

DR. SHIJI LYNDON

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Educational Background

- Ph.D. on “**Shared Leadership: Phenomenon, Antecedents and Outcomes**” from Shailesh J. Mehta School of Management, **IIT Bombay**, Mumbai (Thesis defended on 03.08.2020).
- Qualified UGC National Eligibility Test.
- Masters in Commerce (MCom – HRM), M S University of Baroda.
- Bachelors in Commerce (BCom – HRM), M S University of Baroda.

Other Qualifications

- Certified in Mixed Methods Research from St. Gallen University, Switzerland.
- Certified as an Executive Coach. Completed 80 hrs of ACC level ICF training and 150 hrs of client coaching practice. Pursuing 65 hrs of PCC level ICF training (Expecting Certification from International Coaching Federation by end of 2021)
- Certified in Talent Assessment by AON Hewitt Learning.
- Certified in Competency Mapping from Salahkaar Consultants, Pune.
- Diploma in Business Management, M S University of Baroda.
- Diploma in Human Resource Development, M S University of Baroda.
- Diploma in Labour Laws and Practices, M S University of Baroda.

Work Experience – 15 years

- Faculty at K J Somaiya Institute of Management, Mumbai (2014 – till date).
- Faculty at A M S Institute of Management and Research, Mumbai (2010 – 2014).
- Faculty at M S University of Baroda, Baroda (2005 – 2009).
- Junior Officer at Naman Integrated Management Services Pvt. Ltd. (2004 – 2005).

Publications

Research Papers

- Lyndon, S., Pandey A., & Navare, A. (2020). Shared Leadership and Team Creativity: Investigating the role of Cognitive Trust and Team Learning through Mixed Methods Approach. *Personnel Review*, 49(9), 1805-1822. DOI 10.1108/PR-05-2019-0262 (ABDC: A).
- Lyndon, S., Rawat, P. & Pawar, D. (2020). Is Emotional Labour A Positive Experience for Teachers? A Qualitative Study. *International Journal of Educational Management*, DOI 10.1108/IJEM-03-2020-0149 (ABDC: B).
- Lyndon, S., & Pandey, A. Deconstructing the Shared Leadership Emergence Process. *International Journal of Small Business and Enterprise Development*. Ahead-of-print. <https://doi.org/10.1108/JSBED-04-2020-0136> (ABDC: C).
- Lyndon, S. & Pandey, A. (2020). Shared Leadership in Entrepreneurial Teams – A Qualitative Study. *Journal of Indian Business Research*, 12(3), 427-441 (ABDC: C).

- Rawat, S., Lyndon, S., Pradhan, M., Jose, J., Kolenchira, M., & Mehta, G. (2020). Employee reactivity and inclusive leadership: time to manage emotional diversity. *South Asian Journal of Business Studies*, DOI 10.1108/SAJBS-02-2020-0042. (ABDC: C).
- Lyndon, S. & Pandey, A. (2020). Emotional Intelligence and Shared Leadership: Moderating Role of Task Interdependence. *Indian Journal of Industrial Relations*, 55 (3), 519-528 (ABDC: C).
- Lyndon, S., Rawat, P., & Varghese, B. S. (2018). Effect of Thriving on Innovative Work Behaviour. *Indian Journal of Industrial Relations*, 51(1), 97-108 (ABDC: C).
- Rawat, P. & Lyndon, S. (2016). Effect of Paternalistic Leadership Style on Subordinates' Trust: An Indian Study. *Journal of Indian Business Research*, 8(4), 264-266 (ABDC: C).
- Lyndon, S. & Rawat, P. (2015). Effect of Leadership on Organizational Commitment. *Indian Journal of Industrial Relations*, 51(1), 97-108 (ABDC: C).
- Boyad, A., Lyndon, S., & Malekar, S. (2012). An empirical study of employee satisfaction in textile industries. *Journal of Strategic Human Resource Management*, 1(1), 38-48.

Cases

- Lyndon, S. & Venkatesh, S. (2017), Attrition at Silver Spark Apparel Ltd., *Ivey Publishing*, Product No: 9B17D004.
- Lyndon, S. & Venkatesh, S. (2017), Attrition at Silver Spark Apparel Ltd. (Teaching Note), *Ivey Publishing*, Product No: 8B17D004.
- Lyndon, S. (2015). Salahkaar Consultants: Handing over the baton in a family run business, *Corporate Citizen*, Volume1, Issue No. 14, 38-43.

Conferences

International

- Lyndon, S. & Pandey A. (2019). Shared Leadership: Propositions and Conceptual Framework presented at the 12th Annual Euromed Academy of Business Conference held at Thessaloniki, Greece.
- Lyndon, S., Rawat, P. & Pawar, D. (2019). The positive side of emotional labour: A Qualitative Study presented at the British Academy of Management held at Aston University, United Kingdom.
- Lyndon, S. & Pandey A. (2018). "Shared Leadership in Entrepreneurial Teams – A Qualitative Study" presented at the British Academy of Management held at Bristol Business School, University of West England, United Kingdom.
- Rawat, P. & Lyndon, S. (2018). "Managing Emotionally Reactive (Neurotic) and Introvert Employees at Workplace: The Role of Person-Centered Leadership" presented at the British Academy of Management held at Bristol Business School, University of West England, United Kingdom.
- Lyndon, S., Rawat, P. & Varghese, B. S. (2017). "Effect of Thriving on Innovative Work Behaviour" presented at the 10th Annual Euromed Academy of Business Conference held at Sapienza University, Rome, Italy.

National

- Lyndon, S. & Pandey A. (2020). "Antecedents and Consequences of Shared Leadership: A Theoretical Framework" presented at the Indian Academy of Management conference held at IIM, Trichy.
- Lyndon, S. & Rawat, P. (2020). "Emotional Diversity and Inclusion in Organizations" presented at the Indian Academy of Management conference held at IIM, Trichy.

- Lyndon, S. & Pandey A. (2019). “Antecedents and Consequences of Shared Leadership: A Mixed Method Approach” presented at the Sixth HR Conference, K. J. Somaiya Institute of Management Studies and Research, Mumbai.
- Lyndon, S. & Pandey A. (2018). “Deconstructing the Leadership Emergence Process in Shared Leadership” presented at the Consortium of Students in Management Research (COSMAR) held at Indian Institute of Science, Bangalore.
- Rawat, P. & Lyndon, S. (2015). “Effect of Paternalistic Leadership Style on Subordinates’ Trust: An Indian Study” presented at 4th Biennial Indian Academy of Management Conference held at IIM Lucknow, Noida Campus.
- Rawat, P. & Lyndon, S. (2015). “Role of Positive and Negative Affect in Formation of Trust: A Study of the Relationship between Trustor and Trustee” presented at the 3rd HR Conference on Employee Engagement at K. J. Somaiya Institute of Management Studies and Research.
- Presented case study entitled “Succession Planning in Salahkaar Consultants” in The Case Centre Anniversary Conference in September 2014 held at IIM Bangalore.

Workshops and FDP Attended

- Participated in the Paper Development Workshop organized by Academy of Management Journal held at Indian Institute of Management Ahmedabad in April 2019.
- Participated in the Paper Development Workshop organized by Administrative Science Quarterly Journal held at Indian Institute of Management Bangalore in April 2019.
- Participated in the Paper Development Workshop organized by Academy of Management Journal held at Indian Institute of Management Bangalore in February 2018.
- Participated in the Faculty Development Programme on “Data Analysis using Atlas Ti” organized by Indian Institute of Public Health in July 2016 at New Delhi.
- Participated in the Paper Development Workshop organized by Academy of International Business (AIB) held at Indian Institute of Management Bangalore in December 2014.
- Participated in the Faculty Development Programme on "How to Write a Case" organised by J. K. Lakshmi Pat University in December 2013 at Jaipur.
- Participated in the Faculty Development Programme on "Data Analysis for Management Research" organised by Indian Institute of Management, Kozhikode (IIM) in January 2012 at Kerala.
- Attended the course on “Effective Teaching through Case Study Methodology” organised by Indian Institute of Technology, Delhi (IIT) in March 2011 at New Delhi.

MDP Conducted

- Facilitated training on developing various managerial skills to executives of various organizations such as INS HAMPLA (Indian Navy), Life Insurance Corporation (LIC), New India Insurance at Insurance Institute of India, Power Grid, Department of Atomic Energy, Association of ITI Principals, etc.
- Conducted Assessment Centre for 38 managers of Gangar Eyanation along with Salahkaar Consultants at Mumbai from 14-17 November 2011.

FDP Conducted

- Facilitated a session on Grounded Theory Research in FDP on Research Approaches in Management organized by SJMSOM, IIT Bombay.

- Facilitated sessions on Grounded Theory Research and Mixed Methods Research for doctoral students at MDI, Gurgaon.
- FDP session on Doing Impactful Research for FDP organized by Lala Lajpat Rai Institute of Management, Mumbai.

Conference Organized

- Convener of the 7th International HR on the theme of “Leadership in Changing Times” held on 30-31 January, 2020 at K J Somaiya Institute of Management Studies and Research, Mumbai, India. The conference attracted 104 research papers from some of the leading B-Schools in India like IIM Ahmedabad, IIM Indore, IIM Ranchi, IIM Kashipur, MDI, TAPMI, IRMA, Symbiosis, NITIE, NIT, TISS, BIMTECH, XLRI Jamshedpur, MICA, etc. Prof. Burke Johnson from University of South Alabama, USA facilitated the conference workshop on Mixed Methods. Prof. Pawan Budhwar from Aston Business School, UK delivered the keynote address for the conference.

Services

- Associate Editor, Business Perspectives and Research (SAGE Publications)
- Reviewer, Personnel Review (Emerald Publications)
- Reviewer, South Asian Journal of Business Studies (Emerald Publications)

Achievements

- Received ‘**Best Advanced Research Paper**’ Award at Doctoral Colloquium on Management and Development (DOCMAD) 2020 organized by Institute of Rural Management (IRMA), Anand.
- Received ‘**Best Paper of the Track**’ Award for the paper titled “Emotional Diversity and Inclusion in Organizations” presented at the INDAM 2020 held at IIM Trichy.
- Finalist at the National Case Competition organized by Confederation of Indian Industry in February 2015 at Mumbai.
- Received **Gold Medal** in B. Com., awarded by M. S. University of Baroda.
- Secured 2nd Rank in M. Com, awarded by M. S. University of Baroda.
- Secured 1st Rank in Diploma in HRD, awarded by M. S. University of Baroda.
- Elected as the Student Representative in the University Student’s Council of M S University (2004-05)

