

Team Leadership, Diversity and Performance: A Top Management View of Self-Managed Teams

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Abstract

This study examines the relationship between team leadership and team performance in self-selected and self-managed teams. It is hypothesized that team leadership is positively related to team performance. Based on the extensive research on team diversity and its impact on team performance, we hypothesized that team demographic diversity will positively moderate the impact of team leadership on team performance. The hypotheses are tested on a sample of 97 teams at a university in the Southeast region of the United States that participated in a competition-based simulation in self-managed teams. Results of the study support the positive impact of team leadership on team performance; however, no significant positive moderating role demographic diversity has been found.

Keywords: Top Management Teams, Diversity, Performance