

Workshop Program

Leadership, Employee Well-Being, and Firm Performance

Salzburg · June 18–19, 2026

Thursday, June 18 - Lecture Hall 210, Sigmund-Hafner-Gasse 11-13		
11:30 – 12:00	Registration	
12:00 – 12:05	Welcome and Organisational remarks	
Session 1		
12:05 – 12:45	Virginia Minni	Reorganizing Work Inside the Firm: Task Change After Technology Adoption
12:45 – 13:25	Hammad Shaikh	Don't let your fruits rot: An experimental investigation of leadership training in grocery stores
13:25 – 14:05	Rachel Kranton	Effort, Identity, and Employee Mental Health
14:05 – 14:30	Break (25 min)	
Session 2		
14:30 – 15:10	Ingrid Haegele	Managing innovation in firms
15:10 – 15:50	Aloysius Siow	What do managers do?
15:50 – 16:10	Break (20 min)	
Session 3		
16:10 – 16:50	Ana Lleó-Bono	Comparing Oranges to Oranges: A Field Experiment on Productivity and Team Competition
16:50 – 17:30	Paula Scholz	Onboarding, Matching, and Employee Turnover – A Field Experiment
17:30 – 17:45	Break (15 min)	
Keynote		
17:45 – 18:45	Raffaella Sadun	Hiring Under Technological Change: AI Disclosure and Pre-Screening Sorting in the Applicant Pool
Dinner		
ca. 19:30 Uhr — Merkel und Merkel Restaurant, Salzburg		

Friday, June 19 - Lecture Hall 331 SMBS, Sigmund-Hafner-Gasse 18

Session 1

09:00 – 09:40	Andy Brownback	Beliefs and the Demand for Employee Training: A Field Experiment with Small Firms in Uganda
09:40 – 10:20	Silvia Castro	Making Help Visible
10:20 – 11:00	Simone Haeckl	Leadership that Listens
11:00 – 11:20	Break (20 min)	

Session 2

11:20 – 12:00	Guido Friebe	Value-based Leadership Toward a scientific understanding of charisma
12:00 – 12:20	Dominik Grothe	Mircoaspects of Leadership: Evidence from Audio and Tracking Data
12:20-12:40	Mareike Tschaut	Paradox Mindset Training for Leader Well-being and Performance: A Longitudinal Field Experiment in European Social Purpose Organizations
12:40 – 13:40	Lunch break (60 min)	

Session 3

13:40 – 14:20	Hoa Ho	What do good managers do? The role of support
14:20 – 15:00	John Antonakis	Toward a scientific understanding of charisma
15:00 – 15:20	Break (20 min)	

Session 4

15:20 – 16:00	Hideo Owan	Promotion hierarchies: why workers work harder under good bosses
16:00 – 16:40	Dirk Sliwka	Raising the Cost of Misconduct: Field Experimental Evidence on Employee Theft

Participants

First Name	Last Name	Institution
Jon-Sander	Amland-Ildjarnstad	University of Stavanger
John	Antonakis	University of Lausanne
Andy	Brownback	University of Arkansas
Silvia	Castro	INSEAD and LMU
Guido	Friebel	Goethe University Frankfurt
Dominik	Grothe	LMU Munich
Simone	Häckl	Universität Salzburg and University of Stavanger
Ingrid	Haegele	LMU
Hoa	Ho	LMU Munich
Michael	Keinprecht	WU Wien
Rachel	Kranton	Duke University
Ana	Lleó-Bono	University of Cambridge
Virginia	Minni	University of Chicago Booth School of Business
Yuko	Onozaka	University of Stavanger
Hideo	Owan	Waseda University
Mari	Rege	University of Stavanger
Raffaella	Sadun	Harvard
Paula	Scholz	University of Cologne
Anja	Schöttner	HU Berlin
Hammad	Shaikh	University of Stavanger
Aloysius	Siow	University of Toronto
Dirk	Sliwka	University of Cologne
Mareike	Tschaut	WU Wien
Lisa	Windsteiger	Universität Salzburg