

ABSTRACT

VIRTUAL TEAM LEADER EMERGENCE: A MODEL TO OBJECTIVELY MEASURE LEADER EMERGENCE

This research investigates the characteristics of leader emergence in virtual teams. The electronic discussions of sixteen virtual teams and eighty team members were analyzed and applied to a model to objectively measure the relative team member's virtual leader strength. Results indicated virtual leaders emerge in two previously discovered models: 1) a single leader and 2) distributed leadership. The study also found a co-leader emergence model, which becomes manifest when an emergent leader has a "crisis of trust." Both theoretical and practical implications are presented.

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