



SDI Review Form 1.6

Journal Name:	British Journal of Economics, Management & Trade
Manuscript Number:	2014_BJEMT_9144
Title of the Manuscript:	The cultural diversity of German companies' executive boards and the success of their internationalisation
Type of the Article	Original Research Article

General guideline for Peer Review process:

This journal's peer review policy states that **NO** manuscript should be rejected only on the basis of '**lack of Novelty**', provided the manuscript is scientifically robust and technically sound.

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PART 1: Review Comments

	Reviewer's comment	Author's comment <i>(if agreed with reviewer, correct the manuscript and highlight that part in the manuscript. It is mandatory that authors should write his/her feedback here)</i>
<u>Compulsory</u> REVISION comments		
<u>Minor</u> REVISION comments	The statistical analyses have not sufficient and appropriate methodology was carried out for example: Delphi methodology.	We appreciate the reviewer's annotations. Conducting a longitudinal panel study we used mixed linear models. We have thought about the reviewer's annotations very carefully and found broad evidence of applying the Delphi method in cultural studies (e.g. Rupprecht, Maria; Birner, Kirstin; Gruber, Hans; Mulder, Regina H. (2011): Dealing with diversity in consulting teams: results of two Delphi studies.; Schmiedel, Theresa; Vom Brocke, Jan; Recker, Jan (2013): Which cultural values matter to business process management? Results from a global Delphi study. In: Business Process Management Journal 19 (2), S. 292–317) and organizational development studies (e.g. Korten, Fritz; Caluwé, Léon de; Geurts, J. A.C. (2010): The Future of Organization Development: A Delphi Study Among Dutch Experts. In: Journal of Change Management 10 (4), S. 393–405.) Using revenues, number of affiliates, nationality, team size, and company size our study bases on objective data we generated from annual company reports and databases for companies' and persons' characteristics. We did not have the option to conduct in-depth-interviews to collect comprehensive subjective data from the companies' members. We therefore had to rely on secondary data. Taking information quality into account the Delphi Method did not seem to be a prolific method to our research approach.
<u>Optional/General</u> comments	Abstract is too short.	We highly appreciate the reviewer's comment on our abstract and amended it with the following: We included information about our theoretical grounding and our deducted hypotheses. Further we integrated a description of applied variables and summarized our results critically. Finally we included our proposals for possible future research in cultural diversity studies of senior management teams.