



Global Mindset and Leadership Effectiveness

Wim Den Dekker

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A global mindset, often referred to as managerial attitudes regarding globalization and aspects of international business, is recognized as an imperative for effective global leadership. Based on extensive literature research, *Global Mindset and Leadership Effectiveness* describes three field studies in which global mindset is identified and related to outcomes of effective leadership behaviour. The empirical results reveal that effective leadership behaviour depends on a company's global organizational structure and corporate culture. In companies with a strong focus on their native country, managers with global mindsets are perceived by their superiors as ineffective in contrast to their peers with local mindsets. Therefore, a global mindset as such is not enabling managers to be as effective due to the organizational setting in which these managers are working. Based on the empirical results, this book describes the consequences of the relationship between global mindset and leadership effectiveness for organizations and individuals in terms of 'mindset – organization fit', stages in mindset development, and a 'global career paradox'.

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