

Neil Paulsen

Associate Professor in Leadership & Management

BA, BA Hons 1, PhD (The University of Queensland)

GradDip (Kelvin Grove CAE)

Neil's research interests focus on leadership, organisational change and identity processes. Current projects explore the role of professional identity in organisational culture change, team identification, and leadership transition in health teams.

Neil Paulsen is an Associate Professor within the Management group in the UQBS. He has over twenty years industry experience as a successful senior manager and consultant in public, private, and community sector organizations. His research includes the development of intergroup perspectives on organisational behaviour and change, identity processes and leadership transitions. He has published his work in international refereed journals and chapters, and in an edited book (with Tor Hernes). Neil has presented his work at a number of premier international and national management conferences. He has been the recipient of five ARC Linkage Grants. Research partners include organisations such as Rio Tinto, BHP Billiton, CSIRO, and Queensland Health. Neil received an Excellence in Teaching Award from the School of Management in 2001, the UQBS Teaching Excellence Award (Postgraduate) in 2006, and was the 2006 recipient of the ANZAM Management Educator of the Year Award (sponsored by Pearson Education). In 2009 he received the inaugural UQBS Corporate Education Award and in 2011 received the UQBS Industry Engagement Award.

Neil is a member of the Leadership and Change Management, Corporate Social Performance research groups and Management teaching group.

Memberships

Australia and New Zealand Academy of Management

European Group for Organization Studies

Academy of Management

International Communication Association

Associate Member, Australian Psychological Society

Registered Psychologist (Queensland)

Research Interests

Boundaries in organisations

This research explores boundaries in organisations. The work challenges the notion of the “boundaryless” organisation and suggests that organisational boundaries are proliferating rather than disappearing. Boundaries may be symbolic and actual, and perform a role in both constraining and enabling organisational activities. The interest is on boundary setting and identity processes.

Innovation in multi-disciplinary teams

The current research examines group processes, identification, and innovation in multidisciplinary teams. The current project focuses on scientific research teams and examines the impact of group diversity, professional identity, group processes, and organisational climate on creativity and innovation.

Intergroup perspectives in organisational behaviour, organisational change, and communication

This line of research develops an intergroup perspective on organisational behaviour, organisational change and communication. The research examines the role of contextual factors and intergroup issues on the performance and well-being of individuals, groups and organisations undergoing change. Drawing from Social Identity Theory and other sources, the research develops an understanding of the impact of the various group identities formed by individuals through their membership of diverse groups in organisations.

Organizational communication for effective community engagement

With industry partners in the Australian mining industry, the project examines the effectiveness of strategies used by companies at the mine site level to effectively engage and consult with local communities. The project is multifaceted. It allows for the examination of organisational communication strategies, as well as providing an opportunity to theorise the dynamics of the engagement process from an intergroup perspective.

Recent Publications

[Fitzsimmons, Terrance W.; Callan, Victor J. and Paulsen, Neil \(2014\). Gender disparity in the C-suite: do male and female CEOs differ in how they reached the top? *Leadership Quarterly*, 25\(2\): 245-266.](#)

[Tee, Eugene Y. J.; Paulsen, Neil and Ashkanasy, Neal \(2013\). Revisiting followership through a social identity perspective: the role of collective follower emotion and action. *Leadership Quarterly*, 24\(6\): 902-918.](#)

Johnston, Margaret A. and Paulsen, Neil (2013). Rules of engagement: a discrete choice analysis of sponsorship decision making. *Journal of Marketing Management, In Press*: 1-30.

Callan, Victor; Johnston, Margaret; Paulsen, Neil and Ayoko, Remi (2013). Understanding the leadership of networks in the public health care system. In: *EURAM13: 13th Annual Conference of the European Academy of Management 2013*, Harbiye, Istanbul, Turkey. 26-29 June, 2013.

Tee, Eugene (Yu Jin); Ashkanasy, Neal M. and Paulsen, Neil (2013). The influence of follower mood on leader mood and task performance: an affective, follower-centric perspective of leadership. *Leadership Quarterly*, 24(4): 496-515.