

Faculti Summary

<https://faculti.net/immigration-as-a-leadership-crucible-among-global-leaders/>

This video discusses the concept of "leadership crucibles," which are transformative experiences that shape a leader's identity and leadership style. These experiences can be intense and challenging, leading leaders to reassess their values and beliefs. The study focuses on immigration as a significant crucible, highlighting its impact on leadership, particularly in the context of globalization.

The research indicates that nearly 50% of Fortune 500 companies in the United States are founded by immigrants or their children. However, immigration's role in leadership studies is often overlooked. By examining the experiences of 20 prominent global leaders who immigrated to the U.S., the study aims to illuminate how immigration influences leadership styles.

Qualitative analysis of interviews revealed that most leaders viewed their immigration experiences as crucial to their leadership development. Three types of narratives emerged: 1) challenges faced during immigration, 2) positive outcomes from the experience, and 3) the transformative role of the U.S. in shaping their leadership.

The study identified three key themes in the leaders' narratives: humility, benevolence, and egalitarianism, which were enhanced by their immigration experiences. The conclusion emphasizes the need for more research on immigration's significant role in shaping global leadership and its effects on identity and effectiveness. The findings suggest a new perspective on leadership studies, advocating for deeper exploration into how immigration influences leadership styles.