TFG Proposal

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Title: Leading With Emotional Intelligence: How Women Leaders Drive Collaboration And Knowledge Sharing Among Diverse, Global Teams

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Research Question

How women leaders in global companies may use emotional intelligence to foster collaboration and knowledge-sharing among diverse teams?

Objective

To explore how women leaders in global companies may use emotional intelligence to foster collaboration and knowledge-sharing within culturally and functionally diverse teams.

Sub-Objectives

- To identify and categorize the core emotional intelligence (EI) competencies most frequently demonstrated by women leaders in global organizations
- To examine how women leaders leverage emotional intelligence to cultivate trust, psychological safety, cohesion, and collaboration within culturally diverse and geographically dispersed teams
- To analyze the relationship between emotional intelligence and knowledge-sharing behaviors
- To compare and contrast leadership strategies and EI-based practices across different cultural, regional, and organizational settings
- To generate practical insights that can inform leadership development programs, diversity strategies, and inclusive management practices.

Methodology

The study employs a mixed-methods research design which combines qualitative and secondary data analysis to provide a comprehensive understanding of how women leaders in global organizations use emotional intelligence when leading diverse teams to promote collaboration and knowledge sharing. The qualitative component will be based on semi-structured interviews with women leaders in global companies to capture personalized perceptions, experiences, and firsthand observations. The secondary component will involve analysis of existing data sources such as industry reports, case studies, and global emotional intelligence indices. Integrating these two types of research methods will strengthen the study's validity and make space for empirical insight as well as contextual grounding.

In terms of the population and sampling of this study, the primary qualitative research will include 5-10 women leaders from multinational organizations across technology, finance, consulting, and medical sectors. Participants will be selected based on specific inclusion criteria and availability. For the secondary data component, the study will analyze relevant academic literature, industry reports, and company publications that discuss emotional intelligence, gender, leadership, collaboration, and knowledge-sharing in global contexts. Sources will be dated within the last 10-15 years to ensure relevance and reliability.

Ethically speaking, all interview participants will receive an informed consent form outlining the study's objectives, confidentiality measures, and their right to withdraw. Secondary data will only include publicly available or properly authorized documents.

A limitation of this study relates to the availability and accessibility of the interview participants. Given that the target population includes women in leadership roles within multinational organizations, scheduling interviews across time zones and corporate commitments may be challenging. This could limit the number of participants or result in skewed data.

Provisional Schedule

Month	Main Activities
November 2025	Review literature, define research question and objective, start writing introduction and theoretical framework.
January 2026	Complete theoretical framework, finalize methodology, prepare interview questions and consent forms.
February 2026	Collect data: conduct interviews and gather secondary sources.
March 2026	Organize and analyze data, identify themes, start writing results and discussion sections.
April 2026	Write conclusions, finalize bibliography, resumen, and appendices, review, and revise.
May 2026	Submit final TFG

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