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2nd global conference on
International HRM

Abstract

This study addresses the said problem 'why high potentials do not demonstrate the competencies of globally competent leaders?' In doing so, on the basis of transformational leadership theory, it uses the transformational leadership of line managers as a predictor of global leadership competencies of high potentials. Furthermore, it is proposed that the above relationship is mediated by Psychological Empowerment (PE) based on PE theory and both propositions are supported by the data. Primary data on which study is based were collected using questionnaires developed with standard measures from a sample of 158 dyads of high potentials and their respective line managers working in multinational companies in Sri Lanka. Both propositions were supported by the data. Study makes immense contributions to the theory and practice in the fields of leadership, management, International Human Resource Management, talent management, Human Resource Development, and Organizational Behavior.