**The George Washington University**

***University Seminar on Reflexive Systems***

**Friday, March 22, 2019, 2 p.m. to 4 p.m.**

**Duques Hall 520**

**2201 G Street NW**

**Organizational Intelligence, Culture, Leadership Authenticity and Mindfulness**

Yasmine Iqbal

Organizational intelligence is the ability of organizations to make sense out of complex situations and act according to signals from environment. Mindfulness is the process of bringing one's attention to experiences occurring in the present moment. Authentic leadership is the leader’s legitimacy gained through genuine relationships with followers. My study explores the effect of mindfulness and authentic leadership on organizational intelligence with the moderating role of organizational culture. Findings illustrate that authentic leadership and employee mindfulness have a positive relationship with organizational intelligence. I also conclude that mindfulness mediates the relationship between authentic leadership and organizational intelligence. However organizational culture does not show a significant effect as a moderator. NGO’s in Pakistan are facing a complex situation since 2015, after stringent policies introduced by the government of Pakistan. My study may hopefully guide more effective policies to boost organizational intelligence.

**Yasmine Iqbal** is a visiting doctoral scholar from Pakistan with a BBA and MBA (Cum laude Honors) in Human Resource Management. Iqbal has had 3 years of work experience with a global NGO, Save the Children. She also has two publications in the field of HR and organizational behavior. Her research focuses on exploring a cost-free solution for NGO’s to achieve organizational intelligence within the development sector of Pakistan.

**How Technology Drives Corporate Innovation**

Mingran Wu

Technology innovation is a hot topic in academic and business circles. Only through continuous innovation can enterprises form a sustainable competitive advantage and enhance their corporate value under competition. However, scholars tend to overlook many other important factors when analyzing the influence of technology. My study takes into account these other factors -- size of the enterprise, leverage, liquidity and market competitiveness. In the past 40 years of reform, China's economy has continued to develop, and market competition has become fierce. This has prompted companies to increase R&D to enhance their core competitiveness and expand market share. My study focused on a sample of 164 manufacturing companies in China from 2010 to 2016. I found that the increase of R&D, market competition, enterprise scale and liquidity are conducive to added corporate value. But leverage has a negative impact on value. In addition, the study confirms that private corporations have better performance than government-owned corporations.

**Mingran Wu** is a doctoral student majoring in business administration at Hohai University, in Nanjing, China. Wu is am engaged in research of scientific & technological innovation and knowledge management. He has published nine papers on this topic for his doctoral dissertation, including seven in Chinese and two in English. He believes this kind of research can benefit society.