

Prof. Connson C. Locke

Department of Management
London School of Economics and Political Science (LSE)
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EDUCATION

Ph.D., Business Administration, 2008

University of California at Berkeley, Haas School of Business

Concentration: Organisational Behaviour and Industrial Relations

M.Sc., Business Administration, 2005

University of California at Berkeley, Haas School of Business

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

Professor (Education) in Management, 2020 to present

Senior Lecturer in Practice, 2015 – 2020

Assistant Professor in Management, 2008 – 2015

Teach courses in leadership and organisational behaviour. Received the Department of Management Outstanding Teaching Contribution Award 2013. Nominated and Highly Commended for Inspirational Teaching in the Student-Led Teaching Excellence Awards (2015, 2017, 2020, 2021, 2022, 2023). Received the LSE Excellence in Education Award 2017-18, 2020-21.

Additional roles (current):

Deputy Head of Department (Teaching and Learning), Dept. of Management, since 2023

- Oversee strategic and operational aspects of teaching delivery in the Department, from planning and resources to mentoring junior faculty on the Education Career Track. Serve on the departmental Executive Committee and work closely with the Head of Department.

Programme Director, Executive Global MSc Management (40 students per year), since 2018

- Oversee this two-year modular programme for full-time working executives. Served as Deputy Director, 2013-2018.

Programme Director, MSc Management (90 students per year), since 2022

Chair, Departmental Executive Education Committee

- Work with colleagues to vet course proposals for executive education short courses and manage the portfolio of courses taught by Department of Management faculty.

Additional roles (completed):

Director of Programmes, Dept. of Management, 2018-2023

- Work closely with the Deputy Head for Teaching, Head of Programme Delivery, and Head of Academic Planning to oversee teaching planning and resources in the Department.

Programme Director, MSc Human Resources and Orgs (150 students per year), 2015-2022

Chair, Departmental Equity Diversity Inclusion Committee (EDIC), 2018-2020

Deputy Head, Behavioural Research Lab, 2010-2016

Director of Leadership Studies, Chevening Gurukul Programme (12 executives), 2009-2013

PREVIOUS EMPLOYMENT

THE BOSTON CONSULTING GROUP, 1998-2003

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

Based in Hong Kong and responsible for the 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 offered to less than 5% of administrative staff for “meaningful impact on the firm’s success”.

UNIVERSITY OF WESTERN ONTARIO, 1998

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

Worked with the Executive Director to establish the Hong Kong campus for the Executive MBA programme 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. Trained and supervised up to 30 full-time and part-time staff in Boston, Massachusetts, USA. Managed fundraising efforts, special events, and membership programmes.

School Programmes Coordinator. Developed and taught social sciences curricula to 700 Boston Public School students annually. Designed and implemented staff training programmes.

JOURNAL PUBLICATIONS, BOOK CHAPTERS, AND BOOK

- **Locke, C.C.** (2021) *Making Your Voice Heard: How to own your space, access your inner power and become influential*. London: Endeavour (Octopus Publishing Group).
- **Locke, C.C.** (2020) When it's safe to rely on intuition (and when it's not). Chapter 15. *HBR Guide to Making Better Decisions*. Cambridge, MA: Harvard Business Review Press.
- **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.
- 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.

SELECTED ONLINE ARTICLES AND BLOGS

- (2022) Ambidextrous Leaders: switching between two types of behaviour seamlessly. **LSE Business Review**, <https://bit.ly/3HhvBpt>
- (2021) Why soul-searching is every top leader's secret weapon. **Forbes**, <https://bit.ly/3q5e2Ec>
- (2021) 3 ways to beat imposter syndrome and build your influence. **Inc.com**, <https://bit.ly/2VoXr12>
- (2021) How to influence others and make your voice heard. **CharteredABS.org**, <https://bit.ly/2ViFHEu>
- (2020) How we undermine ourselves: Overcoming impostor syndrome and stereotype threat. **Forbes**, <https://bit.ly/2yYBOct>
- (2019) Why gender bias still occurs and what we can do about it. **Forbes**, <https://bit.ly/2rtStAR>
- (2019) Leadership in the social sector: How to lead when resources are scarce. **UN System Staff College**, <https://bit.ly/2qJ1RAa>
- (2018) A lesson in body language: Why our stance on confidence needs to shift. **Forbes**, <https://bit.ly/2RmdYPG>
- (2017) Are you a leader or a manager? **LSE Business Review**, <http://bit.ly/2fXAn1u>
- (2016) Is Flirtation an Effective Negotiation Tactic? **LSE Department of Management Blog**, <http://bit.ly/2alekRH>
- (2015) When It's Safe to Rely on Intuition (And When It's Not). **Harvard Business Review**, <http://bit.ly/1bGdD1a>
- (2015) Actions Speak Louder than Words: Why adaptive nonverbal communication is a key leadership tool. **European Business Review**, <http://bit.ly/2b5QMgR>
- (2014) Asking Whether Leaders Are Born or Made Is the Wrong Question. **Harvard Business Review**, <http://bit.ly/1qCPZG8>

OTHER PUBLICITY

- **BBC Radio 4** "The Followership Game" <https://bbc.in/2FsdYsC> (at 16 mins and at the end)
- **Guardian** articles on body language where I am quoted as a leadership expert: <https://bit.ly/2BaVyYW> and <https://bit.ly/2dxKfKez>
- Also see my website (<https://connsonlocke.com/resources/>) for podcasts and other publicity

TEACHING EXPERIENCE

Full-time Postgraduate and Undergraduate Courses

MG463 Global Leadership, Core course for CEMS Master, 2020/21 to present
Department of Management, London School of Economics and Political Science.
Course leader and lecturer. 4.8 out of 5

MG105 Org Behaviour and Leadership, Core course for BSc Management, 2017/18 to present
Department of Management, London School of Economics and Political Science.
Course leader and lecturer. Rated 4.7 out of 5

MG4D5 Leadership: Theory and Practice, MSc elective, 2009/10 to present
Department of Management, London School of Economics and Political Science.
Course leader and lecturer. Rated 4.9 out of 5

MG4B7 Organisational Change, Core course for MSc Org Behaviour, 2016/17
Department of Management, London School of Economics and Political Science.
Co-lecturer and seminar teacher. Rated 4.8 out of 5

MG102 Organisational Behaviour, Core course for BSc Management, 2012/13, 2015/16
Department of Management, London School of Economics and Political Science.
Course leader, lecturer, and class teacher. Rated 4.8 out of 5

MG4C2 Organisational Behaviour, Core course for MSc Org Behaviour, 2010/11 to 2016/17
Department of Management, London School of Economics and Political Science.
Course leader, lecturer, and seminar teacher. Rated 4.9 out of 5

MG434 Organisational Behaviour, Core course for MSc Management, 2008/9 to 2011/12
Department of Management, London School of Economics and Political Science.
Course leader, lecturer, and seminar teacher. Rated 4.7 out of 5

Leadership, Core course for MBA, 2006/7
Haas School of Business, University of California at Berkeley.
Graduate Student Instructor. Rated 6.6 out of 7

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

Postgraduate Executive Degree Programme Courses (modular format)

MG446E Strategy, Organisation and Innovation, core course, 2020 to present
Executive Global MSc Management
Department of Management, London School of Economics and Political Science.

MG4H5E The Altruistic Leader, core course, 2019 to present
Executive MSc Social Business and Entrepreneurship
Marshall Institute, London School of Economics and Political Science.

PP4G9E Leadership, core course, 2019 to 2022

Executive MSc Public Administration

School of Public Policy, London School of Economics and Political Science.

MG443E Organisational Behaviour, core course, 2012-2019

Executive Global MSc Management

Department of Management, London School of Economics and Political Science.

LSE Executive Education Certificate Courses

Achieving Leadership Excellence, 2009 to present

5-day course for executives, open enrolment, 32 students.

Negotiation and Decision Making, 2009 to 2015

5-day course for executives, open enrolment, 30 students.

Online course: Negotiation Programme, created 2018

6-week online course managed by U2 GetSmarter.

Online course: MBA Essentials, created 2017

10-week online course managed by U2 GetSmarter.

Served as course convenor for a team of four faculty.

LSE Summer School

MG209 Bargaining and Negotiation, Summer 2011 to 2017

Undergraduate summer school 3-week course, 125 students.

Rated Very Good/Good by 89% of students.

Executive Education Workshops

United Nations System Staff College (UNSSC), Turin, Italy and online

- Cultural Dimensions of Leadership, 2015 to present
- Developing Leadership Presence and Style, 2015 to 2019

Guardian Masterclasses

Open enrolment 2-hour lecture. 120 participants. Sold out each time.

- Developing Your Presence, Power, and Influence, 2016 to 2022

Harvard Medical School

Half-day session on Surgical Leadership Program

- Developing Your Leadership Style, April 2019 to 2021
- Gender Power and Influence, 2022 to present

SPEAKING ENGAGEMENTS (partial list)

- “Why Should Anyone Listen to You?”, **EFG Asset Management**, January 2023
- “Making Your Voice Heard”, **PWC**, March 2022
- “Leadership, Power, and Influence”, **Entrepreneur’s Organization (EO)**, Cairo, November 2021
- “How to Make Your Voice Heard and Become Influential”, **Sky**, November 2021
- “How to Make Your Voice Heard and Become Influential”, **OECD**, Sept 2021
- “Making Your Voice Heard”, **WHO**, June 2021
- “Making Your Voice Heard”, **EY**, April 2021
- “Developing Your Presence and Influence”, **Young President’s Organization (YPO)**, April 2021
- “How to Access Your Inner Power”, Change Your Life Festival, **How To Academy**, London, Sept 2019
- “Leadership Insights: Developing Your Presence, Power, and Influence,” **CFA Institute** Global Conference, London, May 2019
- “Developing Your Presence, Power and Influence”, **Orange Group**, Oct 2018
- “Developing Your Presence, Power and Influence”, **Clifford Chance**, Sept and Oct 2018
- “Developing Your Presence, Power and Influence”, **Clore Social Leadership**, May 2018
- “Leadership Styles and Effectiveness”, invited to China by Henan University of Science and Technology (HAUST) for 10-day visit and lectures to students at Renmin University, Henan University, and HAUST, April 2018.
- “Leadership Insights: Influencing Change”, One Day MBA, **Guardian Masterclasses**, London, May 2017, Oct 2018
- “Leadership for the Future: The barriers that non-traditional leaders face and how to overcome them”, **Career Development Roundtable HR conference**, Helsinki, Finland, Dec 2016
- Keynote address: “Designing Incentives to Motivate Your Team”, **General Assembly**, London, Oct 2016
- “Leadership Insights: Power, Presence, and Influence”, One Day MBA, **Guardian Masterclasses**, London, May 2016
- Panel member: How Do You Attract, Motivate, and Retain Top Talent?, **Accenture**, London, Sept and Nov 2015
- Keynote address: “Reframing Leadership”, Staff Workshop, **LinkedIn**, London, June 2014
- Keynote address: “Subconscious Barriers to Developing Top Female Talent”, **Women in Wealth**, London, Jan 2014
- Keynote address: “Reframing Leadership”, **Berkeley-Haas Alumni Event**, London, Oct 2013
- Webinar: “Subconscious Barriers to Developing Top Female Talent”, **TRIUM Global Executive MBA**, May 2013
- Panel member: Does Good Work Exist?, **London HR Connection**, March 2013
- Keynote address: “Women in Leadership”, **British High Commission**, Delhi, July 2012
- Keynote address: “The What and How of Leadership”, Managing Director Promotion Event, **Royal Bank of Scotland**, London, June 2012

- Keynote address: “Leadership Presence”, Leadership Development Programme (25 senior leaders), **Norges Bank Investment Management (NBIM)**, Oslo, Norway, Oct 2009

AWARDS AND FELLOWSHIPS

- LSE Excellence in Education Award, 2017-18, 2020-21
- LSE Student-Led Teaching Excellence Award, Nominated and Highly Commended for Inspirational Teaching, 2015, 2017, 2020, 2021, 2023
- LSE Department of Management Top Lecturer Award (£650), Autumn 2014
- 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

- **Fellow**, RSA (Royal Society for the encouragement of Arts, Manufactures & Commerce), from 2012.
- **Academic Fellow**, CIPD (Chartered Institute of Personnel and Development), from 2017.
- **Member, since 2003**: Academy of Management (AOM), American Psychological Association (APA), International Leadership Association (ILA), Society for Industrial and Organizational Psychology (SIOP).
- **Former Member**: American Society for Training and Development, 1997-2003.
- **Accredited Instructor**: Myers-Briggs Type Indicator, Zenger Miller, DISC