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European Association of Work
and Organizational Psychology

EAWOP Small Group Meeting 2013

INNOVATION IN ORGANIZATIONS,
INITIATIVE AND CREATIVITY:
A DIALECTIC PERSPECTIVE

University of Valencia, Spain

September 19th - 21st, 2013

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A DIALECTIC PERSPECTIVE

Valencia, September 19th-21th, 2013

DETAILED PROGRAM

Thursday, September 19th

- 9.00 h. Registration**
- 9.30 h. Welcome**
- 10.00 h. Inaugural Keynote Address**
Professor Neil Anderson (Brunel University, UK)
“Being creative in workplace innovation research: Present gaps, future directions”
Presented by José M. Peiró
- 11.00 h. Coffee Break**
- 11.30 h. Thematic Session 1 (Chair, Jose M. Peiró)**
From innovation climate to performance: Motivation, group processes and innovation
- Hiller, M., Hahn, D., Köhn, A., & Bornewasser, M. “Intragroup communication, conflict and conflict handling styles: Their interplay in innovation processes”.
 - Donati, S., González-Romá, V., & Zappalá, S. “Factors influencing individuals’ innovative behaviors in inter-firm governing teams: A multilevel study”.
 - Devloo, T., Salanova, M., Rodríguez-Sánchez, A., & Anseel, F. ”What makes creative teams tick? The role of social resources development, collective task engagement and team creative performance over time”.
 - Costa, A.C., & Anderson, N. “Trust and monitoring dynamics in project teams: A longitudinal study of climate for innovation and team performance”.

Thursday, September 19th

13.30 h. Lunch

15.00 h. Thematic Session 1 (cont.) (Chair, Jose M. Peiró)
From innovation climate to performance: Motivation, group processes and innovation

- García-Buades, E. "Team climate for innovation as a moderator of the engagement-performance link".
- Schreiner, E., Sparr, J.L., & Peus, C. "Successful innovation in teams: The role of TMX, team efficacy and team boundary spanning".
- Le Blanc, P.M., & Crooymans, K.W. "The road from transformational leadership to creative work behavior".
- Sánchez Gómez, J., Peñarroja, V., Zornoza, A., & Orengo, V. "How motivational factors improve creativity in virtual teams".

16.45 h. Coffee Break

17.00 h. Thematic Session 2 (Chair, Ana Cristina Costa)
Lights and shadows of innovation at work

- Peterson, D. R., & Friedrich, T. "Consequences of creativity: The good, the bad and the ugly".
- Zappalà, S. "Beliefs and social representations of innovation: An empirical study with students and employees from three European countries".
- González-Romá, V., & Hernández, A. "Uncovering the dark side of innovation: The influence of the number of innovations on work teams' satisfaction and performance through negative team mood".

18.15 h. End of Session

19.00 h. Social Event
Guided Visit to the Historic Building of the University of Valencia

Friday, September 20th

9.00 h. Keynote Address

Professor Michael West (Lancaster University, UK)

“Nurturing cultures of innovation in health care”

Presented by Neil Anderson

10.00 h. Thematic Session 3 (Chair, Neil Anderson)

Innovation process: Culture, values and personal characteristics

-Glaveanu, V.P., Botella, M., Bourgeois, S., Bonnardel, N., Storme, M., Myszkowsky, N., Getz, I., & Lubart, T. “An interview-based study of professional creative activity with inter-domain comparisons”.

-Bledow, R., & Seevaldt, R. “Creativity as Self-expression”.

-Martín, P., & Frás, A.B. “Undergraduate’s innovativeness main determinants: Do previous innovation behaviors matter?”

11.15 h. Coffee Break

11.45 h. Thematic Session 4 (Chair, Neil Anderson)

Contextual and organizational factors affecting innovation

-Battistelli, A., Odoardi, C., Antino, M., & Pohl, S. “Reconsidering the relation between socio-demographic variables and innovative behavior: The moderating role of contextual and individual factors”.

-Kunert, S. “Innovation project characteristics as a success factor”.

-Diaz-Funéz, P.A., & López-González, C. “The informal organization and its effects on innovation capabilities”.

-Köhn, A., Hahn, D., Hiller, M., & Bornewasser, M. “Consequences of the demographic change in Germany: Are age diverse teams a solution to enhance the innovation potential?”

13.30 h. Lunch

Friday, September 20th

15.00 h. Thematic Session 5 (Chair, Jose Ramos)
Innovation, job design, work demands and well-being at work

- Tavares, S. M. "Voice initiative and employee's perceived health: The mediating role of emotions at work".
- Leicht-Deobald, U., & Bruch, H. "How do new product development teams buffer their boundaries? The role of human energy, work-overload, and innovation".
- Lantz, A., Friedrich, P., & Obrovac, I. "Innovation in practice: Creating learning for process innovation by expanding Lean".

16.30 h. Coffee Break

16.45 h. Thematic Session 5 (cont.) (Chair, Jose Ramos)
Innovation, job design, work demands and well-being at work

- Niessen, W., De Witte, H., & Battistelli, A. "Why job insecurity hinders innovative work behavior: A test of threat rigidity theory".
- Hammond, M., Cross, C., & Eubanks, D. "Innovation and Employee Burnout for Survivors of Downsizing"
- Reina-Tamayo, A.M., Gómez-Molinero, R.M., Balias, D., Zijlstra, F., & Uitdewilligen, S. "Off-Job recovery experiences matter! Rumination, problem solving and detachment as predictors of creative thinking at work".

18.15 h. End of session

18.30 h. Social Event:
Guided Tour on Albufera Lake and "Tapas" Dinner

Saturday, September 21st

- 9.00 h. Keynote Address**
Professor Jing Zhou (Rice University, USA)
“Research on workplace creativity: Great discoveries and exciting new directions”
Presented by Fred Zijlstra
- 10.00 h. Thematic Session 6 (Chair)**
A dynamic and dialectic perspective on innovation at organizations
- Hartner-Tiefenthaler, M., Bottaro, G., Rötzer, K. & Peschl, M. “Emergent innovation as socio-epistemological process of knowledge creation”.
 - Santos, C. M., Passos, A.M., & Uitdewillgen, S. “The influence of team mental models on team effectiveness: The mediating role of intragroup conflict and creativity”.
 - Devloo, T., Anseel, F., & Feys; M. “Pursuing radical or incremental ideas: A within person perspective on the boundary conditions of creative self-efficacy”.
- 11.15 h. Coffee Break**
- 11.30 h. Thematic Session 6 (cont.)**
A dynamic and dialectic perspective on innovation at organizations
- Rosing, K., Robinson, A., & Zacher, H. “A dialectic perspective on ambidextrous leadership for innovation”.
 - Dönmez, D. & Grote, G. “How to balance flexibility and stability: Routines for innovation teams”.
- 12.30 h. Conclusions of the Small Group Meeting**
- 13.15 h. Closure and Farewell**



Research Institute of Personnel Psychology,
Organizational Development and
Quality of Working Life



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