

Developing Chinese Leaders with Personality-Based Interventions

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The relationship between personality and leadership effectiveness is widely recognized. Research has indicated that both positive and negative aspects of personality traits play a significant role in leadership development. Some leader development researchers have argued that developmental interventions based on increasing self-awareness may be effective at mitigating the negative effects of personality traits or character flaws.

In this presentation, we will share our recent effort in leadership development by assessing big-five personality traits and introducing follow-up interventions. We will try to illustrate the power of self-awareness as well as BPS - a unique behavioral change strategy - for Chinese leader development in various Chinese organizations.



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Kai-Guang (Carl) Liang is the managing director and senior consultant of Shanghai-based C&D Management Consulting. He previously worked as the chief representative and the deputy general manager in the Personnel Decisions International (PDI) Shanghai Office. Prior to this, he worked as a consultant at AT&T's Sourcing & Selection Group and as a research intern at Development Dimensions International (DDI). He was a lecturer and director of the human resource management program at Renmin University of China. He has extensive management consulting experience working with many Chinese enterprises, Sino-foreign joint ventures, and Western firms throughout China.

He has worked with Dr. Ronald Page and his team since 2002 to localize and conduct a dozen of research on Work Behavior Inventory – a big-five based personality assessment tool in China. He received his B.S. in psychology and M.S. in managerial psychology from Zhejiang University, M.A. in psychology from Central Michigan University, and Ph.D. in I/O psychology from the Old Dominion University.