff in hospitals: Challenges and opportunities. Presented at 34th National Association for Health Quality (NAHQ) Annual Educational Conference, Grapevine, Texas, USA.

Lei, Z., and K. Speroni (2008). Explaining organizational disciplinary decisions via the triangle model lenses. Presented at Fifth Annual "Spring Into Nursing Research" Conference, Reston, Virginia, USA.

Zhang, J., and Z. Lei (2008) Chinese employees' subjective wellbeing: A study via the lenses of psychological contract. Presented at International Association for Chinese Management Research (IACMR) 3rd Bi-Annual Conference, Guangzhou, China.

Zhang, J., Z. Luo, and Z. Lei (2007). Individual cultural profiles and psychological contract: Evidence from China. Presented at the national Academy of Management Meeting, Philadelphia, Pennsylvania, USA.

Lei, Z. (2007). Monkey see, monkey do: The influence of work groups on frontline problem solving. Presented at the Interdisciplinary Group Research (INGroup) Conference, Lansing, Michigan, USA.

Hofmann, D. A., and Z. Lei (2007). Dealing with complexity by seeking informal consults: Investigating nurses' peer-to-peer information seeking. Presented at the sixth Wharton Technology Conference, Philadelphia, Pennsylvania, USA.

Hofmann, D. A., and Z. Lei (2007). Dealing with complexity and learning from failure in the frontline: Factors influencing when expertise is utilized (and when it is not). Presented at the Society for Industrial Organizational Psychology (SIOP) Annual Meeting, New York City, New York, USA.

Lei, Z. (2006). Too much a good thing: The role of cognitive trust in error identification and correction in teams. Presented at the Interdisciplinary Group Research (INGroup) Conference, Pittsburgh, Pennsylvania, USA.

Lei, Z., D. A. Hofmann, B. and Rosen (2006). Trust but verify: Error identification in teams. Presented at the national Academy of Management Meeting, Atlanta, Georgia, USA.

Hofmann, D. A., and Z. Lei (2005). Error communication networks: How can hospitals manage and learn from errors. Paper presented at the national Academy of Management Meeting, Honolulu, Hawaii, USA.

Lei, Z., and D. A. Hofmann (2005). Managing and learning from errors in work teams: Error identification and communication. Paper presented at the national Academy of Management Meeting, Honolulu, Hawaii, USA.

Lei, Z. (2005). Towards a model of error identification in work teams. Paper presented at the Society for Industrial Organizational Psychology (SIOP) Annual Meeting, Los Angeles, California, USA.

Lei, Z., and D. A. Hofmann (2004). Error identification: Identifying opportunities for voice. Paper presented at the national Academy of Management Meeting, New Orleans, Louisiana, USA.

Lei, Z., and D. A. Hofmann (2004). Crafting a model of error identification in transactive memory systems (TMS). Paper presented at the Society for Industrial Organizational Psychology (SIOP) Annual Meeting, Chicago, Illinois, USA.

Lei, Z., and D. A. Hofmann (2003). The implications of the triangle model of responsibility for organizational punishment. Paper presented at the national Academy of Management Meeting, Seattle, Washington, USA.

Lei, Z., B. Rosen, and E. Pierce (2003). Why organizations turn a deaf ear to whistleblowers? And who gets heard? Presented at Center for Human Science 2003 Spring Conference, Sea Frolc, Florida, USA.

Invited presentations and professional activities

Upcoming presentation at York University, Canada, 2012.

Upcoming presentation at Tsinghua University, China, 2012.

Harvard Business School's Global Colloquium on Participant-Centered Learning Program, Cambridge, Massachusetts, USA, 2009.

Invited presentation at the Ministry of Health of the People's Republic of China, China, 2008.

Invited presentation at European School of Management and Technology, Germany, 2008.

Invited external judge for the Inova Health System Iams Memorial Quality Leadership Award, Fairfax, Virginia, USA, 2007.

Invited keynote symposium panelist at the American Psychological Society Conference, Washington, D.C., USA, 2007.

Invited caucus participant in an interactive session on organizational errors at the Academy of Management in Philadelphia, Pennsylvania, USA, 2007.

Invited presentation at Peking University, China, 2006.

Invited presentation at Tsinghua University, China, 2006.

Invited presentation at Beijing University of Technology and Business, China, 2006.

Invited presentation at National University of Singapore, Singapore, 2005.

Invited presentation at the University of Missouri at Columbia, Missouri, USA, 2004.

Invited presentation at George Mason University, Fairfax, Virginia, USA, 2004.

Organizational Behavior Doctoral Consortium, Academy of Management, New Orleans, Louisiana, USA, 2004.

The Quality Summit, Juran Center for Leadership in Quality, Minneapolis, Minnesota, USA, 2004.

Human Resource Doctoral Consortium, Academy of Management, Seattle, Washington, USA, 2003.

Professional service

Reviewer for Academy of Management Meetings (Organizational Behavior Division) and the Society for Industrial Organizational Psychology (SIOP), 2002–Present.

Ad Hoc Reviewer, Journal of Applied Psychology, Personnel Psychology, European Journal of Work and Psychology.

Session Chair for the Academy of Management Meetings and Society for Industrial Organizational Psychology (SIOP) Annual Meetings, 2003–2007.

Dissertation committee member for Michael Ford at the I/O Psychology department at George Mason University, 2007–2008.

Patient Safety Committee Member for Northern Virginia Regional Health Information Organization (NOVA RHIO), 2006–2009.

Industry experience

ACNielsen Global, Dentsu Advertising, and Gallup Consulting (Beijing, China), Financialjobs.com and myjobs.com (Chicago, USA).

Languages

Chinese (native), English (fluent), German (basic).

Updated: January 17, 2012