### PRECONFERENCE July 14

**Thursday, 14/Jul/2016**

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
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</thead>
<tbody>
<tr>
<td>9:00am - 12:00pm</td>
<td>Workshop: Social Network Analysis for Teams using R</td>
</tr>
<tr>
<td>Finland</td>
<td></td>
</tr>
<tr>
<td>10:00am - 4:00pm</td>
<td>INGGroup Board Meeting (invitation only)</td>
</tr>
<tr>
<td>Aland</td>
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</tr>
<tr>
<td>1:00pm - 4:00pm</td>
<td>Workshop: A Primer on Statistical Network Analysis Methods using ERGM (with MPNet)</td>
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<tr>
<td>Finland</td>
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<tr>
<td>1:00pm - 5:00pm</td>
<td>Workshop: Introduction to Multilevel Modeling with R for Group Researchers</td>
</tr>
<tr>
<td>Iceland</td>
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</tbody>
</table>

### CONFERENCE PROGRAM July 14 - 16

**Thursday, 14/Jul/2016**

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td>4:15pm - 5:30pm</td>
<td>Graduate Student Business Meeting</td>
</tr>
<tr>
<td>Finland</td>
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<tr>
<td>4:00pm - 8:00pm</td>
<td>Registration</td>
</tr>
<tr>
<td>Royal Ballroom Lobby</td>
<td></td>
</tr>
<tr>
<td>5:30pm – 6:00pm</td>
<td>Poster setup</td>
</tr>
<tr>
<td>Tallinn</td>
<td></td>
</tr>
<tr>
<td>6:00pm - 7:30pm</td>
<td>Poster Session 1 and Welcome Reception</td>
</tr>
<tr>
<td>Tallinn/Royal Ballroom Lobby</td>
<td></td>
</tr>
<tr>
<td>7:30pm - 8:45pm</td>
<td>Welcome Dinner</td>
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<tr>
<td>Royal Ballroom</td>
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</tr>
<tr>
<td>8:45pm - 10:00pm</td>
<td>Graduate Student Meet n’ Greet</td>
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<tr>
<td>Grill It! Bar</td>
<td></td>
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**Friday, 15/Jul/2016**

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td>8:00am - 12:00pm</td>
<td>Registration</td>
</tr>
<tr>
<td>Royal Ballroom Lobby</td>
<td></td>
</tr>
<tr>
<td>8:30am - 9:45am</td>
<td>2015 J. Richard Hackman Dissertation Award Winner: Sujin Jang</td>
</tr>
<tr>
<td>Finland</td>
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</tr>
<tr>
<td>8:30am - 9:45am</td>
<td>Affective-motivational Processes</td>
</tr>
<tr>
<td>Iceland</td>
<td></td>
</tr>
<tr>
<td>8:30am - 9:45am</td>
<td>Team Conflict</td>
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<tr>
<td>Åland</td>
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<tr>
<td>8:30am - 9:45am</td>
<td>Symposium: Team learning: New insights through a temporal lens</td>
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<tr>
<td>Tallinn</td>
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<tr>
<td>8:30am - 9:45am</td>
<td>Hierarchy and Power</td>
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<tr>
<td>Helsinki (Brain Box)</td>
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<tr>
<td>9:45am - 10:15am</td>
<td>Coffee Break</td>
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<tr>
<td>Royal Ballroom Lobby</td>
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<tr>
<td>10:15am - 11:30am</td>
<td>Symposium: Across Space and Over Time: Pushing the Boundaries of Virtual Teams Research</td>
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<tr>
<td>Finland</td>
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<tr>
<td>10:15am - 11:30am</td>
<td>Team Performance 1</td>
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<tr>
<td>Iceland</td>
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<tr>
<td>10:15am - 11:30am</td>
<td>Team Composition</td>
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<tr>
<td>Åland</td>
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<tr>
<td>Time</td>
<td>Session</td>
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<tr>
<td>10:15am - 11:30am</td>
<td>Symposium: Studying Team Dynamics over Time</td>
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<tr>
<td>10:15am - 11:30am</td>
<td>Team Leadership 1</td>
</tr>
<tr>
<td>11:45am - 1:00pm</td>
<td>Lunch</td>
</tr>
<tr>
<td>1:15pm - 2:30pm</td>
<td>Panel: The National Cancer Institute (NCI) and American Society of Clinical Oncology (ASCO) Teams in Cancer Care Delivery Project: Implications for Team Research and Cancer Care Delivery</td>
</tr>
<tr>
<td>1:15pm - 2:30pm</td>
<td>Team Diversity</td>
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<tr>
<td>1:15pm - 2:30pm</td>
<td>Group Dynamics</td>
</tr>
<tr>
<td>1:15pm - 2:30pm</td>
<td>Symposium: Enhancing Fire Fighters Safety Through Shared Knowledge</td>
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<tr>
<td>1:15pm - 2:30pm</td>
<td>Virtual Teams</td>
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<tr>
<td>2:45pm - 4:00pm</td>
<td>Symposium: The Paradox of Multiteam Work: Factors that Pull Systems Apart and Push Teams Together</td>
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<tr>
<td>2:45pm - 4:00pm</td>
<td>Team Adaptation</td>
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<tr>
<td>2:45pm - 4:00pm</td>
<td>Networks 1</td>
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<tr>
<td>2:45pm - 4:00pm</td>
<td>Panel: Methodological Challenges in the Empirical Investigation of Amorphous Teams</td>
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<tr>
<td>2:45pm - 4:00pm</td>
<td>Team Collaboration</td>
</tr>
<tr>
<td>4:00pm - 4:30pm</td>
<td>Coffee Break/Poster setup</td>
</tr>
<tr>
<td>4:30pm - 5:00pm</td>
<td>McGrath Lecture: 2015 McGrath Award winner Dr. John Mathieu</td>
</tr>
<tr>
<td>5:30pm - 6:30pm</td>
<td>Poster Session 2</td>
</tr>
<tr>
<td>6:45pm - 7:00pm</td>
<td>Meet to depart hotel for evening event</td>
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<tr>
<td>6:45pm - 7:30pm</td>
<td>Island Dinner &amp; Sea Rescue Team Event (INGRoup group photo either before or during event)</td>
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</tbody>
</table>

**Saturday, 16 Jul 2016**

<table>
<thead>
<tr>
<th>Time</th>
<th>Session</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>8:00am - 12:00pm</td>
<td>Registration</td>
<td>Royal Ballroom Lobby</td>
</tr>
<tr>
<td>8:30am - 9:45am</td>
<td>Symposium: Supporting team learning and learning in teams</td>
<td>Finland</td>
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<tr>
<td>8:30am - 9:45am</td>
<td>Decision-making 1</td>
<td>Iceland</td>
</tr>
<tr>
<td>8:30am - 9:45am</td>
<td>Faultlines</td>
<td>Åland</td>
</tr>
<tr>
<td>8:30am - 9:45am</td>
<td>Symposium: Qualitative Methods in Working-Life Group and Team Research: New Applications and Novel Insights</td>
<td>Tallinn</td>
</tr>
</tbody>
</table>
8:30am - 9:45am  | Team Performance 2  
| Helsinki (Brain Box)
9:45am - 10:15am | Coffee Break  
| Royal Ballroom Lobby
10:15am - 11:30am | Panel: Team Chemistry in Outer Space: Getting Along With Your Crew When You Know You Can’t Quit  
| Finland  
10:15am - 11:30am | Team Reflexivity  
| Iceland  
10:15am - 11:30am | Team Creativity  
| Åland  
10:15am - 11:30am | Symposium: New methods for analyzing group interactions: A multidisciplinary symposium  
| Tallinn  
10:15am - 11:30am | Team Leadership 2  
| Helsinki (Brain Box)
11:45am - 1:00pm | Lunch  
| Including awards announcements
1:15pm - 2:30pm | Panel: Teamwork in Extreme Environments  
| Finland  
1:15pm - 2:30pm | Networks 2  
| Iceland  
1:15pm - 2:30pm | Team Communication  
| Åland  
1:15pm - 2:30pm | Symposium: Workgroup Meetings: Origins, Leader Emergence, and Managing Problems Through Meeting Interaction Processes  
| Tallinn  
1:15pm - 2:30pm | Prosocial Behaviors  
| Helsinki (Brain Box)
2:45pm - 4:00pm | Symposium: We need more co-opetition: Overcoming the damaging effects of mixed-motives in groups  
| Finland  
2:45pm - 4:00pm | Team Cognition and Team Learning  
| Iceland  
2:45pm - 4:00pm | Team Coordination  
| Åland  
2:45pm - 4:00pm | Panel: International, Interdisciplinary Perspectives on Global Teams  
| Tallinn  
2:45pm - 4:00pm | Decision-making 2  
| Helsinki (Brain Box)
4:00pm - 4:30pm | Coffee Break  
| Royal Ballroom Lobby
4:30pm - 5:30pm | INGGroup Business Meeting (all invited)  
| Royal Ballroom
7:00pm - 8:30pm | Dinner around Helsinki  
| Join us at some of Helsinki’s best restaurants

www.ingroup.net – Questions? Email ingroupresearch@gmail.com  
p. 3 of 20 (full program)
Poster Session 1 & Welcome Reception

Time: Thursday, 14/July/2016: 6:00pm - 7:30pm  
Location: Tallinn & Royal Ballroom Lobby

Sidestepping the Startup Glass Ceiling: Perceived Potential of Women Entrepreneurs Depends on Functional Similarity in Founder Teams  
Melanie Milovac, Jasmine Huang  
Washington University in St. Louis, United States of America; mmilovac@wustl.edu

Team Structural Features, Differentiated Leadership Behaviors, and Team Performance  
Le Zhou¹, Mo Wang², Yihao Liu³, Yifan Song⁴  
¹University of Minnesota, United States of America; ²University of Florida, United States of America; zhoul@umn.edu

Teams over time: the dynamic interplay between emergent states and team processes in student project teams  
Anne Boon, Katrien Vangrieken, Filip Dochy  
KU Leuven, Belgium; anne.boon@ppw.kuleuven.be

The dynamic influence of team-based disruptions on coordination and performance in sports teams  
Surabhi Pasarakonda, Jan B. Schmutz  
ETH Zurich, Switzerland; spasarakonda@ethz.ch

The Impact of Performance Management on Team Performance at the Judicial Police Force: Turning Sherlock into a Team Player  
Tine Van Thielen, Alex Vanderstraeten, Adelien Decramer  
University Ghent, Belgium; tine.vanthielen@ugent.be

It depends. Issues with faultline measurement and their impact on perceived subgroups, performance and innovation in global virtual teams.  
Maggie Boyraz  
Rutgers University, United States of America; mboyraz@rutgers.edu

Gender Composition Affects Females Experience of Working in Science Teams  
Ashley Niler¹, Raquel Asencio¹, Leslie DeChurch¹, Brian Uzzi², Noshir Contractor²  
¹Georgia Institute of Technology, United States of America; ²Northwestern University; ashley.niler@gmail.com

Deep-level composition, cognition, and performance in teams  
Ishani Aggarwal¹, Nufer Yasin Ates², Evgenia Dolgova³  
¹Brazilian School of Public and Business Administration, Brazil; ²Tilburg School of Economics and Management, The Netherlands; ³Rotterdam School of Management, Erasmus University, The Netherlands; ishani.aggarwal@fgv.br

Linking communicative processes and attitudinal outcomes through a multiteam system group experiment  
Andrew Pilny¹, Scott Poole², Jeff Proulx², Ly Dinh³, Mufan Lou³  
¹University of Kentucky, United States of America; ²University of Illinois, United States of America; andy.pilny@uky.edu

Scale Development of Predictor Variables of Information Exchange and Decision-Making Within and Between Groups  
Brock Rozich, Belinda Williams, Lauren Coursey, Ryan Gertner, Jared Kenworthy, Paul Paulus  
University of Texas at Arlington, United States of America; rozichb@gmail.com

STRENGTHENING PATIENT SAFETY. Diminishing the effect of workload on patient safety in nursing homes: the impact of strengths-use team support  
Martina Buljac¹, Marianne van Woerkom², Connie Dekker-van Doorn³  
¹Erasmus University Rotterdam, Netherlands; ²University of Tilburg; ³University of Tilburg; buljac@bmg.eur.nl

Who do you want to work for? The role of leader characteristics when choosing a project team  
Priti Pradhan Shah, Jin Sung Park  
University of Minnesota - Twin Cities, United States of America; jin.park.s@gmail.com
Measuring Team Member Satisfaction
Kyle A. Cameron, Natalie J. Allen
University of Western Ontario, Canada; kcamer52@uwo.ca

Expertise in global teams
TuuLi Hakkarainen
Aalto University School of Business, Finland; tuuLi.hakkarainen@aalto.fi

Shared Leadership, Role Sharing and Team Innovation: A Team Ambidexterity Perspective
Ameek Kaur1, Gabriel Henry Jacob1, Michael M. Gielen2, Michael Frese3, Tony Antonio4, Swee Sum Lam1
1National University of Singapore, Singapore; 2Leuphana University Lueneburg; 3Universitas Ciputra; engak@nus.edu.sg

Fairness Matters: The Importance of Leaders and Justice on Healthcare Teams
Nastassia Savage1, Dana C. Verhoeven1, William S. Kramer1, Marissa L. Shuffler1, Sharon Wilson2, Tod Tappert2
1Clemson University, United States of America; 2Greenville Health System, United States of America; NSavage@clemson.edu

The Role of Prompt in Group Brainstorming
Olga Goldenberg1, Jennifer Wiley2
1Columbia College Chicago, United States of America; 2University of Illinois at Chicago, United States of America; ogoldenberg@colum.edu

The Newcomer Absorption Model: When are Newcomers Integrated into Their Teams?
Benjamin Jones, Leslie DeChurch
Georgia Institute of Technology, United States of America; benjaminjones92@gmail.com

A cross disciplinary analysis of the individual versus the group in contexts where learning occurs
Kristine Lund
CNRS, France; kristine.lund@univ-lyon2.fr

Impact of Structured Communication in the Operating room on Surgical Site Infections:
Franziska Tschan1, Norbert K Semmer2, Sandra Keller1, Eliane Holzer1, Daniel Candinas3, Guido Beldi3
1Institute for Work Psychology; University of Neuchâtel, Switzerland; 2Department for Work and Organizational Psychology; University of Bern, Switzerland; 3Department of visceral surgery and medicine, University Hospital of Bern, Switzerland; franziska.tschan@unine.ch

Status Hierarchy and Team Coordination: Do Too Many Cooks Spoil the Broth?
Brian M. Doornenbal1, Bart A. De Jong1, Anne Nederveen Pieterse1, Paul G.W. Jansen1
1VU University Amsterdam, The Netherlands; 2Rotterdam School of Management, Erasmus University Rotterdam, The Netherlands; b.m.doornenbal@vu.nl

When groups allow rules to be broken: The role of adaptive deviance
S. Wiley Wakeman
London Business School, United Kingdom; wwakeman@london.edu

Ego Depletion, Fatigue, Anger, and Cooperation within Groups
Ming-Hong Tsai, Norman Li
Singapore Management University, Singapore; mhtsai@smu.edu.sg
Affective-motivational Processes

Time: Friday, 15/July/206: 8:30 am – 9:45 am
Location: Iceland

Residual Engagement and the Cost of Switching from Team to Individual Tasks
Daniel Newton, Jeff LePine, Ned Wellman, Ji Koung Kim
Arizona State University, United States of America; danielnewton@asu.edu

Examining the Differentiating Effects of Team Processes on Team States: A Daily Diary Study
Yihao Liu¹, Mo Wang¹, Valeria Alterman¹, Le Zhou², Junqi Shi³
¹University of Florida, United States of America; ²University of Minnesota, United States of America; ³Sun Yat-sen University, China;
yihao.liu@warrington.ufl.edu

Multiple team membership – What drives employee commitment to competing demands?
Katja Maria EInola¹, Peter Zettinig¹, Kristiina Mäkelä², Olli-Pekka Kauppila³, Christina Butler⁴
¹Turku School of Economics, Finland; ²Aalto University, Finland; ³Kingston Business School, UK; katja.einola@gmail.com

What's in the Black Box of the Diversity-Performance Relationship? A Meta-Analysis Investigating the Role of Team Trust
Jennifer Feitosa¹, Rebecca Grossman², William Samuel Kramer³, Eduardo Salas⁴
¹City University of New York, Brooklyn College, United States of America; ²Hofstra University, United States of America; ³Clemson University, United States of America; ⁴Rice University, United States of America; jennifer.feitosa81@brooklyn.cuny.edu

Team Conflict

Preventing the barrel from going bad: Team mindfulness as a safeguard against conflict transformation and social undermining
Lingtao Yu, Mary Elizabeth Zellmer-Bruhn
University of Minnesota, United States of America; zellm002@umn.edu

Team proactivity vs. Team performance: The role of conflict and reflexivity in the discretionary vs. non-discretionary team outcomes
Renske Erin van Geffen, Deanne den Hartog, Frank Belschak
University of Amsterdam, Netherlands, The; r.e.vangeffen@uva.nl

Conflict in Work Teams: The Role of Emotion Regulation and Self-Esteem
Malte F. Jung, Kaylee P. Kruzan, Poppy Lauretta McLeod
Cornell University, United States of America; ptm29@cornell.edu

A Balance Theory of Intra-Group Conflict and Performance
Malte Friedrich Jung
Cornell University, United States of America; mfj28@cornell.edu

Symposium: Team learning: New insights through a temporal lens

Time: Friday, 15/July/206: 8:30 am – 9:45 am
Location: Tallinn

Team learning: New insights through a temporal lens
Nale Lehmann-Willenbrock¹, Ming Ming Chiu², Colin M. Fisher³, Selma van der Haar², Hildert Zoethout¹, Eline Euwe¹, Jian Han¹, Inge Molenaar¹, Martin Mulder¹, Polly Pan², Piety Runhaar², Lan Wang³, Renate Wesselink²
¹Vrije Universiteit Amsterdam; ²Purdue University; ³University College London; ⁴Maastricht University; ⁵Wageningen University; ⁶China Europe International Business School; ⁷Radboud University Nijmegen; ⁸Boston University; mingmingchiu@gmail.com, colin.fisher@ucl.ac.uk, s.vanderhaar@maastrichtuniversity.nl, hildert.zoethout@wur.nl
Hierarchy and Power

Time: Friday, 15/July/206: 8:30 am – 9:45 am · Location: Helsinki (Brain Box)

Who is afraid of employee voice? The role of leader impostor fear in voice aversion

Hannes Guenter
Maastricht University School of Business and Economics, Netherlands, The; h.guenter@maastrichtuniversity.nl

Hierarchy and its discontents: status disagreement leads to withdrawal of contribution and lower group performance

Gavin J Kilduff1, Robb Willer2, Cameron Anderson3
1New York University, United States of America; 2Stanford University, USA; 3University of California at Berkeley, USA; gkilduff@stern.nyu.edu

Preference-consistent information sampling in hierarchical groups

Rudolf Kerschreiter1, Philipp Sckopke2, Isabelle Schuhmann3
1Freie Universität Berlin, Germany; 2Ludwig-Maximilians-University Munich, Germany; rudolf.kerschreiter@fu-berlin.de

Informal Hierarchy and Group Creativity: The Moderating Role of Empowering Leadership

Jacoba Oedzes1, Gerben S. van der Vegt1, Floor A. Rink1, Frank Walter2
1University of Groningen, Netherlands, The; 2Justus Liebig University Giessen, Germany; j.oedzes@rug.nl

Symposium: Across Space and Over Time: Pushing the Boundaries of Virtual Teams Research

Time: Friday, 15/July/206: 10:15 am – 11:30 am · Location: Finland

Across Space and Over Time: Pushing the Boundaries of Virtual Teams Research

Jennifer Nahrgang1, Hudson Sessions1, Melissa Chamberlin1, Margaret Luciano1, Jean Leslie6, Emily Hoole8, Rebecca Anderson5, John Mathieu2, William Kramer4, Marissa Shuffler6, Travis Maynard4, Barbara Larson4, Raquel Asencio8, Yun Huang4, Leslie DeChurch4, Noshir Contractor8, Brian Uzzi8
1Arizona State University; 2Center for Creative Leadership; 3University of Connecticut; 4Clemson University; 5Colorado State University; 6Northeastern University; 7Georgia Institute of Technology; 8Northwestern University; hudson.sessions@asu.edu, margaret.luciano@asu.edu, wskrame@g.clemson.edu, rasenciohodge@gmail.com

Team Performance 1

Time: Friday, 15/July/206: 10:15 am – 11:30 am · Location: Iceland

Seeing Too Much: Too Much in Sight, Too Little Insight? An Attention-Driven View of Productivity in Organizations

Ethan Bernstein
Harvard Business School, United States of America; eberstein@hbs.edu

Management Team Experience and the Performance of Innovative Projects: An Inverted U-shaped Relation

Claudia Buengeler, Frederik B. Situmeang, Wendelien van Eerde, Nachoem M. Wijnberg
University of Amsterdam, The Netherlands; c.buengeler@uva.nl

It’s getting hot in here: How room temperature and light color influence team performance and processes

Christine Gockel1, Anna Steidle2
1SRH University of Applied Sciences Berlin, Germany; 2University of Hohenheim; christine.gockel@srh-hochschule-berlin.de

When women spoil the synergistic potential of groups: the negative impact of underestimation

Nicoleta Meslec
Tilburg University, Netherlands, The; m.n.meslec@uvt.nl

www.ingroup.net – Questions? Email ingroupresearch@gmail.com
Team Composition

Do We or Don’t We Agree? The Effects of Personality Composition on Conflict Asymmetry in Teams

Amanda J Ferguson¹, Randall S Peterson²
¹Northern Illinois University, United States of America; ²London Business School, United Kingdom; amanda.j.ferguson@niu.edu

The differential and contingent influence of teammates

Robert B. Davison¹, John R. Hollenbeck²
¹University of Kansas, United States of America; ²Michigan State University, United States of America; rdavison@mba1988.hbs.edu

Preparing the Self for Team Entry: How Relational Affirmation Improves Team Performance

Julia Lee¹, Francesca Gino², Dan Cable³, Bradley Staats⁴
¹University of Michigan; ²Harvard University; ³London Business School; ⁴UNC Chapel Hill; joolee@umich.edu

From teams-in-theory to teams-in-practice: Conceptualising and measuring team entitativity

Katrien Vangrieken, Anne Boon, Filip Dochy, Eva Kyndt
KU Leuven, Belgium; katrien.vangrieken@ppw.kuleuven.be

Symposium: Studying Team Dynamics over Time

Studying Team Dynamics over Time

Lisa Handke¹, Florian E. Klonek¹, Marzieh Saghaﬁan¹, Eva-Maria Schulte¹, Simone Kaufﬁeld², Vicenç Quera³, Kurt Schneider⁴, Julia Straube⁵
¹Technische Universität Braunschweig (Germany), Germany; ²Schulich School of Business, York University; ³Universitat de Barcelona; ⁴Leibniz Universität Hannover; l.handke@tu-bs.de, f.klonek@tu-bs.de, msaghaﬁ@yorku.ca, julia.straube@tu-bs.de

Team Leadership 1

Leadership emergence in self-managed teams through ascription and achievement

Gouri Mohan
IESE Business School, Spain; gmohan@iese.edu

The boundary condition of shared leadership in linking negative team affective climate to team viability through team exploring-experimenting behaviors

Ana Margarida Graca¹, Bernd Vogel¹, Ana Margarida Passos²
¹Henley Business School, University of Reading, United Kingdom; ²Lisbon University Institute (ISCTE-IUL); ana.graca@henley.ac.uk

Let’s Do This Together: Political Skill, Team Climate, and the Emergence of Shared Leadership

Charlie P.R. Scott, Trevor N. Fry, Hairong Jiang, Allyson Pagan, Jessica L. Wildman
Florida Institute of Technology, United States of America; scottc2012@my.fit.edu

Team adaptation to disruptive events: Modifying effects of functional leadership and team learning

Chantal Savelberg¹, Sjir Uitdewilligen², Peter Storm³
¹Open Universiteit Nederland, Netherlands, The; ²Maastricht University, Netherlands, The; ³Kennis&Co, Netherlands, The; sjir.uitdewilligen@maastrichtuniversity.nl

Panel: The National Cancer Institute (NCI) and American Society of Clinical Oncology (ASCO) Teams in Cancer Care Delivery Project: Implications for Team Research and Cancer Care Delivery

The National Cancer Institute (NCI) and American Society of Clinical Oncology (ASCO) Teams in Cancer Care Delivery Project: Implications for Team Research and Cancer Care Delivery

Time: Friday, 15/July/206: 1:15 pm – 2:30 pm  Location: Finland

www.ingroup.net – Questions? Email ingroupresearch@gmail.com
Team Diversity

Time: Friday, 15/July/2016: 1:15 pm – 2:30 pm · Location: Iceland

A configurational model of academic entrepreneurship in research teams

Esther Sackett, Jonathon Cummings

Duke University, United States of America; esther.sackett@duke.edu

A review and a model of the consequences of stereotyping in diverse work groups

Hans van Dijk¹, Bertolt Meyer², Marloes van Engen¹, Denise Loyd³

¹Tilburg University, Netherlands, The; ²TU Chemnitz, Germany; ³University of Illinois at Urbana-Champaign; j.vandijk1@uvt.nl

The Negative Evaluation Effect of Team Diversity on Grant Success

Noah Askin¹, Kaisa Snellman¹, Linus Dahlander²

¹INSEAD, France; ²ESMT European School of Management and Technology, Germany; kaisa.snellman@insead.edu

The Creative Benefits of Valuing Our Differences

Sun Young (Sunny) Kim

IESEG School of Management, France; sunnykim@stanford.kr

Group Dynamics

Time: Friday, 15/July/2016: 1:15 pm – 2:30 pm · Location: Åland

Revenge or Reconcile: Public and private reactions to partial ostracism

Sara Banki¹, Hannaneh Alam Beigi²

¹Sharif University of Technology, Iran, Islamic Republic of; ²Sharif University of Technology, Iran, Islamic Republic of; sbanki@sharif.edu

Gender Stereotyping and Competitive Interaction within Female Duos

Kawon Kim

London Business School, United Kingdom; kkim@london.edu

Feeling For Your Foes: When and Why We Prefer Helping Out-Group Members

Karren Knowlton¹, Adam Grant¹, Alison Fragale²

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Testing a causal model of effective teamwork

Wolfgang Scholl¹, Alexander Schimansky²

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Symposium: Enhancing Fire Fighters Safety Through Shared Knowledge

Time: Friday, 15/July/2016: 1:15 pm – 2:30 pm · Location: Tallinn

Enhancing Fire Fighters Safety Through Shared Knowledge

Roni Reiter-Palmon¹, John Crowe¹, Joseph Allen¹, Mackenzie Harms¹, Elliot Barber¹, Cliff Scott², Kelly Prange¹, Ramon Rice³, Cristina Gibson⁴, Mirko Antino⁵, Susan Mohammed⁶, Mark Clark⁷

¹University of Nebraska at Omaha, United States of America; ²University of North Carolina, United States of America; ³Universidad Autónoma de Madrid; ⁴University of Western Australia; ⁵Universidad Complutense de Madrid; ⁶Penn State University; ⁷American University; rreiter-palmon@unomaha.edu, josephallen@unomaha.edu, ramon.rico@uam.es, mark.clark@american.edu

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Virtual Teams

**Time:** Friday, 15/July/206: 1:15 pm – 2:30 pm  
**Location:** Helsinki (Brain Box)

**Psychological Safety and Collective Intelligence in Multicultural Globally Dispersed Teams**  
Ella Glikson¹, Raveh Harush², Young Ji Kim³, Anita Williams Woolley⁴, Miriam Erez¹

¹Technion Inst. of Technology, Haifa, Israel; ²University of Illinois at Urbana-Champaign, IL, USA; ³Massachusetts Institute of Technology, Cambridge, MA, USA; ⁴Carnegie Mellon University, United States of America; awoolley@cmu.edu

Who is Facilitating this Group? An Exploratory Interaction Analysis of Online Social Support Groups  
Stephan J Beck¹, Emily A Paskewitz²

¹North Dakota State University, United States of America; ²University of Tennessee, United States of America; stephens beck@ndsu.edu

Effects of structural task interdependence on innovation enabling team dynamics in globally distributed teams  
Thomas Ryser

UAS Northwestern Switzerland; thomas.ryser@fhnw.ch

What Makes a Strong Team? Collective Intelligence Predicts Team Performance in League of Legends  
David Engel¹, Young Ji Kim¹, Anita Williams Woolley⁴, Jeffrey Lin³, Naomi McArthur³, Thomas W. Malone³

¹Massachusetts Institute of Technology, United States of America; ²Carnegie Mellon University; ³Riot Games; ⁴Google; youngji@mit.edu

**Time:** Friday, 15/July/206: 2:45 pm – 4:00 pm  
**Location:** Finland

The Paradox of Multiteam Work: Factors that Pull Systems Apart and Push Teams Together  
Margaret Luciano¹, Jennifer Nahrgang¹, Christine Shropshire¹, Dorothy Carter¹, Leslie DeChurch¹, Peter Essens³, Thomas De Vries¹, Marissa Shuffler¹, William Kramer², Nastassia Savage², Dana Verhoeven³, Michael Rosen

¹Arizona State University; ²The University of Georgia; ³Georgia Institute of Technology; ⁴Netherlands Organisation for Applied Scientific Research TNO; ⁵University of Groningen; ⁶Clemson University; ⁷Johns Hopkins University; margaret.luciano@asu.edu, dorothycp@gmail.com, peter.essens@tno.nl, mshuffl@clemson.edu

Team Adaptation  
**Time:** Friday, 15/July/206: 2:45 pm – 4:00 pm  
**Location:** Iceland

Keeping An Eye on The Future and Staying Ahead of The Game: A Conceptual Model of Team Proactive Adaptation  
Josette Gevers¹, Selma Van der Haar², Michael Burtscher³, Pedro Marques-Quinteiro⁴, Catarina Marques Santos⁴, Ana Passos⁵, Sjir Uitdewilligen⁵

¹Eindhoven University of Technology, Netherlands, The; ²Maastricht University, Netherlands, The; ³University of Zurich, Switzerland; ⁴Instituto Universitário de Lisboa, Portugal; ⁵Instituto Universitario de Lisbon, Portugal; j.m.p.gevers@tue.nl

Team Adaptation Process Model and Time and Scope Disruptions Over Time  
Deanna M. Kennedy¹, Sara A. McComb², Eric Lavetti²

¹University of Washington Bothell, United States of America; ²Purdue University; sara@purdue.edu

Team Adaptive Improvisation: Bridging two worlds of the unforeseen  
António da Cunha Meneses Martins Abrantes¹, Ana Margarida Passos¹, Miguel Pina Cunha²

¹ISCTE Instituto Universitário de Lisboa, Portugal; ²Nova School of Business and Economics, Portugal; antonio_abrantes@iscte.pt

The Combined Effects of Leadership and Magnitude of Change on Adaptive Team Performance: The Mediating Roles of Implicit and Explicit Coordination  
Ramón Rico¹,², Daniel Dorta Alonso², Miriam Sánchez Manzanares³, Mirko Antino⁴, Sjir Uitdewilligen⁵

¹University of Western Australia, Australia; ²Universidad Autónoma de Madrid; ³University Carlos III de Madrid, Spain; ⁴University Complutense de Madrid, Spain; ⁵Maastricht University, The Netherlands; daniel.dorta@uam.es

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Networks 1

Epistemic Anchoring in the Face of Uncertainty: Impacts of Socio-Cognitive Network Structure and Team Processes on Performance in Multi-Team Systems
Melissa Dobosh¹, Marshall Scott Poole², Andy Pilny³, Alex Yahja²
¹University of Northern Iowa, United States of America; ²University of Illinois at Urbana-Champaign; ³University of Kentucky; mspole@uiuc.edu

The multi-faceted role of team effectiveness in discretionary advice seeking after the team disbands
Mary Maloney¹, Mary Zellmer-Bruhn⁴, Pri Pradhan Shah⁵
¹University of St. Thomas, United States of America; ²University of Minnesota, United States of America; ³University of Kentucky; mary.maloney@stthomas.edu

Team Familiarity Networks, Coordination and Performance: Challenges and Preliminary Results of a Knowledge Network Approach
J. Alberto Espinosa⁶, Mark A Clark¹, Emma Nordback²
¹Kogod School of Business, American University, United States of America; ²Aalto University, Finland; alberto@american.edu

Team-Member Exchange: A Network Analysis of Relationship Quality and Differentiation
Jaclyn Ann Margolis¹, Christian Resick²
¹Pepperdine University, United States of America; ²Drexel University; jaclyn.margolis@pepperdine.edu

Panel: Methodological Challenges in the Empirical Investigation of Amorphous Teams

Methodological Challenges in the Empirical Investigation of Amorphous Teams
Pamela Hinds³, Mark Mortensen⁴, Brandi Pearce¹, Heather Altman³, Julija Mell⁵, Martijn van der Kamp⁶
¹University of California, Berkeley, United States of America; ²INSEAD, France; ³Stanford University, United States of America; ⁴The University of Melbourne, Australia; ⁵ESSEC, International Business School, France; phinds@stanford.edu, mark.mortensen@insead.edu, bpearce@haas.berkeley.edu, haltman@stanford.edu, mell@essec.edu, m.vanderkamp@mbs.edu

Team Collaboration

The Division of Labor in Teams: A Conceptual Framework and Application to Collaborations in Science
Carolin Haeussler¹, Henry Sauermann²³
¹University of Passau, Germany; ²Georgia Institute of Technology; ³National Bureau of Economic Research; carolin.haeussler@uni-passau.de

When Team Regulation Fails: Predictors and Outcomes of Team Procrastination among Debating Teams
Edwin A. J. van Hooft¹, Heleen van Mierlo²
¹University of Amsterdam, The Netherlands; ²Erasmus University Rotterdam, The Netherlands; e.a.j.vanhooft@uva.nl

The Effect of Team Extraversion on Coordination and Collective Intelligence
Young Ji Kim¹, Anita Williams Woolley²
¹Massachusetts Institute of Technology, United States of America; ²Carnegie Mellon University; youngji@mit.edu

Two ships passing in the night? Aligning project trajectories in open collaboration
Laura Dabbish¹, Colleen Stuart¹, Jim Herbsleb⁴, Jason Tsay²
¹Johns Hopkins University; ²Carnegie Mellon University; stuart.hcolleen@gmail.com

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Poster Session 2

**Time:** Friday, 15/July/2016: 5:30pm - 6:30pm  
**Location:** Tallinn

**In the eye of the beholder: Synchrony and shared goal attainment in dyads**  
Pedro Marques-Quinteiro, Cláudia Simão, André Mata, Rui Gaspar, Ana Rita Farias  
William James Center for Research, ISPA-IU, Portugal; pq quinteiro@ispa.pt

**The learning effects of team reflexivity in Science Teams**  
Catherine Gabelica¹, Stephen Fiore², Jacquelyn Chini²  
¹IESEG School of Management; ²University of Central Florida; catherine.gabelica@gmail.com

**Team Adaptation: The Benefits of Learning to Adapt**  
Eleni Georganta, Felix Brodbeck  
Ludwig-Maximilians-Universitaet Munich, Germany; eleni.georganta@psy.lmu.de

**Team Leadership Structures and Innovation: Integrating Hierarchical and Collective Leadership through a Role Based Perspective**  
Jonathan C. Ziegert¹, Scott B. Dust²  
¹Drexel University, United States of America; ²Miami University, United States of America; ziegert@drexel.edu

**Enabling Boundaries: Demographic Subgroups as Stimulus for Social Integration**  
Ulrich Leicht-Deobald, Hendrik Huettermann, Helke Bruch  
University of St. Gallen, Switzerland; ulrich.leicht-deobald@unisg.ch

**Integrative model on the role of team cognition in high-risk environment teams’ adaptation**  
Veronika Klara Takacs, Marta Juhasz  
Budapest University of Technology and Economics, Hungary; takacsveronika@erg.bme.hu

**Leadership in virtual groups: the failure of extraversion to predict leadership emergence**  
Jeanne Wilson¹, Tom Fletcher², Tuck Pescosolido³  
¹The College of William & Mary, United States of America; ²Travelers Insurance; ³University of New Hampshire; jeanne.wilson@business.wm.edu

**Framing perception of created value in collaborative work**  
Katri Sarkio¹, Mikko Koria²  
¹School of Science, Aalto University, Finland; ²Design Innovation Institute, Loughborough University London, UK; katri.sarkio@aalto.fi

**The multidimensionality of gender – implications for decision making in small groups**  
Ingrid Zakrisson, Pär Löfstrand  
Mid Sweden University, Sweden; ingrid.zakrisson@miun.se

**How Initial Rank Position Influences Risk Taking After Rank Change: Archival and Experimental Evidence**  
Christopher To, Nate Pettit, JP Eggers  
New York University, United States of America; cto@ stern.nyu.edu

**Assessing the scientific productivity of grant-funded interdisciplinary team research scholars**  
Julie Aldridge, Keith Smith, Graham Cochran  
Ohio State University, United States of America; aldridge.10@osu.edu

**Understanding the Value of Role Players in Groups: The Case of the “Glue Guy”**  
Alexander R Bolinger  
Idaho State University, United States of America; bolile2@isu.edu

**Inward looking outward: The effects of individuals’ crosscutting ties**  
Ning Xu, Prasad Balkundi  
University at Buffalo, The State University of New York, United States of America; ningxu@buffalo.edu

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From the “Special One” to Sacked: Involuntary Managerial Turnover and the Temporal Effects on Organizational Team Processes
Folkert Boer, Roger Leenders, Hans van Dijk
Tilburg University, Netherlands, The; f.f.boer@uvt.nl

Find your voice: Leader-member exchange, voice, and collective efficacy
Michael Yoerger, John Crowe, Joseph Allen
University of Nebraska at Omaha, United States of America; myoerger@unomaha.edu

Heterogeneity of mood in dyads and groups promote creative performance
Bedirhan Gültepe, Hamit Coşkun, Ahmet Yasin Şenyurt
Abant Izzet Baysal University, Turkey; bedirhangultepe@hotmail.com

Can the Premortem Solve the Hidden Profile?
Dawn Hazel Nicholson, Tim Hopthrow, Georgina Randsley de Moura, Jamie Harper
University of Kent, United Kingdom; dhn3@kent.ac.uk

When Stereotypes Decrease the Sharing of Leadership: The Interactive Multi-Level Effects of Gender, Bias and Team Factors on Leadership Centrality and Density in Teams.
Michael Kukenberger1, Lauren D’Innocenzo2, Adam Pearson3
1University of New Hampshire, United States of America; 2Drexel University; 3Pomona College; michael.kukenberger@unh.edu

Interdisciplinary Research Groups in Nanoscience – Implications for Education
Anna-Leena Kähkönen1, Antti Laherto2, Anssi Lindell1, Suvi Tala2
1University of Jyväskylä, Finland; 2University of Helsinki, Finland; anna-leena.m.kahkonen@jyu.fi

Who is trusted to broker between cliques? The effects of self-monitoring and flirtatiousness on interpersonal trust
Stefano Tasselli1, Martin Kilduff2
1Erasmus University, Rotterdam, The Netherlands; 2University College London, United Kingdom; m.kilduff@ucl.ac.uk

The impact of proximity and hierarchy on work communication within and across functional groups: A field experiment
Jonathon Cummings, Ramon Lecuona
Duke University, United States of America; jonathon.cummings@duke.edu

The Effects of Political Diversity on Idea Generation
Ryan Thomas Gertner, Belinda Williams, Lauren Coursey, Jared Kenworthy, Paul Paulus
University of Texas at Arlington, United States of America; ryan.gertner@mavs.uta.edu

Practice variability, team mental models, and strategy affecting performance transfer
Andra-Florina Toader
Friedrich Schiller University, Germany; andra.toader@uni-jena.de
Symposium: Supporting team learning and learning in teams

Time: Saturday, 16/July/2016: 8:30 am – 9:45 am · Location: Finland

Supporting team learning and learning in teams

Selma van der Haar1, Mieke Koeslag-Kreunen1,2, Piet Van den Bossche1,2, Michael Hoven1, Marcel van der Klink2, WimGiljelselaers1, Claudia Buengeler1, Mladen Adamovic1, Bernd Carette1, Erik Dietl1, Hans van Dijk4, Ezequiel FernandezCastelao1, David Peterson1, Pedro Marques-Quinteiro1, Catarina Marques Santos1,2, Fabiola Gerpott1,2, Nale Lehmann-Wiillenbrock1, Ramon Wenzel1,2, Sven Voelpel1,3, Heleen van Mierlo1,6, Daantje Derks1,3

1Maastricht University, School for Business and Economics, Netherlands; 2University of Antwerp; 3University of Amsterdam; 4The University of Melbourne; 5ETH Zurich, Switzerland; 6VU University Amsterdam; 7University of Western Australia; 8University of Amsterdam; 9SRH University Berlin, Germany; 10University of Hohenheim; 11University of Göttingen; 12University of Warwick; 13University of Konstanz, Germany; 14Instituto Universitário de Lisboa; 15The University of Western Australia; 16Jacobs University Bremen; 17Erasmus University of Rotterdam; m.ieke.koeslag@zuyd.nl, c.buengeler@uva.nl, f.h.gerpott@vu.nl, vanmierlo@fsw.eur.nl

Decision-making 1

Time: Saturday, 16/July/2016: 8:30 am – 9:45 am · Location: Iceland

Fit to decide? Regulatory fit affects verbal and non-verbal behavior during group decision-making

Michael J. Burtscher1,2, Klaus Jonas1, John M. Levine2, Sebastian Feese2, Gerhard Tröster3

1University of Zurich, Switzerland; 2University of Pittsburgh, USA; 3ETH Zurich, Switzerland; m.burtscher@psychologie.uzh.ch

Preference-Consistent Information Repetitions during Discussion: Do They Affect Subsequent Judgments and Decisions?

Stefan Schulz-Hardt1, Annika Giersiepen1, Andreas Mojzisch2

1Georg-August-University Goettingen, Germany; 2University of Hildesheim, Germany; schulz-hardt@psych.uni-goettingen.de

A Planning Account to Group Information Processing: Implementation Intentions Improve Hidden Profile Decisions and Reduce Escalation of Commitment

J. Lukas Thümer1,2, Frank Wieber3, Peter M. Gollwitzer1,3

1University of Konstanz, Germany; 2Center for Health Sciences at the ZHAW, Winterthur, Switzerland; 3New York University; lukas.thuemer@uni-konstanz.de

Ethical Decision Making Under Social Uncertainty

Julia Puaschunder

The New School, United States of America; Julia.Puaschunder@gmail.com

Faultlines

Time: Saturday, 16/July/2016: 8:30 am – 9:45 am · Location: Åland

The Joint Impact of Faultlines, Members’, and Leaders’ Diversity Beliefs on Diplomats’ Performance

Franziska Schölmerich1,2, Carsten C. Schermuly1, Jürgen Deller2

1SRH University Berlin, Germany; 2Leuphana University Lüneburg, Germany; f.schoelmerich@yahoo.de

Ego-faultlines: An individual-level perspective on social network formation and creativity in project organizations

Bertolt Meyer1, Andreas Glei2, Murat Tarakoı1, Lindred Greer2, Sherry Thatcher2

1Technische Universität Chemnitz, Germany; 2Universität Zürich, Switzerland; 3Rotterdam School of Management, The Netherlands; 4Stanford Graduate School of Business; 5University of South Carolina; bertolt.meyer@psychologie.tu-chemnitz.de

A Contextualized Faultline Theory of Subgroup Formation: Subgroup Activators, Deactivators, and Group Faultlines

Martijn van der Kamp1, Brian V. Tjemkes2, Karen A. Jehn1

1The University of Melbourne, Australia; 2VU University, the Netherlands; vanderkampmartijn@gmail.com

Healthy, fighting, and drugged? Organizational well-being, conflict, and peds in major league baseball teams

Time: Saturday, 16/July/2016: 8:30 am – 9:45 am Location: Tallinn

Qualitative Methods in Working-Life Group and Team Research: New Applications and Novel Insights

Tomi Laapotti, Tessa Horila, Kaisa Laitinen, Malgorzata Lahti
University of Jyväskylä, Finland; tomi.laapotti@jyu.fi, tessa.horila@jyu.fi, kaisa.a.m.laitinen@jyu.fi, malgorzata.lahti@jyu.fi

Team Performance 2

Time: Saturday, 16/July/2016: 8:30 am – 9:45 am Location: Helsinki (Brain Box)

What makes ER teams efficient? A multi-level exploration of environmental, team, and member characteristics

Ishani Aggarwal¹, Tosio Murase², Evelyn Zhang³, Brandy Aven³, Anita Williams Woolley³
¹Brazilian School of Public and Business Administration, Brazil; ²Roosevelt University, USA; ³Carnegie Mellon University, USA
ishani.aggarwal@fgv.br

Keeping the Beautiful Game Beautiful: The Impact of Referee Team Performance

João Aragão e Pina¹, Ana Margarida Passos¹, M. Travis Maynard⁴, John E. Mathieu⁴
¹ISCTE-IUL, Portugal; ²ISCTE-IUL, Portugal; ³Colorado State University, United States of America; ⁴University of Connecticut, United States of America; travis.maynard@business.colostate.edu

A moderated-mediation model of the effect of variation in efficacy beliefs on team performance

Kenneth T Goh, Ann C Peng, Mehmet A Begen
Ivey Business School, Western University; kgoh@ivey.ca

Is teamwork more motivating than working alone? Social responsibility vs. social competition in occupational teams

Guido Hertel¹, Christoph Nohe¹, Katrin Wessolowski¹, Oliver Meltz², Justina Pape¹, Jonas Fink¹, Joachim Hüffmeier²
¹University of Münster, Germany; ²Technische Universität Dortmund; ghertel@uni-muenster.de

Panel: Team Chemistry in Outer Space: Getting Along With Your Crew When You Know You Can’t Quit

Time: Saturday, 16/July/2016: 10:15 am – 11:30 am Location: Finland

Team Chemistry in Outer Space: Getting Along With Your Crew When You Know You Can’t Quit

Katerina Bezrukova¹, Jack Stuster², John Mathieu², Chester Spell³, Terri Griffith¹, Noshir Contractor⁵, Eduardo Salas⁶
¹Santa Clara University; ²University of Connecticut; ³Rutgers University; ⁴Anacapa Sciences, Inc.; ⁵Northwestern University; ⁶Rice University; ybezrukova@scu.edu, jstuster@anacapasciences.com, john.mathieu@business.uchicago.edu, cspell@camden.rutgers.edu, tgriffith@scu.edu, nosh@northwestern.edu, eduardo.salas@rice.edu

Team Reflexivity

Time: Saturday, 16/July/2016: 10:15 am – 11:30 am Location: Iceland

In-action team reflexivity: A framework for healthcare teams and a new observation system

Jan B. Schmutz¹, Ellen Heimberg², Walter J. Eppich³
¹ETH Zurich, Switzerland; ²University Hospital Tubingen, Germany; ³Northwestern University Feinberg School of Medicine, Chicago, USA; jschmutz@ethz.ch

A longitudinal experimental analysis on the interaction between a team reflexivity intervention and leadership style

Sjir Gerardus Uitdewilligen¹, Catarina Marques Santos², Ana Passos², Michaéla Schippers³
Believing in the efficacy of change. Comparing effects of cognitive and motivational cues on team reflection and adaptation

Thomas Ellwart
University of Trier, Germany; elliwart@uni-trier.de

Acquiring teamwork skills: The role of individual reflection and reflexivity for learning from teamwork experiences

Tine Koehler¹, Iris Fischlmayr², Sebastian Wessely²
¹The University of Melbourne, Australia; ²Johannes Kepler University, Austria; tkoehler@unimelb.edu.au

Team Creativity

Time: Saturday, 16/July/2016: 10:15 am – 11:30 am · Location: Åland

Newcomers and Group Creativity: A Motivated Information Processing Approach

Bernard A. Nijstad, Suqing Wu
University of Groningen, Netherlands, The; b.a.nijstad@rug.nl

From Individual Creativity to Team Creativity: A Meta-Analytic Overview on the Emergence Models

Yingjie Yuan¹, Stephen Humphrey², Daan van Kinppenberg¹
¹Rotterdam School of Management, Erasmus University, the Netherlands; ²Smeal College of Business, Penn State University, United States; yyuan@rsm.nl

The Influence of Affective Patterns on Group Creative Processing and Performance

Kyle J. Emich¹, Lynne C. Vincent²
¹University of Delaware, United States of America; ²Syracuse University, United States of America; kjem514@gmail.com

Team Design and Scientific Innovation: A Quasi-Experiment

Alexander C LoPilato¹, Raquel Asencio¹, Leslie DeChurch¹, Ruth Kanfer¹, Steve Zaccaro²
¹Georgia Institute of Technology, United States of America; ²George Mason University; alex.lopilato@gmail.com

Symposium: New methods for analyzing group interactions: A multidisciplinary symposium

Time: Saturday, 16/July/2016: 10:15 am – 11:30 am · Location: Tallinn

New methods for analyzing group interactions: A multidisciplinary symposium

Naile Lehmann-Willenbrock¹, Hayley Hung¹, Deanna M. Kennedy², Annika L. Meinecke³, Serena G. Sohrab⁴, Simone Kauffeld³, Andrew P. Knight³, Mary Waller⁷
¹Vrije Universiteit Amsterdam; ²Delft University of Technology; ³University of Washington Bothell; ⁴Technische Universität Braunschweig; ⁵University of Ontario Institute of Technology; ⁶University of Washington in St. Louis; ⁷York University; n.lehmann-willenbrock@vu.nl, h.hung@tudelft.nl, deannak@uw.edu, annika.meinecke@tu-bs.de, Serena.Sohrab@uoit.ca

Team Leadership 2

Time: Saturday, 16/July/2016: 10:15 am – 11:30 am · Location: Helsinki (Brain Box)

Do Exceptional Contributions Mitigate the Risk of Exclusion? An Error-Management Theory Perspective on Group Leader Exclusion Decisions

Kawon Kim¹, Reillie Derfler-Rozin², Stefan Thau¹, Madan M. Pillutla¹
¹London Business School, United Kingdom; ²University of Maryland, United States; ³INSEAD, Singapore; kkim@london.edu

Can leader multiplex ties call the difference for team effectiveness? Main and interactive effects with hindrance and friendship team density

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What Goes Around, Comes Around - The Effect of Zero and Laissez-faire Leadership on Team Performance and Satisfaction

Yvonne Garbers, Udo Konradt
Kiel University, Germany; garbers@psychologie.uni-kiel.de

The Influence of Founders on Knowledge Recombination in Inventor Teams

Patrick Figge1, Carolin HaueSSLer1, Elisabeth Mueller2
1University of Passau, Germany; 2German Graduate School of Management and Law Heilbronn; patrick.figge@uni-passau.de

Panel: Teamwork in Extreme Environments

Time: Saturday, 16/July/2016: 1:15 pm – 2:30 pm | Location: Finland

Teamwork in Extreme Environments

Deanna M. Kennedy1, M. Travis Maynard2, Christian J. Resick3, Anne Boon4, Gerald F. Goodwin5, Selma van der Haar6
1University of Washington Bothell, United States of America; 2Colorado State University, United States of America; 3Drexel University, United States of America; 4University of Leuven, Belgium; 5U.S. Army Research Institute, United States of America; 6Maastricht University, The Netherlands; deannak@uw.edu travis.maynard@business.colostate.edu, cresick@drexel.edu, anne.boon@ppw.kuleuven.be, gerald.f.goodwin.civ@mail.mil, s.vanderhaar@maastrichtuniversity.nl

Networks 2

Time: Saturday, 16/July/2016: 1:15 pm – 2:30 pm | Location: Iceland

Effects of Common Experience on Interaction and Task Performance in Student Project Teams: Insights from Social Network Analysis

Poppy Lauretta McLeod, Alicia Orta-Ramirez
Cornell University, United States of America; plm29@cornell.edu

The Ties that Form Teams: Self-Organization, Homophily, and Multiplexity

Marion Twyman1, Leslie DeChurch2, Dan Newman3, Noshir Contractor1
1Northwestern University, United States of America; 2Georgia Institute of Technology, United States of America; 3University of Illinois Urbana Champaign; marlontwyman2017@u.northeastern.edu

The Semantic Networks that Underpin Group Interaction

Aaron Mitchell Schecter1, Yiheng Sun2, Leslie Ann DeChurch3, Noshir Contractor1
1Northwestern University, United States of America; 2Georgia Institute of Technology, United States of America; aaronschecter2016@u.northeastern.edu

Ties that bind and ties that tear: The network’s influence on identity and transactive memory

Jonathan Kush
Carnegie Mellon University, United States of America; jkush@andrew.cmu.edu

Team Communication

Time: Saturday, 16/July/2016: 1:15 pm – 2:30 pm | Location: Åland

The Language of Extremity: The Language of Extreme Members and how the Presence of Extremity Affects Group Discussion

Lyn M. Van Swol1, Andrew Prahl1, Miranda Kolb1, Emily Acosta-Lewis2, Cassandra Carlson3
1University of Wisconsin-Madison, United States of America; 2Sonoma State University; 3California Polytechnic State University; vanswor@wisc.edu
Talk and Let Talk: The Effects of Language Proficiency on Speaking up and Competence Perceptions in Multinational Teams

Huisi (Jessica) Li, Y. Connie Yuan, Natalya N. Bazarova, Bradford S. Bell
Cornell University, United States of America; HL922@cornell.edu

Team Personality and Communication in Nuclear Power Plant’s control room operator teams

Marta Juhasz, Veronika Klara Takacs
Budapest University of Technology and Economics, Hungary; takacsveronika@erg.bme.hu

Trust and Reciprocity Drive Social Common Goods Contribution Norms

Julia Puaschunder
The New School, United States of America; Julia.Puaschunder@gmail.com

Symposium: Workgroup Meetings: Origins, Leader Emergence, and Managing Problems Through Meeting Interaction Processes

Time: Saturday, 16/July/2016: 1:15 pm – 2:30 pm  Location: Tallinn

Workgroup Meetings: Origins, Leader Emergence, and Managing Problems Through Meeting Interaction Processes

Joseph Allen¹, Fabiola Gerpott², Lynn Harland¹, Katherine Henebry¹, Tomi Laapotti³, Nale Lehmann-Willingenbrook⁴, Ryan Royston¹, Roni Reiter-Palmon⁵, Sven Voelpel⁶, Mark van Vugt⁷
¹University of Nebraska at Omaha, United States of America; ²Jacobs University Bremen, Germany; ³University of Jyväskylä; ⁴VU University Amsterdam; josephallen@unomaha.edu, f.gerpott@jacobs-university.de, tomi.laapotti@jyu.fi, n.lehmann-willingenbrock@vu.nl, r.reiter-palmon@unomaha.edu

Prosocial Behaviors

Time: Saturday, 16/July/2016: 1:15 pm – 2:30 pm  Location: Helsinki (Brain Box)

The social consequences of voice: An examination of voice type and gender on leader emergence

Elizabeth McClean¹, Sean Martin², Kyle J. Emich³, Todd Woodruff⁴
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Communications received: The effects of voicing and being targeted by voice during team meetings

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Hierarchy and Third-Party Intervention in Conflict

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Help Me Help You: Prosocial Team Behaviors and Teamwork

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Symposium: We need more co-operation: Overcoming the damaging effects of mixed-motives in groups

Time: Saturday, 16/July/2016: 2:45 pm – 4:00 pm  Location: Finland

We need more co-operation: Overcoming the damaging effects of mixed-motives in groups

Claudia Toma¹, Frank de Wit², Caroline Pulfrey³, Florian Landkammer⁴
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Team Cognition and Team Learning

**Time:** Saturday, 16/July/2016: 2:45 pm – 4:00 pm  
**Location:** Iceland

A Systematic Investigation of Absorptive Capacity and External Information Search in Groups: Implications for Group Cognitive Complexity and Knowledge Elaboration

**Petru Lucian Curseu**1,2, **Helen Pluut**3

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When Team Cognition Matters Most: A Meta-Analysis

**Gabriel Plummer**1, **Lindsay Larson**1, **Jessica Mesmer-Magnus**2, **Ashley Niler**1, **Leslie DeChurch**1, **Noshir Contractor**3

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Personality Antecedents of Multilevel Team Learning Processes: The Moderating Role of Psychological Safety

**Shin-I Shih**1, **Susan Mohammed**2

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Mindfulness Can Be Contagious: Evidence for Convergence with Social Interaction Partners

**Ravi S. Kudesia**1, **Hilla Dotan**2, **Hillary Anger Elfenbein**1

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Team Coordination

**Time:** Saturday, 16/July/2016: 2:45 pm – 4:00 pm  
**Location:** Åland

Field evidence for collective intelligence in business unit performance

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Coordination in Start-up Teams: A Field Experiment

**Lindred L. Greer**, **Jennifer E. Dannals**, **Hayagreeva Rao**

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So, What Am I Doing In All These Teams? A Moderated Mediation Model of Multiple Team Membership, Organizational Tenure, and Sick Leave

**Hendrik Johan van de Brake**1, **Frank Walter**1, **Floor Rink**1, **Peter Essens**1, **Gerben van der Vegt**1

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Unblocking barriers to team performance: Surviving coordination problems through hierarchical re-organization

**Roxana Elena Bucur**1, **Floor Rink**1, **Frank Walter**1,2, **Gerben Van der Vegt**1

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Panel: International, Interdisciplinary Perspectives on Global Teams

**Time:** Saturday, 16/July/2016: 2:45 pm – 4:00 pm  
**Location:** Tallinn

International, Interdisciplinary Perspectives on Global Teams

**Julia Eisenberg**2, **Alberto Espinosa**3, **Jennifer L. Gibbs**1, **Mark Mortensen**1, **Anu Sivunen**4, **Maggie Boyraz**3

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Decision-making 2
Time: Saturday, 16 July/2016: 2:45 pm – 4:00 pm
Location: Helsinki (Brain Box)

Majority Decision Making in Teams Works Best when Shared Task Representations are high and Leadership Clarity is low

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Biased Recall: An Explanation for the Failure of Groups to Correct their Members’ Suboptimal Preferences?

Annika Giersiepen, Stefan Schulz-Hardt
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Advice Taking in Groups and Individuals

Thomas Schultze¹, Andreas Mojzisch², Stefan Schulz-Hardt³
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Idea Generation in Groups: The Effects of Focus on Broad and Narrow Domain on Creativity Over Time

Jonali Baruah
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Remember to check the schedule for the final coffee break, INGRoup business meeting, and our (optional) evening dinner around Helsinki!

Thanks for attending INGRoup 2016!

**Join us for INGRoup 2017 in St. Louis, MO (Washington University in St. Louis)**

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