

# XXIII Organizational Science Winter Conference

## *Knowledge Creation, Retention, and Transfer in Organizations*

Park City, Utah  
February 2-5, 2017



Thursday, February 2<sup>nd</sup>, 2017

3:30pm-5:00pm  
White Pine Lobby

**Registration**

4:00pm-5:00pm  
Painted Horse

**Opening Reception**

5:00pm-5:10pm  
White Pine Ballroom

**Greeting & Introduction to “Knowledge Creation, Retention, and Transfer in Organizations”**

5:10pm-7:00pm  
White Pine Ballroom

**Plenary Panel**

*Organizational Learning and Dynamic Capabilities: New Directions and Methods*

Session Chair: Luca Giustiniano

- ❖ **“Organizational Learning and Dynamic Capabilities in a Stakeholder-Based View of the Firm”** –Maurizio Zollo (Bocconi University).
- ❖ **“Cognitive Flexibility in Well- and Ill-Structured Problems”** – Stefano Brusoni (ETH Zurich).
- ❖ **“Toward a Model of the Organizational Experience-Performance Relationship: Applicability, Accessibility, and Adoption”** – Koen H. Heimeriks (Aalto University).
- ❖ **“Might it be Good to Feel Bad? An Experimental Study on the Influence of Negative Emotions on Organizational Routines”** – Jutta Stumpf-Wollersheim (Technische Universität Bergakademie Freiberg).

7:00pm-10:00pm  
The Cabin I&II

**Food, Libation, Interactive Poster Session I**

- ❖ **“Developing Knowledge Codification to Learn From Rare and Complex Experiences”** – Loubna Echajari (Nice Sophia Antipolis University), Catherine Thomas (Nice Sophia Antipolis University), Martial Jorel (IRSN), Jean-Louis Ermine (Telecom EM Paris).
- ❖ **“What Goes Around at the Lab? Autonomy, Incentives, and Knowledge Interactions”** – Manuel Gomez-Solorzano (Bocconi University), Claudio Panico (Bocconi University), Giuseppe Soda (Bocconi University).
- ❖ **“Twitter Behavior and Knowledge Spillover”** – Sen Chai (ESSEC Business School), Anil Doshi (University College London).
- ❖ **“Starving Crowds to Strengthen Them: The Impact of Publicly-Provided Knowledge on Online Communities”** – Abhishek Nagaraj (UC Berkeley – Haas).
- ❖ **“How Collective Intelligence Impacts Team Performance: Exploring Transactive Memory Systems as a Mechanism”** – Young Ji Kim (MIT), Ishani Aggarwal (Brazilian School of Public and Business Administration), Anita Woolley (CMU – Tepper).

- ❖ **“Failure-Based Learning in Product Innovation Processes”** – Alex Alblas (Eindhoven University of Technology), Sarah Gelper (Eindhoven University of Technology), Fred Langerak (Eindhoven University of Technology).
- ❖ **“Exploring the Externalization Process of Tacit to Explicit Knowledge in Disaster Environments”** – Eula Bianca Villar (La Salle – Universitat Ramon Llull), Francesc Miralles (La Salle – Universitat Ramon Llull).
- ❖ **“Categorical Emergence in Regulated Business Uses of Drone Technology”** – Brett Crawford (Purdue), Erica Coslor (University of Melbourne), Brandon Lee (Melbourne Business School).
- ❖ **“A Typology of Innovation Narratives: How Stories Are ‘Built to Code’”** – Emily Bulger (University of Pittsburgh – Katz), Sue Cohen (University of Pittsburgh – Katz).
- ❖ **“Conceptual and Measurement Issues Related to Transactive Memory Systems: Indicators vs. Structure”** – Jonathan Kush (UMass – Dartmouth), Linda Argote (CMU – Tepper).
- ❖ **“The Effect of the Number of Users on Engagement Per Person: A MOOC Field Experiment”** – Jesse Shore (Boston University – Questrom), Jiye Baek (Boston University – Questrom).
- ❖ **“Co-Creating New Knowledge in Temporary Projects in Digital Work Platforms”** – Kirsimarja Blomqvist (Lappeenranta University of Technology), Katariina Tavilampi (Lappeenranta University of Technology), Matti Vartiainen (Aalto University).

## Friday, February 3<sup>rd</sup>, 2017

7:00am-8:00am

Painted Horse

### Breakfast Buffet

8:00am-10:00am

White Pine  
Ballroom

### Plenary Panel

*Organizational Structure and Knowledge Creation*

Session Chair: Stanislav Dobrev

- ❖ **“The Effects of Changes in Organizational Structure on Inventor Networks”** – Luis Rios (University of Pennsylvania – Wharton), Nicholas Argyres (Washington University – Olin), Brian Silverman (University of Toronto – Rotman).
- ❖ **“The Impact of Hierarchy on Informal Communication: Evidence from a Field Experiment”** – Ramon Lecuona (Duke – Fuqua), Jonathon Cummings (Duke – Fuqua).
- ❖ **“Strategic Decision-Making in Hierarchies: How Firms Use Structure to Substitute for Authority”** – Magdalena Dobrajska (Copenhagen Business School), Stephan Billinger (Syddansk Universitet - Strategic Organization Design Unit), Markus C. Becker (Syddansk Universitet – Strategic Organization Design Unit).
- ❖ **“Organizational Structure, Attention Allocation and Innovation in the Multi-Divisional Firm”** – John Joseph (UC Irvine – Paul Merage School), Alex Wilson (University of Minnesota – Carlson).

10:15am-4:00pm

### Winter Activities & Social Networking

4:00pm-4:30pm

Painted Horse

### Refreshments (hot & cold drinks, snacks)

4:30pm-6:30pm

White Pine

Ballroom

### Plenary Panel

*Studying Knowledge in the Transparent Workplace*

Session Chair: Terri Griffith

- ❖ **“The Pitfalls of Self-Efficacy when Beneficiaries Don’t Understand Your Job: A Self-Regulatory Perspective of Role-Based Image Discrepancies and Learning”** – Shefali V. Patil (UT Austin – McCombs).
- ❖ **“Productivity, Automation, and Subjective Decisions: Evidence from Resume Screening”** – Bo Cowgill (Columbia Business School).
- ❖ **“Examining the Relationship Between Workplace Transparency and Employee Voice”** – Ethan Bernstein (HBS), Ethan Burriss (UT Austin – McCombs).
- ❖ **“Hemming and Hawing over Hawthorne: Work Complexity and the Divergent Effects of Monitoring on Productivity”** – Alan Benson (University of Minnesota), Aruna Ranganathan (Stanford).

6:30pm-9:30pm

Cabin I & II

### Food, Libations & Poster Session II

- ❖ **“Situated Knowledge in Power Relations: Its Legitimization, Sharing and Appropriation”** – Kuok Kei Law (Open University of Hong Kong), Ken Kamoche (University of Nottingham).
- ❖ **“How Managerial Judgements Influence Knowledge Sharing and Innovation in Buyer Supplier Exchanges”** – Laura Poppo (University of Kansas).
- ❖ **“Shared Cognition in Multiteam Systems: A NASA Space Analog Study”** – Leslie DeChurch (Georgia Tech), Noshir S. Contractor (Northwestern University), Jessica R. Mesmer-Magnus (UNC Wilmington – Cameron), Gabriel Plummer (Georgia Tech), Diego Zaragomez (Northwestern).
- ❖ **“Three Dimensions of Network Maturity and Knowledge Transfer in Interdisciplinary Science Networks”** – Margaret Hinrichs (Arizona State University).
- ❖ **“The Effect of Endogenous versus Exogenous Network Positions on TMS and Performance”** – Jerry Guo (CMU – Tepper), Jonathan Kush (UMass – Dartmouth), Erin Fahrenkopf (CMU – Tepper), Linda Argote (CMU – Tepper).
- ❖ **“How Do Pilots Work? Examining Pilot Use in New Practice Transfer”** – Megan Lawrence (Vanderbilt).
- ❖ **“With(out) a Little Help From My Friends? Stakeholder Management, Innovation Strategy, and Long-Term Firm Performance”** – Naomi Haefner (University of St. Gallen), Maximilian Palmié (University of St. Gallen).
- ❖ **“Re-use and Patterns of Digital Innovation in Open Crowds: Linking Empirical and Computational Approaches”** – Sabine Brunswicker (Purdue), Michael Prietula (Emory).
- ❖ **“Leading Knowledge Creation Across the Firm Boundary”** – Christian Thomas Gersdorf (ETH Zurich), Vivianna Fang He (ETH Zurich), Georg von Krogh (ETC Zurich).
- ❖ **“The Learning Curve of Creative Design”** – Victor Seidel (Babson College).
- ❖ **“Working With(out) Differences: The Contingent Benefits of Collaborator Expertise on Innovation”** – Erin Fahrenkopf (CMU – Tepper), Jonathan Kush (UMass – Dartmouth).
- ❖ **“Multiple Team Membership, Transactive Memory Systems and Performance in Technology-Assisted Teams”** – Pranav Gupta (CMU – Tepper), Anita Woolley (CMU – Tepper).

# Saturday, February 4<sup>th</sup>, 2017

7:00am-8:00am

Painted Horse

## Breakfast Buffet

8:00am-10:00am

White Pine  
Ballroom

## Plenary Panel

*How New Knowledge Moves: Actions, Networks, and Innovation Outcomes*

Session Chair: Robert Eberhart

- ❖ **“Knowledge Articulation: Saying More of Less of What We Know”** – David Obstfeld (CSU Fullerton).
- ❖ **“Stars as the Undertakers of Innovation”** – James Oldroyd (BYU).
- ❖ **“Startups, Network Formation, and Selective Peer Effects: A Field Experiment”** – Solene Delecourt (Stanford), Sharique Hassan (Stanford), Rembrand Koning (Harvard), Aaron Chatterji (Duke).
- ❖ **“How a New Idea Becomes a Sustainable Innovation Outcome”** – Paul Carlile (Boston University), Curtis LeBaron (BYU).

10:15am-3:30pm

## Winter Activities & Social Networking

3:30pm-4:00pm

Painted Horse

## Refreshments (hot & cold beverages, snacks)

4:00pm-6:00pm

White Pine  
Ballroom

## Plenary Panel

*Cognitive Simplification Processes in Organizations: Implications for Performance*

Session Chair: Felipe Csaszar

- ❖ **“Simple or Complex Rules? A Contingency Theory of Representational Complexity”** – Felipe Csaszar (University of Michigan), James Ostler (University of Michigan).
- ❖ **“How Aspirations Shape Cognition”** – Hart Posen (University of Wisconsin), Thomas Keil (University of Zurich), Maciej Workiewicz (ESSEC).
- ❖ **“Connecting Encoded Knowledge: The Evolution of Organizational Knowledge Networks”** – Martin Schulz (University of British Columbia), Keija Zhu (University of Waterloo).
- ❖ **“Expanding the Pool of Experience, Constraining the Flow of Knowledge: The Effect of Joint Component Usage Among Competitors on Organizational Learning”** – Henning Piezunka (INSEAD), David Clough (INSEAD).

6:10pm-7:45pm

Cabin I & II

## Dinner

7:30pm – 8:00pm

Cabin I & II

## Special Presentation

**“Knowledge Transfer in Weimar Germany”** – Bruce Kogut (Columbia Business School)

8:15pm-10:15pm

White Pine  
Ballroom

**Plenary Panel**

*Lessons Learned*

Moderator: Kyle Lewis (UCSB)

Linda Argote (CMU – Tepper)

Ching Ren (University of Minnesota)

Jonathon Cummings (Duke)

Hazhir Rahmandad (MIT)

Sunday, February 5<sup>th</sup>, 2017

7:30am-9:30am

**Breakfast, Informal Wrap-up**

