

**THE INFLUENCE OF CEO NARCISSISM ON TEAM COMPOSITION: AN ANALYSIS OF
CEO POWER AND BOARD GENDER DIVERSITY AS MODERATING EFFECTS**

Martínez-Ferrero, Jennifer

Multidisciplinary Institute for Enterprise (IME)
University of Salamanca
Spain

García-Meca, Emma

Technical University of Cartagena
Department of Financial Economics and Accounting
Faculty of Business Studies
Calle Real 3, 30201, Cartagena
Spain

Ramón-Llorens, M. Camino

Technical University of Cartagena
Department of Financial Economics and Accounting
Faculty of Business Studies
Calle Real 3, 30201, Cartagena
Spain

Thematic area: C) Organization and Management

Keywords: narcissism, gender diversity, female executives, top management team, CEO power.

Acknowledgments: This study was funded by the Ministry of Science and Innovation for the research project ECO2017-82259-R, from the Multidisciplinary Institute of Enterprise (MIE) of the University of Salamanca and to the Junta de Castilla y León and the European Regional Development Fund (Grant CLU-2019-03) for the financial support to the Research Unit of Excellence “Economic Management for Sustainability” (GECOS).

THE INFLUENCE OF CEO NARCISSISM ON TEAM COMPOSITION: AN ANALYSIS OF CEO POWER AND BOARD GENDER DIVERSITY AS MODERATING EFFECTS

Abstract

Based on a sample of listed Spanish companies, this paper aims to examine how narcissistic CEOs affect TMT gender diversity. Moreover, it analyzes if powerful and narcissistic CEOs reduce gender diversity in TMTs and if it is possible for women directors to limit the negative outcome of narcissistic CEOs on TMT gender diversity. Results evidence that narcissistic CEOs are more inclined to participate in less gender diverse TMT and this behavior is stronger when these CEOs are more powerful. However, the results do not confirm that the presence of female directors on boards contributes to reducing the possible negative effects of narcissistic CEOs on gender diverse TMTs.

Strategic Management Journal, 36(13), 2075-2098.