

## **GLOBE**

### **The Global Leadership and Organizational Behavior Effectiveness Research Program A Progress Report**

by

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In this symposium Robert J. House and Mansour Javidan will present a progress report of The Global Leadership and Organizational Behavior Effectiveness Research Program (GLOBE). GLOBE is a cross cultural study based on data collected in sixty cultures. The presentation will consist of a description of a) the GLOBE research design, b) the validation of multiple methodologies to measure eight core dimensions of societal cultures, organizational cultures, and culturally endorsed implicit theories of leadership, c) comparisons of several European countries, China, Japan, and the U. S. with respect to the eight core dimensions of societal culture, d) culturally endorsed implicit theories of leadership consisting of leader attributes and behaviors which are universally reported as contributing to or impeding outstanding leadership; e) leader attributes and behaviors whose endorsement vary by culture; f) responses of international executives of the Fortune 500 companies to a survey concerning cultural adjustment and effectiveness of expatriate executives, and finally; g) empirically derived models of relationships between societal level culture dimensions, organizational culture dimensions, and culturally endorsed implicit theories of leadership.,

Richard T. Mowday will be the discussant of the above presentation.