

## Congratulations to Professor Jenny Kim

We are thrilled to announce that **Professor Joohyung (Jenny) Kim**, Assistant Professor at Department of Management, City University of Hong Kong, along with her co-authors, has been awarded the Best Paper Award by the organizational neuroscience (NEU) interest group at the upcoming Academy of Management (AOM) Conference. This prestigious award recognizes their ground-breaking research on visionary leadership and its impact on collective role performance.

Their paper, titled "*Leader self-projection and collective role performance: A consideration of visionary leadership*," was published in *The Leadership Quarterly* in April 2023 and has already made a significant impact in the field of organizational neuroscience. The authors explored the relationship between a leader's brain activity in the default mode network (DMN) and their visionary behaviour, as well as how a socialized vision orientation can facilitate collective role performance of the team.

The research was conducted using diverse methodologies, including quantitative electroencephalogram (qEEG), multi-source multi-wave surveys, and interview coding. The results showed that a leader's DMN activity, which represents self-projection, is positively associated with visionary leader behavior. Furthermore, when accompanied by a socialized vision orientation, visionary leader behavior can enhance the collective role performance of team members.

This research has important implications for organizations and their leaders. Professor Kim's dedication to advancing our understanding of visionary leadership is commendable. We congratulate Professor Joohyung (Jenny) Kim and her co-authors on this well-deserved recognition of their exceptional research. Their work has made significant contributions to the field of organizational neuroscience and will undoubtedly continue to inspire and inform future research in this area. We look forward to their presentation of the Best Paper Award at the upcoming AOM Conference.



### REFERENCE:

*Joohyung (Jenny) Kim, David A. Waldman, Pierre A. Balthazard, Justin B. Ames, **Leader self-projection and collective role performance: A consideration of visionary leadership**, The Leadership Quarterly, Volume 34, Issue 2, 2023, 101623, ISSN 1048-9843, <https://doi.org/10.1016/j.leaqua.2022>*