The Impact of Embeddedness, Leadership, and Succession on Technology Initiative Perceptions of Success (TIPS) in American International Schools

Mark Page-Botelho
College of Education | Pacific University | 2043 College Way | Forest Grove | 97116 | Oregon

ABSTRACT
The purpose of this study is to learn how embeddedness, leadership style, and succession affects perceptions of success in American international school settings. The study will use a mixed-methods approach to identify aspects that play a role in faculty perceptions in order to better plan new initiatives. The results can help leaders to increase the likelihood that their future initiatives are perceived as successful.

CHAPTERS

Chapter ONE
Title: Understanding Key Aspects Affecting Perceived Technology Initiative Success in American International School Settings
KEY ARTICLE: A Review of the Literature on Principal Turnover
SCOPE: Site
VARIBABLES: Local-Foreign hire status
Focus: Faculty Investment: Difference in buy-in between foreign and local faculty

Guiding Question
Does a faculty's short term commitment negatively affect faculty buy-in of school-wide TIPS?

Theoretical Foundation
- organizational culture theory (Schein, 2010)
- there may exist subcultures and micro-cultures that have own goals and values that contradict stated goals
- supportive culture is knowledge management (KM), which is 90% dependent on supportive culture

Chapter TWO
Title: Leadership Attributes that Lead to Success
KEY ARTICLE: The challenge of transactional and transformational leadership in projects
SCOPE: Regional
VARIBABLES: Transactional-Transformational
Focus: Participatory Leadership, key leadership aspects

Guiding Question
Is a transformational, as opposed to transactional leadership aspects more successful with TIPS (change management)?

Theoretical Foundation
- Graham (2009) “participatory leadership”
- Distributive leadership key for employee buy-in and interpersonal relationships
- lack of transformational leadership delays and limits adoption of new innovations
- change management theorists Bens, Burns, and Kotter (business)
- contingency theory (Somech, & Wenderow, 2006)
- No “right way”
- Mostly found transformational attributes most effective

Chapter THREE
Title: The Effect of Succession on Technology Initiative Perceptions of Success (TIPS)

KEY ARTICLE: A Leader’s Wake: Organization Member Reactions to CEO Succession; Leadership Succession for Tomorrow’s Schools (Quant)
SCOPE: World-Wide
Control variables: size of organization and Years since founding, local staff, foreign faculty
Independent variables: Pre-succession performance, predecessor tenure, initiating force, successor origin, circumstance of succession.
Dependent Variables: impetus, moral, institutional knowledge
Focus: Success aspects that affect TIPS

Guiding Question
What succession factors affect TIPS?

Theoretical Foundation
- amount of disruption to morale caused by succession
- Locke, Day & Lord, Meyer, Koch morale theorist (business)

CHAPTERS (cont’d)

Guiding Question
What succession factors affect TIPS?

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ACKNOWLEDGEMENTS
Thanks to Mark Szymanski, Anthony Magana, and Natalie DeWitt for their guidance.

CONTACT INFORMATION
Mark Page-Botelho
Technology Director
American International School
Lagos, Nigeria
T: 541.359.2956
E: page2995@pacificu.edu

LITERATURE CITED