

Dr. Connson Chou Locke

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EDUCATION

Ph.D. and M.Sc., Business Administration, 2008
University of California at Berkeley, Haas School of Business
Concentration: Organisational Behaviour and Industrial Relations

B.A., Sociology, 1987
Harvard University, Harvard and Radcliffe Colleges
Graduated *cum laude*. Transferred to Harvard after one year at Wellesley College, 1983-84

EMPLOYMENT

LONDON SCHOOL OF ECONOMICS AND POLITICAL SCIENCE (LSE), 2008 to present

Senior Lecturer in Practice, 2015 to present

Assistant Professor in Management, 2008 – 2015

Teach courses in Leadership, Organisational Behaviour, and Negotiations. Highly Commended for Inspirational Teaching in the Student-Led Teaching Excellence Awards 2015. Received the Department of Management Outstanding Teaching Contribution Award 2013.

Additional responsibilities at the LSE:

Programme Director, MSc Human Resources and Organisations, since 2015
Oversee this MSc programme of 130 full-time students who choose one of three specialisms: HR Management, Organisational Behaviour, or International Employment Relations. Helped launch the programme in 2015. Responsible for managing the student experience from admissions to graduation. Work with the faculty and programme team to maintain academic standards and programme quality.

Deputy Director, Executive Global MSc Management (EGMiM), since 2013

Support the Programme Director in the planning, development, and oversight of this 17-month part-time (modular) MSc programme for working executives, launched in 2012.

Executive Summer School Programme Director, Dept. of Management, since 2013

Manage the portfolio of courses taught by Department of Management faculty. Responsible for selecting students and liaising with faculty.

Deputy Head, Behavioural Research Lab, since 2010

Set up the systems and procedures. Provide guidance for students designing lab studies.

Director of Leadership Studies, Chevening Gurukul Programme, 2009-2013

Designed and delivered the core leadership development module on this 12-week programme for Indian executives hosted by the LSE and funded by the Foreign and

Commonwealth Office. Participated in the annual selection panel and induction in Delhi, and provided individual coaching to participants during their time in London.

THE BOSTON CONSULTING GROUP, 1998-2003

Regional Training and Development Manager, East and South Asia Region.

Based in Hong Kong and responsible for the learning and development of 250 consulting staff across 10 offices in Asia Pacific. Designed the curriculum and delivered courses on leadership, team management, negotiation, and communication. Provided individual coaching to consulting staff as well as to senior executives from client organisations. Responsible for regional training budget of up to US\$700,000 per year. Received recognition from 1999 until year of departure through a special bonus programme offered to less than 5% of administrative staff for “meaningful impact on the firm’s success”.

UNIVERSITY OF WESTERN ONTARIO, 1998

Program Manager, Richard Ivey School of Business, Hong Kong.

Worked with the Executive Director to establish the Hong Kong campus of the Richard Ivey School of Business. The school opened its doors in August 1998.

MONITOR COMPANY, 1994-1998

Management Consultant, Hong Kong office.

Participated in strategy projects throughout Asia Pacific. In addition to consulting, designed and implemented staff development programmes for the 40-person Hong Kong office.

CITY YEAR, 1991-1993

Director of Training and Operations. Managed logistics and training for a 300-person non-profit youth service corps in Boston, Massachusetts, USA.

HISTORIC NEIGHBORHOODS FOUNDATION, 1987-1991

Director of Operations, 1989-1991. Trained and supervised 30 full-time and part-time staff in Boston, MA, USA. Managed fundraising, special events, and membership programmes.

School Programs Coordinator, 1987-1989. Developed and taught social sciences curricula to 700 Boston Public School students annually. Designed staff training programmes.

PUBLICATIONS

Locke, C.C. (2015) When It's Safe to Rely on Intuition (And When It's Not). *Harvard Business Review online* (*hbr.org*), <http://bit.ly/1bGdD1a>.

Locke, C.C. & Anderson, C. (2015) The Downside of Looking Like a Leader: Power, Nonverbal Confidence, and Participative Decision-Making. *Journal of Experimental Social Psychology*, 58: 42-47.

Locke, C.C. (2014) Asking Whether Leaders are Born or Made Is the Wrong Question. *Harvard Business Review online* (*hbr.org*), <http://bit.ly/1qCPZG8>.

Kray, L.J., **Locke, C.C.**, & Van Zant, A.B. (2012) Feminine charm: An experimental analysis of its costs and benefits in negotiations. *Personality and Social Psychology Bulletin*, 38: 1343-1357.

Kray, L.J., **Locke, C.C.** & Haselhuhn, M.P. (2010). In the Words of Larry Summers: Gender Stereotypes and Implicit Beliefs in Negotiations. In A.A. Stanton, M. Day & I.M. Welpé (Eds.), *Neuroeconomics and the Firm* (pp. 101-115). Cheltenham, UK: Edward Elgar Publishing.

Kray, L.J. & **Locke, C.C.** (2008). To flirt or not to flirt? Sexual power at the bargaining table. *Negotiation Journal*, 24: 483-493.

Mellers, B.A. & **Locke, C.C.** (2007). What have we learned from our mistakes? In W. Edwards, R.F. Miles, Jr. & D. von Winterfeldt (Eds.), *Advances in decision analysis: From foundations to applications* (pp. 351-374). New York, NY: Cambridge University Press.

TEACHING EXPERIENCE

Full-time university courses

Organisational Behaviour, MSc core course, 2008/9 to present; BSc core course, 2012, 2015
Department of Management, London School of Economics and Political Science.
Course leader and teacher. Rated 1.1 out of 5 (1=best score).

Leadership: Theory and Practice, MSc elective, 2009/10 to present
Department of Management, London School of Economics and Political Science.
Course leader and teacher. Rated 1.2 out of 5 (1 = best score).

Leadership, MBA core course, 2006/7
Haas School of Business, University of California at Berkeley.
Graduate Student Instructor. Rated 6.6 out of 7 (7 = best score).

Industrial-Organizational Psychology, Undergraduate elective, 2005/6
Department of Psychology, University of California at Berkeley.
Graduate Student Instructor. Rated 6.5 out of 7 (7 = best score).

Executive and Summer School courses (at LSE)

Organisational Behaviour, 2012 to present
Core course on the Executive MSc Management degree, 45 students.
Rated 1.3 out of 5 (1 = best score)

Achieving Leadership Excellence, 2009 to present
5-day course for executives, open enrolment, 32 students.
Rated 1.1 out of 5 (1 = best score).

Negotiation and Decision Making, 2009 to 2015
5-day course for executives, open enrolment, 30 students.
Rated 1.1 out of 5 (1 = best score).

Bargaining and Negotiation, 2011 to present
Undergraduate summer school 3-week course, 125 students.
Rated Very Good/Good by 89% of students.

Executive workshops (ongoing work, outside LSE)

Cultural Dimensions of Leadership, from 2014 (2-3 sessions per year)

Client: **United Nations System Staff College (UNSSC)**, Turin, Italy

Half-day workshop for senior United Nations staff as part of the “Leadership, Women and the UN” programme, 30+ participants.

Developing Leadership Presence and Style, from 2015 (2-3 sessions per year)

Client: **United Nations System Staff College (UNSSC)**, Turin, Italy

Half-day workshop for United Nations staff as part of the “UN Emerging Leaders Experience” programme, 30+ participants.

Participative Decision-Making, from 2014 (once per year)

Client: **Institute for European Business Administration**, Brussels, Belgium

Half-day workshop for senior executives, open enrolment, 60 participants.

Other clients include: Accenture, Coutts, KPMG, Merlin Entertainment, Nordea Bank, Novartis, Royal Bank of Scotland.

SPEAKING ENGAGEMENTS

- “Doing Business in Asia: The Cultural Context and Leadership Challenges”, LSE Alumni Event keynote, Singapore, July 2015
- “How to Become a Future Leader”, LSE Student Union Women Leaders of Tomorrow keynote, London, Dec 2014
- “Reframing Leadership”, LinkedIn First Friday staff workshop keynote, London, June 2014
- “Diversity and Leadership”, LSE HR Conference, London, May 2014
- “Subconscious Barriers to Developing Top Female Talent”, Women in Wealth dinner keynote, London, Jan 2014
- “Perspectives on Leadership”, Berkeley-Haas Alumni Event, London, June 2013
- “Women in Leadership”, British High Commission roundtable, Delhi, July 2012
- “The What and How of Leadership”, Royal Bank of Scotland Managing Director Promotion Event keynote, London, June 2012
- “What Leaders Are Made Of: Recruiting and Developing Future Leaders”, LSE Recruiter Conference keynote, May 2012

AWARDS AND HONOURS

- LSE Student-Led Teaching Excellence Award, Highly Commended for Inspirational Teaching 2015
- LSE Department of Management Outstanding Teaching Contribution Award (£1500) 2013
- Schwabacher Dissertation Fellowship (US\$23,000) 2007-2008
- Crawford Research Fellowship (US\$10,500) 2005-2006

- Harvard College Scholarship (honorary) 1985, 1986, 1987
- Radcliffe College, Elizabeth Cary Agassiz Certificate of Merit, 1985, 1986, 1987

PROFESSIONAL ACTIVITIES

- **Ad-hoc reviewer:** Academy of Management conference, Society for Industrial and Organizational Psychology conference.
- **Member, since 2003:** Academy of Management (AOM), American Psychological Association (APA), International Leadership Association (ILA), Society for Industrial and Organizational Psychology (SIOP).
- **Other affiliations:** Fellow of the Royal Society of the Arts (RSA) since 2012, Member of the American Society for Training and Development (ASTD), 1997-2003.
- **Accredited instructor:** Myers-Briggs Type Indicator (MBTI), Zenger Miller, DISC.