



# CoCo Seminar Series Spring 2019

## Effects of Relational Schema Congruence on Leader-Member Exchange

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**Wednesday January 30, 2019 11:00am-12:00pm**  
**Engineering Building H-9 (Knoll-MacDonald Commons / Watson Commons)**

This presentation is about the role of cognitive factors (i.e., relational schema) associated with leader-follower dynamics. Relational schema refers to a set of knowledge structures involved in dyadic social exchange processes and guides individuals' social perceptions and behaviors. Specifically, the initial evidence has demonstrated the different impacts of leader-follower relational schema congruence on relationship quality (i.e., leader-member exchange). Included will be the theoretical arguments in regard to cognitive factors extended from a leader-follower dyad to an organizational system. Starting from current research findings, future plans for the multilevel (individual/dyad/group) and longitudinal design using exponential random graph models and agent-based computational models and simulations will be presented.

Dr. Chou-Yu (Joey) Tsai is an Assistant Professor of Management and a Faculty Fellow of the Bernard M. & Ruth R. Bass Center for Leadership Studies at Binghamton University. He obtained his PhD in Leadership and Organizational Behavior at Binghamton University in 2015. His research interests include leadership, human fundamental cognitive operations, research methods and multi-level issues.

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