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## CONCLUSIONS AND FUTURE DIRECTIONS

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**G**LOBE is a worldwide organization of scholars who conceptualized, operationalized, and validated a cross-level theory of the relationship between culture and societal, organizational, and leadership effectiveness. A group of 170 social scientists and management scholars representing 62 cultures and all continents of the world have been working together for a decade to advance the field of cross-cultural research. Many scholars dedicated much of their time to help GLOBE achieve its aims. In his Foreword to this book, Harry Triandis calls GLOBE “the Manhattan Project of the study of the relationship of culture to conceptions of leadership” resulting in “thousands of doctoral dissertations in the future.” Mark Chadwin, the Senior Fellow at The

Weissman Center for International Business at Baruch College, has called GLOBE “the single most important piece of cross-cultural research in a quarter of a century.” Others have called it “the most ambitious study of global leadership” (Morrison, 2000).

This book is a key product of this collective cross-cultural effort. An important feature of the book is that it is itself a collective effort. More than 20 scholars have worked for more than 5 years on its various chapters. Many chapters, especially those on cultural dimensions, have undergone at least five major revisions and numerous drafts. But the book is not an edited book; our goal was to produce a seamless book written by many authors. Although managing the process in this way entailed many