

Dr. Connson C. Locke

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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

Senior Lecturer in Practice, 2015 to present

Assistant Professor in Management, 2008 – 2015

Teach courses in organisational behaviour, leadership, and negotiations. In 2013, received the Department of Management Outstanding Teaching Contribution Award. In 2015, Highly Commended for Inspirational Teaching in the Student-Led Teaching Excellence Awards.

Additional roles include:

Programme Director, MSc Human Resources and Organisations (150 students), since 2015
(previously MSc Organisational Behaviour, 2013-2015)

Oversee this one-year MSc programme in which students choose one of three specialisms: HR Management, Org Behaviour, or International Employment Relations. Responsibilities include selecting students, chairing the steering committee, and working with the faculty and programme team to maintain programme quality and student satisfaction.

Deputy Director, Executive Global MSc Management (40 students per year), since 2013

Work with the Programme Director to oversee this two-year modular programme for full-time working executives. Responsibilities include coordinating MSc research projects, liaising with student representatives, and ensuring the quality of the programme.

Programme Director, Dept. of Management Executive Education Courses, since 2013

Manage the portfolio of courses taught by Department of Management faculty. Responsible for selecting students from the applications received.

Chair, Dept. of Management Equity Diversity and Inclusion Committee, since 2016

Deputy Head, Behavioural Research Lab, 2010-2016

Set up lab systems and procedures. Provided guidance to 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 selection panel and induction, and provided individual coaching to participants.

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.

PUBLICATIONS

Online Articles:

- (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>
- (blog, 2016) Is Flirtation an Effective Negotiation Tactic? **LSE Department of Management Blog**, <http://bit.ly/2alekRH>
- (video, 2015) Connson Locke on women in the workforce. <http://bit.ly/1FMTJmr>

Journals, Book Chapters:

- **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. Welpel (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.

SPEAKING ENGAGEMENTS (non-academic audiences)

- “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
- Masterclass lecture: “Developing Your Presence, Power, and Influence: An evening class with Dr Connson Locke”, **Guardian Masterclasses**, Sept 2016, Oct 2016, Feb 2017
- “Power, Presence, and Influence”, **LSE Power Conference**, London, June 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: “Doing Business in Asia: The Cultural Context and Leadership Challenges”, **LSE Alumni Event**, Singapore, July 2015
- Keynote address: “How to Become a Future Leader”, **LSE Student Union Women Leaders of Tomorrow**, London, Dec 2014
- Keynote address: “Reframing Leadership”, First Friday Staff Workshop, **LinkedIn**, London, June 2014
- “Diversity and Leadership”, **LSE HR Conference**, London, May 2014
- Keynote address: “Subconscious Barriers to Developing Top Female Talent”, **Women in Wealth**, London, Jan 2014
- Panel member: Is New Blood Better than Old Blood?, **London HR Connection**, London, Oct 2013
- 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: “What Leaders Are Made Of: Recruiting and Developing Future Leaders”, **LSE Recruiter Conference**, May 2012
- Keynote address: “Leadership Presence”, Leadership Development Programme (25 senior leaders), **Norges Bank Investment Management (NBIM)**, Oslo, Norway, Oct 2009

ACADEMIC CONFERENCE PRESENTATIONS

- Locke, C.C. & Anderson, C. (August 2010) *The downside of looking like a leader: Leaders' powerful demeanour stifles follower voice in participative decision-making*. Academy of Management conference, Montreal, Canada.
 - Included in Best Paper Proceedings (top 10% of submitted papers).
- Kray, L.J. & Locke, C.C. (August 2009) *Negotiating flirts: Likable losers*. Academy of Management conference, Chicago, IL.
- Kray, L.J., Locke, C.C., & Haselhuhn, M.P. (August 2007) *In the words of Larry Summers: Gender stereotypes and implicit negotiation beliefs*. Academy of Management conference, Philadelphia, PA.
- Locke, C.C. (August 2006) *The subordinate's voice: Examining power and communication in supervisor-subordinate dyads*. Stanford-Berkeley Organizational Behavior conference, Palo Alto, CA.

AWARDS AND FELLOWSHIPS

- LSE Student-Led Teaching Excellence Award, Highly Commended for Inspirational Teaching, 2015
- 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

RESEARCH GRANTS

- Leverhulme Trust (£249,344) 2010-2013 with H. Barkema and J. Coyle-Shapiro. "Radical Innovation, Team Processes and Leadership"
- Institute for Research on Labor and Employment, U.C. Berkeley (US\$15,000), 2006-2007 with C. Anderson. "Encouraging Employee Voice through Leadership Style"
- X-Lab Dissertation Research Grant, Haas School of Business (US\$3,000), 2006
- X-Lab Research Grant, Haas School of Business (US\$500), 2005

PROFESSIONAL ACTIVITIES

- **Fellow**, RSA (Royal Society for the encouragement of Arts, Manufactures & Commerce), 2012 to present
- **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).
- **Former Member**: American Society for Training and Development, 1997-2003.
- **Accredited Instructor**: Myers-Briggs Type Indicator, Zenger Miller, DISC