

Management and Marketing *Public Lecture*



Rethinking Managerial Authority and Its Legitimacy:
A Self-determination Perspective

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Date : 1 Mar 2024 (Fri)

Time : 2:30 – 4:00 p.m. (Public Lecture)

4:00 – 4:30 p.m. (Q&A Session)

Venue : AG710, PolyU campus

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While managerial authority is absolutely central to much management and organization theory, authority is also highly contested, being challenged on grounds of ethics and efficiency. Moreover, key aspects of managerial authority remain less well understood. This is particularly the case of the microfoundations of authority that relate to legitimacy: why do employees accept to be subject to the order-giving and direction of hierarchical superiors? The talk reviews managerial authority and its legitimacy and develops a novel argument for the legitimacy of authority based on self-determination theory: employees view authority as legitimate when it contributes to their well-being or flourishing.

Prof. Nicolai J. Foss is a Professor of Strategy at the Department of Strategy and Innovation, CBS, Honorary Adjunct Professor, Department of Marketing & Management, Southern Denmark University, External Chair, Danish Institute for Advanced Studies, 2020-2025, and a Professor II at the Norwegian School of Economics. He is a Knight of the Order of the Dannebrog.

Prof. Foss's primary research areas include:

- Strategic management (particularly the resource-based view and micro-foundations for strategic management)
- Organizational design (particularly as it pertains to knowledge processes, including open innovation).
- Entrepreneurship (cross-country analyses; strategic entrepreneurship; entrepreneurship theory).
- The methodology of the social sciences