



## **GLOBE 2017 AOM Caucus Summary**

Organizers Peter Dorfman and Ali Dastmalchian, as well as the entire GLOBE team wish to thank all participants in this year's AOM Caucus titled "The GLOBE Conundrum: Deconstructing the Role of Culture on Leadership Effectiveness" which took place in Atlanta, Georgia on August 8, 2017 at the annual Academy of Management Meeting. The conundrum can be stated as the following: "GLOBE throughout 20+ years of research has identified many facts about cultures and leadership expectations that emphasize *cultural variation*, but almost no variation among cultures in the relationship between actual leadership behavior and leadership effectiveness. Why?" Simply put, leadership behavior that is effective, or not effective, in one culture seems to be mirrored in widely diverse cultures. This indeed is perplexing. The well-attended Caucus generated many interesting ideas for GLOBE's next steps, reflecting a growing interest and momentum as the project moves ahead. We are deeply grateful to participants for these insightful and outside-the-box comments and we look forward to incorporating them in GLOBE's next phases.