



UNIVERSITÀ
DEGLI STUDI
DI BERGAMO

Dipartimento
d'Ingegneria Gestionale,
dell'Informazione e della Produzione

Networking Seminars Series

A.Y. 2023-2024 1st Term

October, 6th 2023, 12:30-13:30 pm (CEST)
Room C001, Via Pasubio 7/B, Dalmine (BG)
Online on Microsoft Teams ([Link](#))

Matthias Waldkirch

*Alumni Chair for Entrepreneurship & Innovation in Family-Owned Firms
Director of the new Entrepreneurship & Family Firm Institute (EFFI)
@ EBS Business School*

TITLE – *Reluctant Leadership: A longitudinal analysis of leadership motivation within the Swiss Armed Forces*

ABSTRACT – The aim of our study is to explore the phenomenon of reluctant leadership with an inductive longitudinal study. Based on interview data (n=274) with members of the Swiss Armed Forces, we disentangle motivational states of willingness and reluctance to lead and illustrate trajectories of leadership motivation. Our findings show that initially reluctant leaders may become willing leaders over time and vice versa. We spotlight the individual, social, and contextual factors underlying such turnarounds and underline the theoretical and practical relevance of a better understanding of reluctant leadership and its underlying mechanisms in management research in general and the literature on leadership motivation in particular.

METHOD – Qualitative, inductive longitudinal study

JOURNEY OF THE PAPER – Accepted and presented at the 2023 Academy of Management Conference

DISCUSSANT – Mara Brumana, University of Bergamo

NEXT SEMINAR: October 19th 2023 at 13.00 – Matteo Podrecca (Uniu) and Alice Madonna (Unibg)

For further information please refer to: wavelab@unibg.it