# CEO's International Experience and Preference to Hire International Executives

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**Abstract**

The presence of executives on the top management team with international experience has been shown to relate positively to improved firm performance, a greater number of foreign market entries and strategic alliances. Least known are the antecedents of the hiring of such executives. We examined 316 hiring events of executives across the tenures of 38 S&P100 listed CEOs and after considering the internationalization of the firm, past performance and other standard controls; we find that CEOs with international experience are more likely to hire international top executives and that the greater their experience, the greater their preference for international executives. CEOs seem to be more likely to exhibit this preference when surrounded by vigilant Board of Directors, and when they also hold the chair position in their firms. Our findings should provide new insights into the genesis of international teams, and how firms may realize the benefits of an international top management team.