

# Wu Qiong



**Title:** Assistant Professor

**Faculty:** School of Business

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## Academic Qualification

2015-2019 Ph.D.: National University of Ireland, Galway/Enterprise System

2014-2015 Master: National University of Ireland, Galway/Enterprise System

2010-2014 BS/BA: Huazhong Agricultural University, China/Human Resource Management

## Working Experience

2020-Present **Assistant Professor** / Macau University of Science and Technology

Sep.2019-Dec.2019 **Adjunct Lecturer** / National University of Ireland, Galway

## Teaching Activities

Organizational Behavior

Business Ethics and Corporate Social Responsibility

Charity and Philanthropy Project Design and Management

## Research Areas

Leadership

Organizational Behavior

Project Management

## Peer-Reviewed Publications

**Wu, Q\***, Chen, G., Lin, Y., & Cormian, K. (2026). Psychological capital for hospitality management: A multi-level meta-analytic review. *International Journal of Hospitality Management*, 133, 104478 (**Top, Q1, IF = 8.3, SSCI**).

**Wu, Q.**, Yang, K\*, Camplisson, C., Mcdermott, O., & Cormican, K. (2026). Unlocking emotional intelligence in lean managers: a driver of lean project success. *Total Quality Management & Business Excellence*, 1-18 (**Q1, IF = 4.8, SSCI**).

**Wu, Q.**, Liang, Z., Liu, B. Zhou., Q\*, Yang, K., (2026). Trapped in Past Successes? A Study on the Mechanism and Boundary Conditions Linking Lawyers' Job Autonomy and Learning from Success. *Journal of East European Management Studies*, (**Accepted, SSCI**).

Zhou, Q., **Wu, Q\***, Sun, Y., & Cormican, K. (2025). The power of many: analyzing the impact of shared leadership on project teams. *International Journal of Managing Projects in Business*, 18(1), 53-77 (**Q2, IF = 3.1, SSCI**).

**Wu, Q.**, Chen, G., & Cormican, K. (2025). The wisdom of the collective: an integrated multi-level framework of shared leadership in engineering management project teams. *Engineering Management Journal*, 37(1), 114-132 (**Q3, IF = 2.6, SSCI**).

Yang, K., & **Wu, Q\***. (2025). An Investigation of the Curvilinear Relationship Between Shared Leadership and Project Innovation. In *Academy of Management Proceedings* (Vol. 2025, No. 1, p. 10844). Valhalla, NY 10595: Academy of Management.

Yang, K., **Wu, Q\***, & Cormican, K. (2025) Too much of a good thing: Unlocking the power of Lean manufacturing practices in manufacturing SMEs. *The 10<sup>th</sup> International Conference on Operational Excellence*.

Yang, K., **Wu, Q\***, & Cormican, K. (2024). From the Great Wall to great workflow: lean six sigma in Chinese listed companies. *International Journal of Lean Six Sigma* (**Q2, IF = 3.7, SSCI**).

Zhou, Q., Zhang, H., **Wu, Q\***, Sampaio, S., Zouggar, A., & Cormican, K. (2024). From struggle to strength: coping with abusive supervision in project teams through proactive behavior and team building. *Behavioral Sciences*, 14(6), 456 (**Q2, IF = 2.6, SSCI**).

**Wu, Q.**, Zhou, Q., & Cormican, K. (2023). Promoting shared leadership in Lean Six Sigma project teams: toward a three-way interaction model. *International Journal of Lean Six Sigma*, 15(3), 642-663 (**Q2, IF = 3.7, SSCI**).

Chen, K., Chen, G., **Wu, Q.**, Liu, W., & Zhao, H. (2023). Help-seeking at work: an integrative review, organizing framework and agenda for future research. *Nankai Business Review International*. <https://doi.org/10.1108/NBRI-03-2023-0025> (**IF = 2.6, ESCI**).

Sampaio, S., **Wu, Q\***, Cormican, K., & Varajão, J. (2022). Reach for the sky: Analysis of behavioral competencies linked to project success. *International Journal of Managing Project in Business*, 15(1), 192-215 (**Q2, IF = 3.1, SSCI**).

Chen, G\*, Wang, J., Liu, W., Xu, F., & **Wu, Q.** (2022). Knowledge is Power: Toward a Combined Model of Knowledge Acquisition and Knowledge Application of Enterprises, *Nankai Business Review International*, doi: 10.1108/NBRI-09-2021-0062 (**IF = 2.6, ESCI**).

**Wu, Q\*** & Cormican, K. (2021). Shared Leadership and Team Effectiveness: A Question of whether and when in project teams. *Frontiers in Psychology*, 11: 569198. doi: 10.3389/fpsyg.2020.569198 (**Q1, IF = 3.7, SSCI**).

Geoghegan, M., Cormican, K., & **Wu, Q\*** (2021). Sustainable team design: A challenge to traditional beliefs in information-intensive service industries, *Sustainability*, 13(24) (**Q2, IF = 3.3, SSCI**).

Cormican, K., Meng, C., Sampaio, S., & **Wu, Q.** (2021). Towards sustainable knowledge sharing practices: an analysis of organizational level enablers. *Sustainability*, 13(23), 12934 (**Q2, IF = 3.3, SSCI**).

Yu, W., Cormican, K., **Wu, Q\***, & Sampaio, S. (2021). In whom we trust? Critical success factors impacting intercultural communication in multicultural project teams. *International Journal of Information Systems and Project Management*, 9(3), 21-40 (**Q2, IF = 2.9, ESCI**).

**Wu, Q.**, Cormican, K\*. and Sampaio, S. (2021). Shared leadership: Towards a theoretical moderation framework in information systems project teams. *International Journal of Information Technology Project management*, 12(3), 50-63 (**IF = 0.3, ESCI**).

**Wu, Q\***, Cormican, K and Chen, G (2020). A Meta-Analysis on Shared Leadership: Antecedents, Consequences and Moderators. *Journal of Leadership & Organizational Studies*, 27(1), 49-64 (**Q1, IF = 4.9, SSCI, Indexed by 310 studies**).

Martin, J., Cormican, K., Sampaio, S. C., & **Wu, Q.** (2018). Shared leadership and team performance: An analysis of moderating factors. *Procedia computer science*, 138, 671-679

**Wu, Q.**, & Cormican, K. (2016). Shared leadership and team creativity: A social network analysis in engineering design teams. *Journal of Technology Management & Innovation*, 11(2), 2-12.

**Wu, Q.**, & Cormican, K. (2016). Shared leadership: An analysis of the evolvement process across the project life cycle. *International Journal of Innovation, Management and Technology*, 7(6), 299.

(Note: \* represents corresponding author)

**Other Professional Activities**

- ♦ Full Scholarship from College of Engineering and Informatics for PhD Programs, National University of Ireland, Galway, 2015-2019 (€ 64,000 in total).
- ♦ Full Scholarship from the Government of Ireland International Education for Master Programs, 2014-2015 (€ 17,417).
- ♦ Best presentation award on the International Conference on Management, Technology and Services (ICMTS), Roma, Italy, 3-5 Jan. 2017.
- ♦ Visiting scholar in Tsinghua University, Oct. 2018 - Mar. 2019.