

Einladung zum Gastvortrag von

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am Freitag, den 29.06.2018, 10 Uhr (s.t.),
Raum WE5/01.067

“ Subjective time and Leadership ”

During the last decades, theorists have increasingly emphasized the role of time for processes of leadership. An important notion, in this regard, is that leaders' subjective perceptions of and orientations toward time may critically shape their leadership behaviors and outcomes. Empirical research, however, has only started to examine this issue. Hence, much of the existing leadership research is strikingly atemporal. Little remains known about how leaders make sense of their temporal experiences and about the consequences of these temporal perspectives. I will present two studies that address this issue from different points of view. The first study focuses on leaders' time urgency, defined as the relatively stable belief that time is a scarce resource. Using a sample of 60 supervisors and 227 of their direct subordinates, it illustrates a conditional indirect effects model, such that supervisors' time urgency is positively and indirectly related with subordinates' work stress and time pressure experiences, through autocratic leadership behavior, among supervisors with higher (but not lower) self-perceived status. The second study focuses on leaders' past temporal focus as an alternative facet of subjective time (i.e., the tendency to devote attention to and think about the past). Using a sample of 84 supervisors and 296 of their direct subordinates, this study uses a polynomial regression approach to examine a complex (mis)fit model. It demonstrates that leaders' attention to the past may hinder their active leadership efforts in teams that are strongly past-focused as well, but not in teams with an incongruent temporal focus. Taken together, these studies corroborate the relevance of subjective time as an important, yet frequently neglected aspect of leadership, and they highlight key contextual boundary conditions for the role of leaders' subjective perceptions of and orientations toward time.