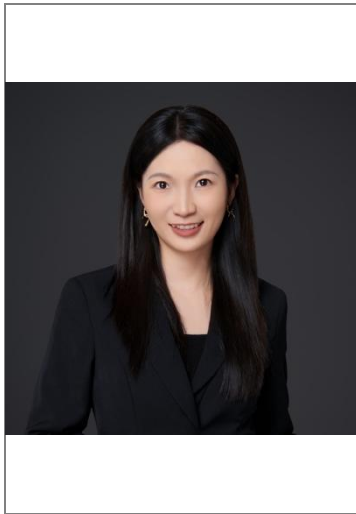


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Academic Qualification

2015-2019 **Ph.D.:**

National University of Ireland, Galway, Enterprise System (Full Scholarship)

2014-2015 **Master:**

National University of Ireland, Galway/Enterprise System (Full Scholarship)

2010-2014 **BS/BA:**

Huazhong Agricultural University/Human Resource Management (First-class scholarship)

Visiting Research Experience

Oct.2018-Mar.2019 **Visiting Researcher**/Tsinghua University

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, Human-AI collaboration, Entrepreneurship, Organizational Performance, Organizational Behavior, Project Management

Peer-Reviewed Publications

Journal papers published

Wu, Q., Yang, K., Chen, K., Zhou, Q., & Cormican, K. (2026). The Goldilocks effect in hospitality teams: an investigation of the curvilinear relationship between shared leadership and service innovation. *Journal of Hospitality Marketing & Management*, 1–31. (**Top, Q1, IF = 12.4, SSCI**).

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**).

Yang, K., **Wu, Q***, & Cormican, K. (2026). Lean accounting practices in Chinese listed companies: a Contingency Theory perspective. *Production Planning & Control*, 1-22. (**SSCI, IF = 5.4, Q1**)

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***, & 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 346 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 evolution process across the project life cycle. *International Journal of Innovation, Management and Technology*, 7(6), 299.

Conference papers published

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 10th International Conference on Operational Excellence*.

Wu, Q., Zhou, Q., Zhang, H., & Cormican, K. (2024). Silent Sabotage: Towards an Examination of Abusive Supervision in Public Sector Organizations. In *International Conference on Lean Six Sigma for Higher Education Institutions* (pp. 344-351). Cham: Springer Nature Switzerland.

(Note: * represents corresponding author)

Research Grants:

- ◆ Faculty Research Grants of Macau University of Science and Technology (No. FRG-26-027-MSB)
- ◆ Faculty Research Grants of Macau University of Science and Technology (No. FRG-24-041-MSB)
- ◆ Faculty Research Grants of Macau University of Science and Technology (No. FRG-22-052-MSB)

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).
- ◆ First-class honor for Master Programs in National University of Ireland, Galway 2014-2015
- ◆ First-class scholarship for Undergraduate Programs, 2010-2014
- ◆ Best presentation award on the International Conference on Management, Technology and Services (ICMTS), Roma, Italy, 3-5 Jan, 2017.

- ◆ **Reviewers in high-quality SSCI journals (selected)**
 - International Journal of Hospitality Management
 - Journal of Leadership & Organizational Studies
 - Cross Cultural & Strategic Management
 - International Journal of Managing Projects in Business
 - Engineering Management Journal
 - Behavioral Science
 - Scientific Reports
 - Cognition, Technology & Work