Introduction to the Creativity and Innovation in Teams and Organizations Minitrack

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Innovation is a critical force in organizational performance and survival. Changes in technology, globalization, and increased competition have all created an environment in which creativity and innovation are needed in order to cope with situational and economic pressures and frequent changes. Designers and Developers of organizational systems must therefore innovate almost continuously to keep the organization aligned with such changes. Creativity is a critical pre-condition for innovation. Generating novel and creative ideas are the key to innovation and growth in every organization today. Providing employees with tools to think creatively has been proven to increase innovation in organizations. Research shows that organizations which have established skill-bases and tools for creativity outperform the competition in terms of revenue, rolling out new products, innovation and growth. Though organizations deploy groups for most creative processes, there has been little research in the area of group creativity. Most creative research is focused on individual factors affecting creativity. Many challenges that arise from pursuing creativity in teams remain unexplored. Consequently, it is important that creativity in teams be given a central place in organizational research.

This year we accepted four papers for inclusion in the conference proceedings.

The first paper, "The Role of Shared Team Passion, Expertise, and Shared Norms of ICT Use on Knowledge Team Creativity", by Lee, Bessellier, and Faraj examines the role of shared team passion in knowledge teams to produce creative outcomes. Their results suggest that shared team passion influences team creativity through its effect on external knowledge sourcing and internal knowledge sharing.

The second paper, "When Process Is Getting in the Way of Creativity and Innovation", by Müller, Ulrich, and Nielsen, investigates how commonly used process models and quality standards promote cultures of creativity and innovation. Their findings suggest that these models and standards clearly promote an organizational culture emphasizing stability and control rather than creativity and innovation.

The third paper, "Creativity at the Margins: Exploring Social and Technical Marginality in Novel Idea Generation", by Provost and Jarvenpaa, examine the effect of an individual's marginality with respect to a problem's context on the creativity of the solutions generated by that individual. Specifically, the authors explore the link between marginality and creativity through untangling of technical and social marginality to identify sociocognitive processes that positively impact creative performance.

The final paper, "Developing Entrepreneurial Skills in IT Courses: The Role of Agile Software Development Practices and Mentoring in Producing Successful Student Initiated Products", by Read, Derrick, and Ligon explores how Agile software development methods can support students to learn entrepreneurial skills in IT innovation. Preliminary findings suggest that important role of Agile development methods in developing innovation skills.

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