

Download Free Creativity
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Creativity Innovation And Collaborative Organizations

Michael D. Mumford

From authors used to operating

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between the commercial, public
and independent sectors of the
mixed cultural economy,
Understanding Creative
Business bridges the gap
between creative practice and
mainstream business

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organisation, entrepreneurship and management. Using stories, case studies and exercises it discusses the positioning of creative practice within professional and business development, cultural policy-

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making and the wider cultural economy, and suggests what the broader field of business and management studies can learn from the informal structure and working practices of creative industries networks.

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Consideration is given to how ethical and moral value orientations animate creative practice and how they play into the wider debate about social responsibilities within business and public policy. The authors

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also explore the way creative business practices often coalesce around emergent and self-organized networks and how this signals alternative approaches to management, entrepreneurship, business

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organisation and collaboration.
Above all else this book is about
relationships; the practical
examples expose the ways
creative business can
professionalise research,
develop and sustain routes to

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growth through 'open'
collaborative innovation and the
lessons this holds for more
general business innovation and
policy engagements with the
public domain. Written in
accessible language, this book

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will be useful to researchers, students, educators and practitioners within the creative industries; to those working within cultural policy, arts and cultural management; and to all with an interest in management

Download Free Creativity Innovation And Collaborative Organizations and leadership.

This book examines the role of corporate culture in the execution of successful strategies for diversity and innovation. It explores how information is communicated

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across real organizations and
how diversity impacts the
effectiveness of the
communication. As modern
communication becomes more
challenging within diverse
groups, the varying content and

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contexts must be considered.

Communications across a diverse organization requires thought and understanding.

Further, though a workforce may be diverse, it may not properly function. Effective and creative

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leadership is needed to employ a diverse workforce for the greatest impact on company culture and performance. With its model and case studies illustrating how diversity helps shape corporate culture, this

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book serves as a valuable resource for HR researchers and scholar-practitioners.

Collaborative Creativity is a collection of 72 essays that form a collage of practical guidelines and inspiring examples for being

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creative together. Drawing from business, the arts, and sciences, Collaborative Creativity demonstrates how our best ideas are harvested in the garden of shared minds. Here are just a few of the questions you'll

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explore: What makes creative people creative? Is creativity a skill anyone can develop? Why does collaborative creativity outperform individual creativity? What are some of the best practices of creative teams? Why

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do creative organizations
outperform others? What kind of
organizational design best
supports collaborative creativity?

Agile Innovation

Collaborative Spaces at Work

The Art and Practice of Leading

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Innovation
Collective Genius
Democratizing Innovation in
Organizations
Turn Your Vision into Reality
Creativity and Innovation
Why do some organizations thrive

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and others wither or fail? What are the attributes of leaders that will help create dynamic organizations? How can organizations become more responsive, collaborative, and creative? Thriving on

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Collaborative Genius answers these questions and more, compiling ten years of essays on creative collaboration from Partners for Innovation-the training company that equips people to create vital and resilient

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organizations. In today's brutal and unpredictable economies, organizations must engage the collective creativity of their people to thrive. This book tells you how. Thriving on Collaborative Genius is the fruit of

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years of experience with organizations of all kinds. It gets to the heart of what creates successful, vital, creative and enduring organizations.

Media Management and Digital Transformation provides novel

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and empirically rich insights into the tensions, struggles and innovations of news making and managing in media organizations. From an empirically grounded perspective this book investigates how the 'buzz' of new technology

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tends to prevent management from seeing which changes are needed and indeed possible to make in the newsroom. It presents ground-breaking research showing that fostering ingenious, innovative solutions can be

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created from within organizations by engaging and allowing employees to recognize problems, reflect and experiment with new ways of working, using technology as support for change. The research presented arises from a

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four-year action research project in collaboration with three small and medium-sized Norwegian newspapers, in addition to ethnographic research in newsrooms and on media organizations and phenomena in

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the USA and Europe. It includes among other empirical examples of newsrooms transitioning from a deadline-controlled workflow to an open-ended flowline production, and provides new tools and methods for fostering

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collaborative creativity and co-creative innovation practices. It also looks into newsrooms' attempts to strengthen their audience engagement, metrics performance and external collaborations with technology

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providers, journalism education and action researchers. With theoretical chapters, methodological insights and qualitative case studies of contemporary practices, this book is essential reading for students

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and practitioners involved with media management globally. Creativity is being recognized as an important source of competitive advantage because a single creative idea that is both novel and useful may take an

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organization in a profitable new direction. This work aims to promote the burgeoning interest in group creativity by identifying new questions that will drive future research in this area. This book focuses on the

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emergence of creative ideas from cognitive and social dynamics. In particular, it presents data, models, and analytical methods grounded in a network dynamics approach. It has long been hypothesized that innovation

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arises from a recombination of older ideas and concepts, but this has been studied primarily at an abstract level. In this book, we consider the networks underlying innovation - from the brain networks supporting semantic

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cognition to human networks such as brainstorming groups or individuals interacting through social networks - and relate the emergence of ideas to the structure and dynamics of these networks. Methods described

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include experimental studies with human participants, mathematical evaluation of novelty from group brainstorming experiments, neurodynamical modeling of conceptual combination, and multi-agent modeling of collective

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creativity. The main distinctive features of this book are the breadth of perspectives considered, the integration of experiments with theory, and a focus on the combinatorial emergence of ideas.

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The Creative Power of
Collaboration
Group Genius
Summary: Group Genius

Collaborative Creativity Idea Book
for Educators

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Cognitive, Social, and
Computational Approaches
Innovation Through Collaboration
"This book provides a valuable
resource for promoting current
academic discourse on innovation in
knowledge-intensive organizations and
contexts"--Provided by publisher.

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"Effective innovation doesn't happen by accident - it happens by design!
Agile Innovation is the field guide to designing and implementing effective innovation methods and projects, and facilitating collaborative processes that enable people to solve complex problems and create breakthrough

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solutions. The book offers a comprehensive Innovation Master Plan Framework, which provides five critical performance areas and how to optimize them for sustained innovation improvement. Agile Innovation teaches how to discover and develop better ideas, learn and work together more

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profitably and effectively, and create breakthroughs"--

Although creativity is often considered an individual ability or activity, innovation in teams and organizations involves collaboration of people with diverse perspectives, knowledge, and skills. The effective development of

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collaborative innovations and solutions to problems is critical to the success of teams and organizations, but research has also demonstrated many factors which tend to limit the effectiveness of collaborative innovation of groups and teams. This volume highlights recent theoretical, empirical, and practical

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developments that provide a solid basis for the practice of collaborative innovation and future research. It draws from a broad range of research perspectives including cognition, social influence, groups, teams, creativity, communication, networks, information systems, organizational psychology,

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engineering, computer science, and the arts. This volume is an important source of information for students, scholars, practitioners, and others interested in understanding the complexity of the group creative process and tapping the creative potential of groups and teams.

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Essay from the year 2011 in the subject Sociology - Work, Profession, Education, Organisation, grade: 9.0/10, Erasmus University Rotterdam, language: English, abstract: Leadbeater's (2000) metaphor of "a new economy living on thin air" gives a good idea of how to conceive of the

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knowledge economy. Creativity is an essential feature of the knowledge economy and has transferred from being characteristic for particular niche industries to an overarching, critical, and peculiar feature of various sectors (Pratt & Jeffcutt, 2009). Organizations have been trying to find management

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solutions and entrepreneurial approaches to fruitfully implement creativity and balance the innate tensions between creativity, control, and organizational structure. The essay at hand provides solutions to this dilemma and identifies starting points for implementing key

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characteristics and management strategies of creative organizations into creatively managing non-creative organizations. The subject matter will be discussed along the lines of the following set of interrelated questions.

- What exactly is creativity, where does it come from and what is its

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significance in an organizational management context? • What constitutes creative organizations and where does innovation fit in? • To what extent has creativity forged new forms of organizations or has been beneficially implemented by technically non-creative organizations? • What

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are some innovative and collaborative approaches by organizations to take advantage of the collective nature of the knowledge economy?

Experimental Research on User
Creativity

Creativity and Innovation in
Organizations

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The New Rules of Breakthrough
Collaboration

The Case of Microsoft and Sony

Concepts for Organizational Creativity
and Collaborative Design

Collaborative Creativity

Change by Design

This volume presents a distinctly

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multilevel perspective on creativity and innovation that considers individual-level, team-level, and firm-level factors. In illustrating these factors, this volume presents both theoretical and practical implications to guide researchers and practitioners alike in the continued study and

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advancement of creativity and innovation in organizations. Chapter authors not only discuss the abilities, personality, and motivational attributes that contribute to employee creativity, but they also address the impact of leadership and climate on creative performance in

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teams. Subsequently, firm-level influences such as planning, learning, strategy, and professions that influence the success of creative and innovative efforts are examined. With contributions from leading scholars around the globe, this book offers a comprehensive review of creativity

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and innovation to assist researchers and practitioners in their quests to understand and improve organizational creativity and innovation. This is an essential resource for scholars, researchers, or graduate students interested in creativity, innovation, and

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organizational behavior.

Creativity and innovation are important drivers of economic welfare and growth in contemporary societies. Collaborating with and learning from users in the early phase of the innovation process has been considered a successful approach to

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stimulate those creative sparks for organizations. However, the idea of users as innovators has also invoked critical responses especially in the context of innovations that are discontinuous to dominant designs. Martin Hewing and co-author Katharina Hölzle explore the

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potential that can arise through collaboration with potential users who are not yet users. Those users at the peripheries are perceived to contribute more novel information, by which they better reflect shifts in needs and behavior than current users at the center.

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The must-read summary of Keith Sawyer's book: "Group Genius: the Creative Power of Collaboration". This complete summary of the ideas from Keith Sawyer's book "Group Genius" shows how collaboration is the real secret to breakthrough creativity. In his book, Keith Sawyer reveals that

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new ideas actually emerge from the bottom-up, from the creative efforts of a large number of people, each of whom nudges the idea forward or adds a little twist. What finally comes out the other end of the creative process is an idea which cannot truthfully be said to be the exclusive

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result of any one person ' s thinking.
By reading this summary, you will
learn how to generate innovation,
making it possible and feasible for
everyone to collaborate on
developing new ideas. Added-value
of this summary: • Save time •
Understand key concepts • Expand

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your knowledge To learn more, read "Group Genius" and discover how you can create a working environment that encourages innovation through group thinking.

Innovation has become one of the primary core competencies of effective organizations. It leads to

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changes in products, services, organizational design, processes, strategies, and the systems that support them. It occurs when someone has an idea, shares it with others, and all find ways to turn the idea into action. The sharing is a critical step. Creative ideas blossom in

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a collaborative environment. Implementation depends on collaboration. The chapters in this volume explore a variety of methods and settings that show how collaboration can be utilized to enable and enhance innovation. The innovation may be incremental or

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breakthrough and evident at any level of organization: team, community of practice, project or program, company, joint venture, alliance, partnership, or supply chain. In this volume, we refer to high quality interaction in the social network as collaboration. We believe

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creating the context for effective collaboration is a core competency of the organization. Working together well involves deepening trust among members and sharing ideas, perspectives, energy, and knowledge to address organizational challenges and opportunities. As innovation

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becomes the key to competitive advantage at company, supply chain, and regional levels, a shift from silos to collaboration becomes essential collaborating across boundaries becomes critical. World class levels of performance are impossible without mastery of collaborative methods,

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processes, and designs. Few companies have mastered the discipline of collaboration well enough to achieve the highest levels of performance. Inter-agency collaboration in government is equally challenging. The chapters in this volume explore collaborative

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approaches to innovation and the mechanisms and tools that contribute to the quality of collaborative effort.

Innovation, Creativity and Relations
Role Of Creativity In The Management
Of Innovation, The: State Of The Art
And Future Research Outlook
Building Adaptive and Resilient

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Organizations

Improving Organizational
Performance and Culture in the
Workplace

Values, Networks and Innovation

The origins of creativity and its novel
implementations in an organizational
context

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The Oxford Handbook of Creativity,
Innovation, and Entrepreneurship

*Unlock the creative power of
collaborative teams Imagine telling
your group their next task will be
building a life-size model of a
humpback whale in the foyer.*

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Would they gaze at you with blank stares, or would their eyes light up as they turn to each other to get busy? Written by a team of five educators, the Collaborative Creativity Idea Book is designed to grow a culture of collaborative

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creativity in educational and professional environments. This idea book helps educators venture out from Robert Kelly's seminal Collaborative Creativity: Educating for Creative Development, Innovation and Entrepreneurship to

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discover a wealth of practical learning activities educators can start using today. The Collaborative Creativity Idea Book goes beyond team-building exercises and icebreakers to walk you through five stages to establish a culture of

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collaborative creativity: - Getting to Know Each Other: build trust and identify strengths among individuals when they first form a group - Learning to Listen: enhance group interactivity through the development of deep and active

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listening, allowing ideas to multiply
- The Design Process: prepare as a
group to tackle larger-scale
initiatives that move into real-world
contexts - Growing the
Collaborative Culture of Creativity:
establish sophisticated group norms

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*to take on creative-design initiatives
of greater complexity -
Collaborative Creativity for Real-
World Audiences: tap into the
creative power of the group to
engage in real-world problems for
real-world audiences Whether as a*

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*support for the Collaborative
Creativity textbook or as a
standalone resource, the
Collaborative Creativity Idea Book
for Educators empowers groups to
exponentially increase their creative
potential to accomplish amazing*

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results.

*Network-based collaboration
between public and private
stakeholders may bring about a
renaissance in creative governance.
In this book, Jacob Torfing draws
on extensive research to analyze and*

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promote the emerging field of collaborative innovation. His exploration of processes and the roles of specific systems combine the analytical and theoretical. The result is a collection of reflections and propositions that provides a

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much-needed blueprint for study in this emerging but still-unsettled field.

Vision Form Invisible to Visible is a must-have for leaders in every organization; corporate America, private firms, non-profit and faith-

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based organizations. Vision: From Invisible to Visible begins with the author sharing her intriguing life journey as a visionary and how she became a leader of an organization. The book identifies how to embrace your calling and purpose,

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embracing what you were sent into the earth realm to accomplish. The author shares how she moves from a place of obscurity to starting a potentially multimillion-dollar business in the faith-based community. The book is an exciting

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journey that will have you sitting at the edge of your seat; every emerging leader will be able to relate to the experiences of the author. The book uses Christian principles to outline characteristics necessary to realize a vision. The

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book develops concepts and models that every leader or visionary needs to know, to ensure success in building their business, into moving a dream into a vision and making the invisible become visible. This book skillfully identifies what type

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of team members are required to ensure the success of your project.

Vision: From Invisible to Visible provides a Vision Emergence

Template (VET); with a completed example outlining the author's own vision, the building of a Christian

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community. Some practical tools are provided that will accelerate and propel your vision is discussed. The concepts and models are priceless and are relevant to every leader in the global marketplace, as well as leaders in the faith-based

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community. This book will ignite a passion for you to fulfill your purpose, providing a blueprint that will help you to cultivate your vision. This handbook is a tool that can be used for personal growth, development, and training.

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*Identifies the importance of a
conscious, planned and shared
collaborative environment that
promotes teamwork, creativity and
enthusiasm, revealing counter-
intuitive facts while sharing
research-based examples that*

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*identify the essential components of
an effective team. 15,000 first
printing.*

*Innovative Knowledge
Management: Concepts for
Organizational Creativity and
Collaborative Design*

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*From Thinker to Doer: Creativity,
Innovation, Entrepreneurship,
Maker, and Venture Capital
Group Creativity
Collaborative Communication
Processes and Decision Making in
Organizations*

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*Effective and Creative Leadership
in Diverse Workforces
The Revolutionary Approach to
Accelerate Success, Inspire
Engagement, and Ignite Creativity
Creativity conquers the marketplace*
The second edition of this

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exhaustive work (ECIIE)
comprehensively covers the
broad spectrum of topics relating
to the process of creativity and
innovation, from a wide variety of
perspectives (e.g., economics,
management, psychology,
anthropology, policy, technology,

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education, the arts) and modes (individual, organization, industry, nation, region). This edition includes some 400 topical entries, definitions of key terms and concepts and review essays, from a global array of more than 250 researchers, business

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executives, policymakers, and artists, illuminating the many facets of creativity and innovation and highlighting their relationships to such universal concepts as knowledge management, economic opportunity, and sustainability.

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Entries feature description of key concepts and definition of terms, full-color illustrations, case examples, future directions for research and application, synonyms and cross-references and bibliographic references.
Collaborative Spaces at

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WorkInnovation, Creativity and
RelationsRoutledge

Over the years, irresponsible
business practices have resulted
in industrial waste, which is
negatively impacting the
environment. As a result, it is
imperative to develop new

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solutions to reverse the damage.
Collective Creativity for
Responsible and Sustainable
Business Practice is an
authoritative reference source
for the latest scholarly research
on the elimination of
environmental degradation

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through new discoveries and opportunities provided by collective creativity. Featuring extensive coverage across a range of relevant perspective and topics, such as sustainable business model innovation, social marketing, and education and

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business co-operatives, this comprehensive and timely publication is an essential reference source for business leaders, managers, academics, and community leaders seeking current research on sustainable management practices.

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This book includes a selection of the best research papers presented at the annual conference of the Italian chapter of the Association for Information Systems (AIS), which took place in Verona, Italy in October 2016. Tracing various aspects of the

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ongoing phenomenon of evolution towards a global society, and consequently the ever-innovating digital world, it first discusses emerging technologies and the new practices in the information-systems world. It then examines

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the new businesses and ongoing business transformations. Lastly, it considers the economic and societal changes brought about by access to and exploitation of socio-technical networks. The plurality of views offered makes the book particularly relevant for

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users, companies, scientists and governments.

Collaboration with Potential
Users for Discontinuous
Innovation

Unleashing the Power of Shared
Thinking

Communities Of Innovation: How

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Organizations Harness Collective
Creativity And Build Resilience
Reshaping Technology, People,
and Organizations Towards a
Global Society
Collaborative Innovation
Networks
Encyclopedia of Creativity,

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Invention, Innovation and
Entrepreneurship

Collaborative Innovation in the
Public Sector

*Why can some organizations
innovate time and again, while most
cannot? You might think the key to*

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innovation is attracting exceptional creative talent. Or making the right investments. Or breaking down organizational silos. All of these things may help—but there's only one way to ensure sustained innovation: you need to lead it—and

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with a special kind of leadership.

Collective Genius shows you how.

Preeminent leadership scholar

Linda Hill, along with former Pixar

tech wizard Greg Brandeau, MIT

researcher Emily Truelove, and

Being the Boss coauthor Kent

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Lineback, found among leaders a widely shared, and mistaken, assumption: that a “good” leader in all other respects would also be an effective leader of innovation. The truth is, leading innovation takes a distinctive kind of leadership, one

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*that unleashes and harnesses the
“collective genius” of the people in
the organization. Using vivid stories
of individual leaders at companies
like Volkswagen, Google, eBay, and
Pfizer, as well as nonprofits and
international government agencies,*

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the authors show how successful leaders of innovation don't create a vision and try to make innovation happen themselves. Rather, they create and sustain a culture where innovation is allowed to happen again and again—an environment

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where people are both willing and able to do the hard work that innovative problem solving requires. Collective Genius will not only inspire you; it will give you the concrete, practical guidance you need to build innovation into the

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fabric of your business.

*Research-based investigations of
creativity, innovation, and
entrepreneurship have the potential
to inform each other and enrich our
knowledge of each of these areas,
particularly with regard to cognitive*

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processes and effective behaviors.

Yet, while these research streams have increasingly received a great deal of attention, they have developed largely independently of one another. The Oxford Handbook of Creativity, Innovation, and

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Entrepreneurship addresses the critical need to integrate these three interrelated literatures. The handbook features contributions from the leading scholars in these research areas. As a group, the chapters examine the intersections

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of these topics to synthesize contemporary research and provide direction and stimulation for further interdisciplinary investigations of organizational creativity, innovation, and entrepreneurship. The need for innovation and cross-

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dependencies among the departments is forcing organizations to restructure from divisional to functional organizational structure. This paper presents one such case wherein Microsoft and Sony carried out restructuring efforts to move

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towards a functional organizational structure when they faced cutthroat competition from other technology majors such as Google and Apple. Both Sony and Microsoft brought in major changes to their organizational design, engineering a

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greater collaboration among technologies and creating an organizational culture that is deeply embedded in collaboration, creativity, and innovation. The paper uses several financial, organizational, and other matrices

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to illustrate how organizations embracing creativity outperform their peers and competitors on key business performance indicators, such as revenue growth, market share, and talent acquisition.

This book describes the important

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role played by communities in innovation processes and how organizations can benefit from it. A community brings together individuals who share a common passion for a given area of knowledge and can contribute to

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*innovation at different levels:
capitalization of good practices,
problem solving, sharing of
expertise, or development of new
and creative ideas. The literature
has progressively identified many
variants of communities such as*

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communities of practice, epistemic communities, communities of interest, virtual communities, etc. These forms of communities differ regarding the type of the specialized activities of knowledge on which they focus. As practitioners and

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academics increasingly emphasized the needs of collaborative approaches in innovation, they progressively challenged the traditional idea that innovation is mainly generated by hierarchical corporate departments and

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highlighted the active role that communities play in innovation processes. The aim of this book is to shed light, using multiple examples, on the proactive and fundamental role of communities in the new innovation practices of

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organizations.

*Competitive Advantage through
Collaborative Innovation Networks
Innovation through Collaboration
How Design Thinking Transforms
Organizations and Inspires
Innovation*

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Transforming Organizations

*The Oxford Handbook of Group
Creativity and Innovation*

*Engaging the 4Cs for Powerful
Organizational Learning and
Change*

Media Management and Digital

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"A fascinating account of human experience at its best." -- Mihály Csízentmihái, author of Flow
Creativity has long been thought to be an individual gift, best pursued alone; schools,

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organizations, and whole industries are built on this idea. But what if the most common beliefs about how creativity works are wrong? Group Genius tears down some of the most popular myths about creativity,

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revealing that creativity is always collaborative -- even when you're alone. Sharing the results of his own acclaimed research on jazz groups, theater ensembles, and conversation analysis, Keith Sawyer shows us how to be

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more creative in collaborative group settings, how to change organizational dynamics for the better, and how to tap into our own reserves of creativity.

The effective management of innovation is integral to the

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development of any business.
This book provides a collection
of articles dealing with creativity
in the context of innovation
management from an
interdisciplinary perspective of
business, psychology and

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engineering. It takes papers from a Special Issue in the International Journal of Innovation and Management, published by World Scientific in 2016, and combines them with original articles written by some

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of the top academic minds in business and management. It covers topics such as creativity in innovation from a leadership perspective, creativity reduction in avoidance- and approach-oriented persons, creativity

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techniques and innovation, and the interplay between cognitive and organisational processes. The Role of Creativity in the Management of Innovation gives MBA graduate and undergraduate students,

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professors and business managers a comprehensive overview of current thinking in the field of business.

In a world where current political climates and management cultures make risk aversion

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commonplace, Transforming Organizations shows how all organizations, including large and cumbersome institutions, can transform to suit the needs of our rapidly evolving economic and social realities. This book

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looks at how organizations and their leaders can adapt to an increasingly volatile and uncertain operating environment through the 4Cs: Creativity
Critical reflection Communication
Collaboration Based on

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extensive research in the education, organizational and business sectors, Michael Anderson and Miranda Jefferson show how the 4Cs can be embedded, embodied and enacted in many different types

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of organizations to make them more responsive to emerging challenges, threats and opportunities. Transforming Organizations highlights clear links between leading and learning – because leadership is

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no longer (if it ever was) just a role for CEOs, CFOs and senior managers. For organizations to be flexible and agile in the 21st century, all employees must have the opportunity to exercise leadership. But this can only

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happen if deep learning is a standard feature of a leadership approach that actively and deliberately incorporates key 21st-century skills – the 4Cs themselves. There is a substantial gap between

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companies knowing what they should do to be flexible, creative and have clear channels of communication, and how to make that a reality. Transforming Organizations provides the evidence and inspiration

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necessary for doing business differently. Written for those who have become disillusioned or frustrated with business practices that cannot meet the fast-moving demands of the 21st century, the book provides

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strategies and approaches developed from the authors' work in real organizations in order to implement change and see organizations transform for the better.

Although organizational decision-

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making can be very complex, the understanding of technology applications is significant in not only determining the usefulness of virtual groups in organizations, but also in the designing of electronic collaborative activities.

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Collaborative Communication Processes and Decision Making in Organizations focuses on the role of technology in organizational decision-making processes and activities, providing academics and

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management teams with current research in the field of virtual teams in organizations. This publication is an essential resource for instructors and students of organization and group communication, and

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institutions that have networks of offices and employees in multiple geographical locations.

Swarm Creativity

Understanding Creative

Business

Handbook of Organizational

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Creativity

Creative Conspiracy

Organizational Restructuring and

Collaborative Creativity

How to Unleash the Power of

Collaboration

Digital Technology and

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Organizational Change

**Collaborative spaces are
more than physical
locations of work and
production. They present
strong identities
centered on**

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collaboration, exchange,
sense of community, and
co-creation, which are
expected to create a
physical and social
atmosphere that
facilitates positive

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social interaction,
knowledge sharing, and
information exchange.
This book explores the
complex experiences and
social dynamics that
emerge within and

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between collaborative
spaces and how they
impact, sometimes
unexpectedly, on
creativity and
innovation.

Collaborative Spaces at

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Work is timely and relevant: it will address the gap in critical understandings of the role and outcomes of collaborative spaces. Advancing the debate

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beyond regional
development rhetoric,
the book will
investigate, through
various empirical
studies, if and how
collaborative spaces do

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actually support
innovation and the
generation of new ideas,
products, and processes.
The book is intended as
a primary reference in
creativity and

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innovation, workspaces,
knowledge and creative
workers, and urban
studies. Given its short
chapters and strong
empirical orientation,
it will also appeal to

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policy makers interested
in urban regeneration,
sustaining innovation,
and social and economic
development, and to
managers of both
collaborative spaces and

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companies who want to foster creativity within larger organizations. It can also serve as a textbook in master's degrees and PhD courses on innovation and

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creativity, public
management, urban
studies, management of
work, and labor
relations.

Managers often isolate
their innovation teams,

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but wouldn't it be
better to engage all the
workers in innovation?
This book describes a
framework that makes
innovation a daily
consideration for all.

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It involves allowing a knowledge network to develop naturally which complements the existing organizational structure making it more organic. It fosters more

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**extensive collaboration
amongst workers to
produce more imaginative
solutions that maximize
value. The workers are
encouraged to consult
one another**

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spontaneously across
their organization and
beyond its traditional
boundaries. Insightful
and constructive
exchanges stimulate
their thinking making

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them creative partners.
Unsuspected
capabilities, ideas and
value are revealed. The
author of this book
describes creative
deliberation techniques

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**designed to maximize
stakeholder value. The
framework also makes
organizations nimbler
and more resilient to
market changes. They
become more sustainable**

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**in ever-changing
conditions because
learning and change
become the norm.**

**Innovation champions
will find powerful
arguments for**

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introducing democratized
innovation in their
organizations. A wealth
of practical techniques
and handy tips for
participative work-based
training will help

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organizational trainers
and facilitators to
democratize innovation.
Management consultants
will find invaluable
insights to advise their
clients on innovation.

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Your workers are your
organization's best
agents of change.

Unleash their natural
creativity. Let's get
started!

Swarm Creativity

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introduces a powerful
new concept-
Collaborative Innovation
Networks, or COINs. Its
aim is to make the
concept of COINs as
ubiquitous among

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business managers as any methodology to enhance quality and competitive advantage. The difference though is that COINs are nothing like other

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methodologies. A COIN is a cyberteam of self-motivated people with a collective vision, enabled by technology to collaborate in achieving a common goal--n

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innovation-by sharing ideas, information, and work. It is no exaggeration to state that COINs are the most productive engines of innovation ever. COINs

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have been around for hundreds of years. Many of us have already been a part of one without knowing it. What makes COINs so relevant today, though is that the

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**concept has reached its
tipping point—thanks to
the Internet and the
World Wide Web. This
book explores why COINS
are so important to
business success in the**

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**new century. It explains
the traits that
characterize COIN
members and COIN
behavior. It makes the
case for why businesses
ought to be rushing to**

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uncover their COINs and
nurture them, and
provides tools for
building organizations
that are more creative,
productive and efficient
by applying principles

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of creative

collaboration, knowledge
sharing and social
networking. Through real-
life examples in several
business sectors, the
book shows how to

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leverage COINs to
develop successful
products in R & D, grow
better customer
relationships, establish
better project
management, and build

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higher-performing teams.

In short, this book
answers four key
questions: Why are COINs
better at innovation?
What are the key
elements of COINs? Who

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are the people that
participate in COINs and
how do they become
members? And how does an
organization transform
itself into a
Collaborative Innovation

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Network?

In Change by Design, Tim Brown, CEO of IDEO, the celebrated innovation and design firm, shows how the techniques and strategies of design

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belong at every level of
business. Change by
Design is not a book by
designers for designers;
this is a book for
creative leaders who
seek to infuse design

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thinking into every
level of an
organization, product,
or service to drive new
alternatives for
business and society.
Activities, Tactics and

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**Strategies for Building
a Collaborative Culture
of Creativity
Collective Creativity
for Responsible and
Sustainable Business
Practice**

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**Creativity in Groups
Thriving on
Collaborative Genius
Review and Analysis of
Sawyer's Book
Vision From Invisible to
Visible**

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This unique book reveals how Collaborative Innovation Networks (COINs) can be used to achieve resilience to change and external shocks. COINs, which

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consist of 'cyberteams' of motivated individuals, are self-organizing emergent social systems for coping with external change. The book describes how COINs enable resilience

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**in healthcare, e.g.
through teams of
patients, family members,
doctors and researchers
to support patients with
chronic diseases, or by
reducing infant mortality**

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**by forming groups of
mothers, social workers,
doctors, and
policymakers. It also
examines COINs within
large corporations and
how they build resilience**

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**by forming,
spontaneously and
without intervention on
the part of the
management, to
creatively respond to new
risks and external**

threats. The expert contributions also discuss how COINs can benefit startups, offering new self-organizing forms of leadership in which all stakeholders collaborate

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**to develop new products.
Creativity often leads to
the development of
original ideas that are
useful or influential, and
maintaining creativity is
crucial for the continued**

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**development of
organizations in
particular and society in
general. Most research
and writing has focused
on individual creativity.
Yet, in recent years there**

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has been an increasing acknowledgment of the importance of the social and contextual factors in creativity. Even with the information explosion and the growing necessity for

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**specialization, the
development of
innovations still requires
group interaction at
various stages in the
creative process. Most
organizations**

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**increasingly rely on the
work of creative teams
where each individual is
an expert in a particular
area. This volume
summarizes the exciting
new research**

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**developments on the
processes involved in
group creativity and
innovation, and explores
the relationship between
group processes, group
context, and creativity. It**

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**draws from a broad range
of research perspectives,
including those
investigating cognition,
groups, creativity,
information systems, and
organizational**

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**psychology. These
different perspectives
have been brought
together in one volume in
order to focus attention
on this developing
literature and its**

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**implications for theory
and application. The
chapters in this volume
are organized into two
sections. The first focuses
on how group decision
making is affected by**

factors such as cognitive fixation and flexibility, group diversity, minority dissent, group decision-making, brainstorming, and group support systems. Special attention

is devoted to the various processes and conditions that can inhibit or facilitate group creativity. The second section explores how various contextual and

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**environmental factors
affect the creative
processes of groups. The
chapters explore issues of
group autonomy, group
socialization, mentoring,
team innovation,**

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**knowledge transfer, and
creativity at the level of
cultures and societies.
The research presented in
this section makes it
clear that a full
understanding of group**

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**creativity cannot be
accomplished without
adequate attention to the
group environment. It will
be a useful source of
information for scholars,
practitioners, and**

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**students wishing to
understand and facilitate
group creativity.**