

REFERENCES

- Abbott, A. (1988). *The system of professions: An essay on the division of expert labor*. Chicago, IL: University of Chicago Press.
- Alexander, L., & Van Knippenberg, D. (2014). Teams in pursuit of radical innovation: A goal orientation perspective. *Academy of Management Review*, 39(4), 423–438.
- Alvesson, M., & Sveningsson, S. (2003). Managers doing leadership: The extra-ordinarization of the mundane. *Human Relations*, 56(12), 1435–1459.
- Amin, A., & Cohendet, P. (2004). *Architectures of knowledge: Firms, capabilities, and communities*. Oxford, UK: Oxford University Press.
- Ancona, D., & Bresman, H. (2007). *X-teams: How to build teams that lead, innovate, and succeed*. Boston, MA: Harvard Business Press.
- Ancona, D. G., & Caldwell, D. F. (1988). Beyond task and maintenance: Defining external functions in groups. *Group & Organization Studies*, 13(4), 468–494.
- Ancona, D. G., & Caldwell, D. F. (1992). Bridging the boundary: External activity and performance in organizational teams. *Administrative Science Quarterly*, 37(4), 634–665.

- Andrews, K. M., & Delahaye, B. L. (2000). Influences on knowledge processes in organizational learning: The psychosocial filter. *Journal of Management Studies*, 37, 797–810.
- Argote, L., Gruenfeld, D., & Naquin, C. (2001). Group learning in organizations. *Groups at Work: Theory and Research*, 369–411.
- Argyris, C. (1982). *Reasoning, learning, and action: Individual and organizational*. San Francisco, CA: Jossey-Bass.
- Arrow, K. (1962). The economic implications of learning by doing. *The Review of Economic Studies*, 29(3), 155–173.
- Atwater, L. E., & Yammarinol, F. J. (1993). Personal attributes as predictors of superiors' and subordinates' perceptions of military academy leadership. *Human Relations*, 46(5), 645–668.
- Aubé, C., & Rousseau, V. (2005). Team goal commitment and team effectiveness: The role of task interdependence and supportive behaviors. *Group Dynamics: Theory, Research, and Practice*, 9(3), 189.
- Austin, J. R. (2003). Transactive memory in organizational groups: The effects of content, consensus, specialization, and accuracy on group performance. *Journal of Applied Psychology*, 88(5), 866–878.
- Avolio, B. J., Sivasubramaniam, N., Murry, W. D., Jung, D., & Garger, J. W. (2003). Development and preliminary validation of a team multifactor leadership questionnaire. In C. L. Pearce & J. A. Conger (Eds.), *Shared leadership: Reframing the hows and whys of leadership* (pp. 143–172). Thousand Oaks, CA: Sage.
- Avolio, B. J., Walumbwa, F. O., & Weber, T. J. (2009). Leadership: Current theories, research, and future directions. *Annual Review of Psychology*, 60, 421–449.

- Baldwin, C. Y., & Clark, K. B. (2000). *Design rules: The power of modularity*. Cambridge, MA: MIT Press.
- Bass, B. M. (1985). *Leadership and performance beyond expectations*. New York, NY: The Free Press.
- Bass, B. M., & Avolio, B. J. (1995). Multifactor leadership questionnaire: Manual leader form, rater, and scoring key for MLQ (Form 5x-Short). *Mind Garden, Redwood City, CA*.
- Battilana, J., & Dorado, S. (2010). Building sustainable hybrid organizations: The case of commercial microfinance organizations. *Academy of Management Journal*, 53(6), 1419–1440.
- Beal, D. J., Cohen, R. R., Burke, M. J., & McLendon, C. L. (2003). Cohesion and performance in groups: a meta-analytic clarification of construct relations. *Journal of Applied Psychology*, 88(6), 989–1004.
- Bechky, B. A. (2003a). Sharing meaning across occupational communities: The transformation of understanding on a production floor. *Organization Science*, 14(3), 312–330.
- Bechky, B. A. (2003b). Object lessons: Workplace artifacts as representations of occupational jurisdiction 1. *American Journal of Sociology*, 109(3), 720–752.
- Bechky, B. A. (2006). Gaffers, gofers, and grips: Role-based coordination in temporary organizations. *Organization Science*, 17(1), 3–21.
- Bell, S. T., Villado, A. J., Lukasik, M. A., Belau, L., & Briggs, A. L. (2011). Getting specific about demographic diversity variable and team performance relationships: A meta-analysis. *Journal of Management*, 37(3), 709–743.
- Bennis, W. G., & Shepard, H. A. (1956). A theory of group development. *Human Relations*, 9(4), 415–437.

- Benoliel, P., & Somech, A. (2015). The role of leader boundary activities in enhancing interdisciplinary team effectiveness. *Small Group Res.*, 46, 83–124.
- Behrendt, P., Matz, S., & Göritz, A. S. (2017). An integrative model of leadership behavior. *The Leadership Quarterly*, 28(1), 229–244.
- Boies, K., & Howell, J. M. (2006). Leader–member exchange in teams: An examination of the interaction between relationship differentiation and mean LMX in explaining team-level outcomes. *The Leadership Quarterly*, 17(3), 246–257.
- Boland, R. J. Jr., & Tenkasi, R. V. (1995). Perspective making and perspective taking in communities of knowing. *Organization Science*, 6(4), 350–372.
- Boltanski, L., & Thévenot, L. (2006). *On justification: Economies of worth*. Princeton, NJ: Princeton University Press.
- Boschma, R. (2005). Proximity and innovation: A critical assessment. *Regional Studies*, 39(1), 61–74.
- Bowers, C. A., Pharmer, J. A., & Salas, E. (2000). When member homogeneity is needed in work teams: A meta-analysis. *Small Group Research*, 31(3), 305–327.
- Bowers, D. G., & Seashore, S. E. (1966). Predicting organizational effectiveness with a four-factor theory of leadership. *Administrative Science Quarterly*, 11(2) 238–263.
- Bresman, H., & Zellmer-Bruhn, M. (2013). The structural context of team learning: Effects of organizational and team structure on internal and external learning. *Organization Science*, 24(4), 1120–1139.
- Brewer, M. B. (1991). The social self: On being the same and different at the same time. *Personality and Social Psychology Bulletin*, 17(5), 475–482.

- Brewer, M. B. (1996). When contact is not enough: Social identity and intergroup cooperation. *International Journal of Intercultural Relations*, 20(3-4), 291–303.
- Brown, J. S., & Duguid, P. (2001). Knowledge and organization: A social-practice perspective. *Organization Science*, 12(2), 198–213.
- Brown, S. L., & Eisenhardt, K. M. (1995). Product development: Past research, present findings, and future directions. *Academy of Management Review*, 20(2), 343–378.
- Bstieler, L., & Hemmert, M. (2010). Increasing learning and time efficiency in interorganizational new product development teams. *Journal of Product Innovation Management*, 27(4), 485–499.
- Burke, C. S., Stagl, K. C., Klein, C., Goodwin, G. F., Salas, E., & Halpin, S. M. (2006). What type of leadership behaviors are functional in teams? A meta-analysis. *The Leadership Quarterly*, 17(3), 288–307.
- Burke, C. S., Stagl, K. C., Salas, E., Pierce, L., & Kendall, D. (2006). Understanding team adaptation: A conceptual analysis and model. *Journal of Applied Psychology*, 91(6), 1189.
- Burpitt, W. J., & Bigoness, W. J. (1997). Leadership and innovation among teams: The impact of empowerment. *Small Group Research*, 28(3), 414–423.
- Burt, R. S. (1992). *Structural holes: The social structure of competition*. Boston, MA: Harvard University Press.
- Burt, R. S. (2000). The network structure of social capital. *Research in Organizational Behavior*, 22, 345–423.
- Burt, R. S. (2002). Bridge decay. *Social Networks*, 24(4), 333–363.
- Burt, R. S. (2004). Structural holes and good ideas 1. *American Journal of Sociology*, 110(2), 349–399.

- Byrne, D. E. (1971). *The attraction paradigm* New York, NY: Academic Press.
- Cannon-Bowers, J. (2007). Fostering mental model convergence through training. In F. Dansereau & F. J. Yammarino (Eds.), *Multi-level issues in organizations and time* (Vol. 6, pp. 149–157), Research in Multi Level Issues. Bingley, UK: Emerald Group Publishing Limited.
- Campbell, D. J. (1988). Task complexity: A review and analysis. *Academy of Management Review*, 13(1), 40–52.
- Cannon-Bowers, J. A., & Salas, E. E. (1998). *Making decisions under stress: Implications for individual and team training*. Washington, DC: American Psychological Association.
- Cannon-Bowers, J. A., Salas, E., & Converse, S. A. (1990). Cognitive psychology and team training: Training shared mental models and complex systems. *Human Factors Society Bulletin*, 33(12), 1–4.
- Carlile, P. R. (2002). A pragmatic view of knowledge and boundaries: Boundary objects in new product development. *Organization Science*, 13(4), 442–455.
- Carlile, P. R. (2004). Transferring, translating, and transforming: An integrative framework for managing knowledge across boundaries. *Organization Science*, 15(5), 555–568.
- Carmeli, A., Brueller, D., & Dutton, J. E. (2009). Learning behaviours in the workplace: The role of high-quality interpersonal relationships and psychological safety. *Systems Research and Behavioral Science*, 26(1), 81–98.
- Carmeli, A., & Gittell, J. H. (2009). High-quality relationships, psychological safety, and learning from failures in work organizations. *Journal of Organizational Behavior*, 30(6), 709–729.

- Carmeli, A., Tishler, A., & Edmondson, A. C. (2012). CEO relational leadership and strategic decision quality in top management teams: The role of team trust and learning from failure. *Strategic Organization*, 10(1), 31–54.
- Carroll, B., Levy, L., & Richmond, D. (2008). Leadership as practice: Challenging the competency paradigm. *Leadership*, 4(4), 363–379.
- Carson, J. B., Tesluk, P. E., & Marrone, J. A. (2007). Shared leadership in teams: An investigation of antecedent conditions and performance. *Academy of Management Journal*, 50(5), 1217–1234.
- Carton, A. M. (in press). “I’m Not Mopping the Floors, I’m Putting a Man on the Moon”: How NASA Leaders Enhanced the Meaningfulness of Work by Changing the Meaning of Work. *Administrative Science Quarterly*.
- Chen, G., Kirkman, B. L., Kanfer, R., Allen, D., & Rosen, B. (2007). A multilevel study of leadership, empowerment, and performance in teams. *Journal of Applied Psychology*, 92(2), 331–346.
- Chesbrough, H. W. (2003). *Open innovation: The new imperative for creating and profiting from technology*. Boston, MA: Harvard Business Press.
- Chesbrough, H. (2006a). *Open business models: How to thrive in the new innovation landscape*. Boston, MA: Harvard Business Press.
- Chesbrough, H. (2006b). Open innovation: A new paradigm for understanding industrial innovation. In H. Chesbrough, W. Vanhaverbeke, & J. West (Eds.), *Open innovation: Researching a new paradigm* (pp. 1–12). Oxford, UK: Oxford University Press.

- Chesbrough, H., & Bogers, M. (2014). Explicating open innovation: Clarifying an emerging paradigm for understanding innovation. In H. Chesbrough, W. Vanhaverbeke, & J. West (Eds.), *New frontiers in open innovation* (p. 17). Oxford, UK: Oxford University Press.
- Choo, A. S., Linderman, K. W., & Schroeder, R. G. (2007). Method and context perspectives on learning and knowledge creation in quality management. *Journal of Operations Management*, 25(4), 918–931.
- Clark, K. B., & Fujimoto, T. (1991). *Product development performance: Strategy, organization, and management in the world auto industry*. Boston, MA: Harvard Business Press.
- Cohen, S. G., & Ledford, G. E. Jr. (1994). The effectiveness of self-managing teams: A quasi-experiment. *Human Relations*, 47(1), 13–43.
- Cohendet, P., & Llerena, P. (1997). Learning, technical change and public policy: how to create and exploit diversity. In C. Edquist (Ed.), *Systems of innovation: Technologies, institutions and organizations* (pp. 223–241). London, UK: Pinter Publishers.
- Conger, J. A., & Kanungo, R. N. (1988). The empowerment process: Integrating theory and practice. *Academy of Management Review*, 13(3), 471–482.
- Conger, J. A., & Kanungo, R. N. (1994). Charismatic leadership in organizations: Perceived behavioral attributes and their measurement. *Journal of Organizational Behavior*, 15(5), 439–452.
- Contractor, N. S., DeChurch, L. A., Carson, J., Carter, D. R., & Keegan, B. (2012). The topology of collective leadership. *The Leadership Quarterly*, 23(6), 994–1011.
- Corbin, J. M., & Strauss, A. (1990). Grounded theory research: Procedures, canons, and evaluative criteria. *Qualitative Sociology*, 13(1), 3–21.

- Crant, J. M. (2000). Proactive behavior in organizations. *Journal of Management*, 26(3), 435–462.
- Cronin, M. A., & Weingart, L. R. (2007). Representational gaps, information processing, and conflict in functionally diverse teams. *Academy of Management Review*, 32(3), 761–773.
- Cronin, M. A., Weingart, L. R., & Todorova, G. (2011). Dynamics in groups: Are we there yet? *Academy of Management Annals*, 5(1), 571–612.
- Crown, D. F., & Rosse, J. G. (1995). Yours, mine, and ours: Facilitating group productivity through the integration of individual and group goals. *Organizational Behavior and Human Decision Processes*, 64(2), 138–150.
- Cummings, J. N., & Kiesler, S. (2005). Collaborative research across disciplinary and organizational boundaries. *Social Studies of Science*, 35(5), 703–722.
- Dahlin, K. B., Weingart, L. R., & Hinds, P. J. (2005). Team diversity and information use. *Academy of Management Journal*, 48(6), 1107–1123.
- Dansereau, F., Graen, G., & Haga, W. J. (1975). A vertical dyad linkage approach to leadership within formal organizations: A longitudinal investigation of the role making process. *Organizational Behavior and Human Performance*, 13(1), 46–78.
- David, P. A., & Foray, D. (2002). An introduction to the economy of the knowledge society. *International Social Science Journal*, 54(171), 9–23.
- Davies, A., & Hobday, M. (2005). *The business of projects: managing innovation in complex products and systems*. Cambridge, UK: Cambridge University Press.

- Davis, J. P. (2016). The group dynamics of interorganizational relationships: Collaborating with multiple partners in innovation ecosystems. *Administrative Science Quarterly*, 61(4), 621–661.
- Day, D. V., Gronn, P., & Salas, E. (2004). Leadership capacity in teams. *The Leadership Quarterly*, 15(6), 857–880.
- Day, D. V., Gronn, P., & Salas, E. (2006). Leadership in team-based organizations: On the threshold of a new era. *The Leadership Quarterly*, 17(3), 211–216.
- De Dreu, C. K. (2006). When too little or too much hurts: Evidence for a curvilinear relationship between task conflict and innovation in teams. *Journal of Management*, 32(1), 83–107.
- De Dreu, C. K., & West, M. A. (2001). Minority dissent and team innovation: the importance of participation in decision making. *Journal of Applied Psychology*, 86(6), 1191–1201.
- DeChurch, L. A., & Mesmer-Magnus, J. R. (2010). Measuring shared team mental models: A meta-analysis. *Group Dynamics: Theory, Research, and Practice*, 14(1), 1–14.
- Deci, E. L., & Ryan, R. M. (1985). The general causality orientations scale: Self-determination in personality. *Journal of Research in Personality*, 19(2), 109–134.
- Denis, J. L., Langley, A., & Rouleau, L. (2010). The practice of leadership in the messy world of organizations. *Leadership*, 6(1), 67–88.
- Denis, J. L., Langley, A., & Sergi, V. (2012). Leadership in the plural. *Academy of Management Annals*, 6(1), 211–283.
- Denzin, N. K., & Lincoln, Y. S. (2011). *The Sage handbook of qualitative research*. Sage.
- DeRue, D. S., Barnes, C. M., & Morgeson, F. P. (2010). Understanding the motivational contingencies of team leadership. *Small Group Research*, 41, 621–651.

- Dionne, K. E., & Carlile, P. (2016). Le pouvoir transformationnel des hackathons. *Gestion*, 41(2), 62–63.
- Donini-Lenhoff, F. G., & Hedrick, H. L. (2000). Growth of specialization in graduate medical education. *JAMA*, 284(10), 1284–1289.
- Dougherty, D. (1992). Interpretive barriers to successful product innovation in large firms. *Organization Science*, 3(2), 179–202.
- Drach-Zahavy, A., & Somech, A. (2001). Understanding team innovation: The role of team processes and structures. *Group Dynamics: Theory, Research, and Practice*, 5(2), 111.
- Dragoni, L., & Kuenzi, M. (2012). Better understanding work unit goal orientation: Its emergence and impact under different types of work unit structure. *Journal of Applied Psychology*, 97(5), 1032.
- Drazin, R., Glynn, M. A., & Kazanjian, R. K. (1999). Multilevel theorizing about creativity in organizations: A sensemaking perspective. *Academy of Management Review*, 24(2), 286–307.
- Druskat, V. U., & Wheeler, J. V. (2003). Managing from the boundary: The effective leadership of self-managing work teams. *Academy of Management Journal*, 46(4), 435–457.
- Dutton, J. E. (2003). *Energize your workplace: How to create and sustain high-quality connections at work*. New York, NY: John Wiley & Sons.
- Dutton, J. E., & Heaphy, E. D. (2003). The power of high-quality connections. *Positive organizational scholarship: Foundations of a new discipline*, 3, 263–278.
- Dutton, J. E., & Ragins, B. R. E. (2007). *Exploring positive relationships at work: Building a theoretical and research foundation*. Mahwah, NJ: Lawrence Erlbaum Associates Publishers.

- Earley, C. P., & Mosakowski, E. (2000). Creating hybrid team cultures: An empirical test of transnational team functioning. *Academy of Management Journal*, 43(1), 26–49.
- Edmondson, A. C. (1996). Learning from mistakes is easier said than done: Group and organizational influences on the detection and correction of human error. *The Journal of Applied Behavioral Science*, 32(1), 5–28.
- Edmondson, A. (1999). Psychological safety and learning behavior in work teams. *Administrative Science Quarterly*, 44(2), 350–383.
- Edmondson, A. C. (2002). The local and variegated nature of learning in organizations: A group-level perspective. *Organization Science*, 13(2), 128–146.
- Edmondson, A. C. (2003). Speaking up in the operating room: How team leaders promote learning in interdisciplinary action teams. *Journal of Management Studies*, 40(6), 1419–1452.
- Edmondson, A. C. (2004). Learning from failure in health care: frequent opportunities, pervasive barriers. *Quality and Safety in Health Care*, 13(suppl. 2), ii3–ii9.
- Edmondson, A. C. (2012). *Teaming: How organizations learn, innovate, and compete in the knowledge economy*. San Francisco, CA: John Wiley & Sons.
- Edmondson, A. C., Bohmer, R. M., & Pisano, G. P. (2001). Disrupted routines: Team learning and new technology implementation in hospitals. *Administrative Science Quarterly*, 46(4), 685–716.
- Edmondson, A. C., Winslow, A. B., Bohmer, R. M., & Pisano, G. P. (2003). Learning how and learning what: Effects of tacit and codified knowledge on performance improvement following technology adoption. *Decision Sciences*, 34(2), 197–224.

- Edmondson, A. C., Dillon, J. R., & Roloff, K. S. (2007). 6 Three Perspectives on Team Learning: Outcome Improvement, Task Mastery, and Group Process. *The Academy of Management Annals*, 1(1), 269–314.
- Edmondson, A. C., & Harvey, J. F. (2016a). Open innovation at Fujitsu. HBS Case No. 616-034.
- Edmondson, A. C., & Harvey, J. F. (2016b). Haiti Hope: Innovating the mango value chain. HBS Case No. 616-040.
- Edmondson, A. C., & Harvey, J. F. (2017). Cross-boundary teaming for innovation: Integrating research on teams and knowledge in organizations. *Human Resource Management Review* (Articles in advance).
- Edmondson, A. C., & Lei, Z. (2014). Psychological safety: The history, renaissance, and future of an interpersonal construct. *Annual Review of Organizational Psychology and Organizational Behavior*, 1(1), 23–43.
- Edmondson, A. C., & McManus, S. E. (2007). Methodological fit in management field research. *Academy of Management Review*, 32(4), 1246–1264.
- Edmondson, A. C., & Nembhard, I. M. (2009). Product development and learning in project teams: The challenges are the benefits. *Journal of Product Innovation Management*, 26(2), 123–138.
- Edmondson, A. C., & Reynolds, S. S. (2016). *Building the future: Big teaming for audacious innovation*. Oakland, CA: Berrett-Koehler Publishers.
- Edmondson, A. C., & Smith, D. M. (2006). Too hot to handle? How to manage relationship conflict. *California Management Review*, 49(1), 6–31.

- Edwards, B. D., Day, E. A., Arthur, W. Jr., & Bell, S. T. (2006). Relationships among team ability composition, team mental models, and team performance. *Journal of Applied Psychology*, 91(3), 727–736.
- Eisenhardt, K. M. (1989). Agency theory: An assessment and review. *Academy of Management Review*, 14(1), 57–74.
- Eisenhardt, K. M., & Graebner, M. E. (2007). Theory building from cases: Opportunities and challenges. *Academy of Management Journal*, 50(1), 25–32.
- Ensley, M. D., Hmieleski, K. M., & Pearce, C. L. (2006). The importance of vertical and shared leadership within new venture top management teams: Implications for the performance of start-ups. *The Leadership Quarterly*, 17(3), 217–231.
- Entin, E. E., & Serfaty, D. (1999). Adaptive team coordination. *Human Factors*, 41(2), 312–325.
- Ewenstein, B., & Whyte, J. (2009). Knowledge practices in design: The role of visual representations as ‘epistemic objects’. *Organization Studies*, 30(1), 7–30.
- Faraj, S., & Sproull, L. (2000). Coordinating expertise in software development teams. *Management Science*, 46(12), 1554–1568.
- Faraj, S., & Xiao, Y. (2006). Coordination in fast-response organizations. *Management Science*, 52(8), 1155–1169.
- Faraj, S., & Yan, A. (2009). Boundary work in knowledge teams. *Journal of Applied Psychology*, 94(3), 604.
- Farh, J. L., Lee, C., & Farh, C. I. (2010). Task conflict and team creativity: A question of how much and when. *Journal of Applied Psychology*, 95(6), 1173.
- Fay, D., Borrill, C., Amir, Z., Haward, R., & West, M. A. (2006). Getting the most out of multidisciplinary teams: A multi-sample

- study of team innovation in health care. *Journal of Occupational and Organizational Psychology*, 79(4), 553–567.
- Ferraro, F., Etzion, D., & Gehman, J. (2015). Tackling grand challenges pragmatically: Robust action revisited. *Organization Studies*, 36(3), 363–390.
- Fiedler, F. E. (1964). A contingency model of leadership effectiveness. *Advances in Experimental Social Psychology*, 1, 149–190.
- Fiedler, F. E. (1967). *A theory of leadership effectiveness*. New York, NY: McGraw-Hill.
- Fiedler, F. E. (1971). Validation and extension of the contingency model of leadership effectiveness: A review of empirical findings. *Psychological Bulletin*, 76(2), 128.
- Fiedler, F. E. (1972). The effects of leadership training and experience: A contingency model interpretation. *Administrative Science Quarterly*, 17(4), 453–470.
- Fiedler, F. E. (1978). The contingency model and the dynamics of the leadership process. *Advances in Experimental Social Psychology*, 11, 59–112.
- Fleenor, J. W., Smither, J. W., Atwater, L. E., Braddy, P. W., & Sturm, R. E. (2010). Self–other rating agreement in leadership: A review. *The Leadership Quarterly*, 21(6), 1005–1034.
- Fleishman, E. A., Mumford, M. D., Zaccaro, S. J., Levin, K. Y., Korotkin, A. L., & Hein, M. B. (1991). Taxonomic efforts in the description of leader behavior: A synthesis and functional interpretation. *The Leadership Quarterly*, 2(4), 245–287.
- Fleming, L. (2001). Recombinant uncertainty in technological search. *Management Science*, 47(1), 117–132.

- Fleming, L., Mingo, S., & Chen, D. (2007). Collaborative brokerage, generative creativity, and creative success. *Administrative Science Quarterly*, 52(3), 443–475.
- Fligstein, N. (2001). Social skill and the theory of fields. *Sociological Theory*, 19(2), 105–125.
- Follett, M. P. (1940). *Dynamic administration. The collected papers of Mary Parker Follett*. In H. C. Metcalf & L. Ulwick (Eds.), New York, NY: Harper & Brothers.
- Freeman, C. (1987). Technical innovation, diffusion, and long cycles of economic development. In T. Vasko (Ed.), *The long-wave debate* (pp. 295–309). Berlin, Germany: Springer.
- Friedman, T. L. (2006). *The world is flat: A brief history of the twentieth century*. New York: Farrar, Strauss and Giroux.
- Furr, N., O'Keeffe, K., & Dyer, J. H. (2016). Managing multi-party innovation. *Harvard Business Review*, 94(11), 76–83.
- Gardner, H. K., Gino, F., & Staats, B. R. (2012). Dynamically integrating knowledge in teams: Transforming resources into performance. *Academy of Management Journal*, 55(4), 998–1022.
- Gersick, C. J. (1988). Time and transition in work teams: Toward a new model of group development. *Academy of Management Journal*, 31(1), 9–41.
- Gersick, C. J. (1989). Marking time: Predictable transitions in task groups. *Academy of Management Journal*, 32(2), 274–309.
- Gersick, C. J. (1991). Revolutionary change theories: A multilevel exploration of the punctuated equilibrium paradigm. *Academy of Management Review*, 16(1), 10–36.
- Gersick, C. J., & Hackman, J. R. (1990). Habitual routines in task-performing groups. *Organizational Behavior and Human Decision Processes*, 47(1), 65–97.

- Gherardi, S. (2000). Practice-based theorizing on learning and knowing in organizations. *Organization*, 7(2), 211–223.
- Gibson, C., & Vermeulen, F. (2003). A healthy divide: Subgroups as a stimulus for team learning behavior. *Administrative Science Quarterly*, 48(2), 202–239.
- Gigone, D., & Hastie, R. (1993). The common knowledge effect: Information sharing and group judgment. *Journal of Personality and Social Psychology*, 65(5), 959.
- Gittell, J. H. (2002). Relationships between service providers and their impact on customers. *Journal of Service Research*, 4(4), 299–311.
- Gittelman, M., & Kogut, B. (2003). Does good science lead to valuable knowledge? Biotechnology firms and the evolutionary logic of citation patterns. *Management Science*, 49(4), 366–382.
- Glaser, B. G. (1978). *Theoretical sensitivity: Advances in the methodology of grounded theory*. Mill Valley, CA: Sociology Press.
- Glaser, B., & Strauss, A. (1967). *The discovery of grounded theory*. Chicago, IL: Aldine.
- Googins, B. K., & Rochlin, S. A. (2000). Creating the partnership society: Understanding the rhetoric and reality of cross-sectoral partnerships. *Business and Society Review*, 105(1), 127–144.
- Graen, G. B., & Scandura, T. A. (1987). Toward a psychology of dyadic organizing. *Research in Organizational Behavior*, 9, 175–208.
- Graen, G. B., & Uhl-Bien, M. (1995). Relationship-based approach to leadership: Development of leader-member exchange (LMX) theory of leadership over 25 years: Applying a multi-level multi-domain perspective. *The Leadership Quarterly*, 6(2), 219–247.

- Grant, R. M. (1996). Toward a knowledge-based theory of the firm. *Strategic Management Journal*, 17(S2), 109–122.
- Gibb, C. A. (1954). Leadership. In G. Lindzey (Ed.), *Handbook of social psychology* (pp. 877–917). Cambridge, MA: Addison-Wesley.
- Griffith, T. L., & Neale, M. A. (2001). Information processing in traditional, hybrid, and virtual teams: From nascent knowledge to transactive memory. *Research in Organizational Behavior*, 23, 379–421.
- Griffith, T. L., & Sawyer, J. E. (2010). Multilevel knowledge and team performance. *Journal of Organizational Behavior*, 31(7), 1003–1031.
- Gruber, M., Harhoff, D., & Hoisl, K. (2013). Knowledge recombination across technological boundaries: Scientists vs. engineers. *Management Science*, 59(4), 837–851.
- Gruenfeld, D. H., Mannix, E. A., Williams, K. Y., & Neale, M. A. (1996). Group composition and decision making: How member familiarity and information distribution affect process and performance. *Organizational Behavior and Human Decision Processes*, 67(1), 1–15.
- Gruenfeld, D. H., Martorana, P. V., & Fan, E. T. (2000). What do groups learn from their worldliest members? Direct and indirect influence in dynamic teams. *Organizational Behavior and Human Decision Processes*, 82(1), 45–59.
- Guillaume, Y. R., Dawson, J. F., Otaye-Ebede, L., Woods, S. A., & West, M. A. (2015). Harnessing demographic differences in organizations: What moderates the effects of workplace diversity? *Journal of Organizational Behavior*, 38(2), 276–303.
- Guimera, R., Uzzi, B., Spiro, J., & Amaral, L. A. N. (2005). Team assembly mechanisms determine collaboration network structure and team performance. *Science*, 308(5722), 697–702.

- Guinan, P. J., Cooprider, J. G., & Faraj, S. (1998). Enabling software development team performance during requirements definition: A behavioral versus technical approach. *Information Systems Research*, 9(2), 101–125.
- Hackman, J. R. (1983). *A normative model of work team effectiveness* (No. TR-2). Office of Naval Research. Arlington, VA.
- Hackman, J. R., & Walton, R. E. (1986). Leading groups in organizations. In P. S. Goodman (Ed.), *Designing effective work groups*. San Francisco, CA: Jossey-Bass.
- Hackman, J. R. (1990). *Groups that work*. San Francisco, CA: Jossey and Bass.
- Hackman, J. R. (2002). *Leading teams: Setting the stage for great performances*. Boston, MA: Harvard Business Press.
- Hackman, J. R. (2010). What is this thing called leadership? *Advancing leadership*. Boston, MA: Harvard Business School Press.
- Hackman, J. R. (2012). From causes to conditions in group research. *Journal of Organizational Behavior*, 33(3), 428–444.
- Hackman, J. R., & Morris, C. G. (1975). Group tasks, group interaction process, and group performance effectiveness: A review and proposed integration. *Advances in Experimental Social Psychology*, 8, 45–99.
- Hackman, J. R., & Wageman, R. (2009). Foster team effectiveness by fulfilling key leadership functions. In E. A. Locke (Ed.), *Handbook of Principles of Organizational Behavior* (pp. 275–294). New York: Wiley-Blackwell.
- Hackman, J. R., Walton, R. E., & Goodman, P. S. (1986). Leading groups in organizations. *Designing effective work groups*. San Francisco, CA: Jossey and Bass.

- Hargadon, A. B., & Bechky, B. A. (2006). When collections of creatives become creative collectives: A field study of problem solving at work. *Organization Science*, 17(4), 484–500.
- Hargadon, A., & Sutton, R. I. (1997). Technology brokering and innovation in a product development firm. *Administrative Science Quarterly*, 42(4), 716–749.
- Harvey, J. F., Cohendet, P., Simon, L., & Borzillo, S. (2015). Knowing communities in the front end of innovation. *Research-Technology Management*, 58(1), 46–54.
- Harvey, S. (2013). A different perspective: The multiple effects of deep level diversity on group creativity. *Journal of Experimental Social Psychology*, 49(5), 822–832.
- Harvey, S. (2014). Creative synthesis: Exploring the process of extraordinary group creativity. *Academy of Management Review*, 39(3), 324–343.
- Hecht, T. D., Allen, N. J., Klammer, J. D., & Kelly, E. C. (2002). Group beliefs, ability, and performance: The potency of group potency. *Group Dynamics: Theory, Research, and Practice*, 6(2), 143.
- Henderson, K. (1991). Flexible sketches and inflexible databases: Visual communication, conscription devices, and boundary object in design engineering. *Science, Technology, & Human Values*, 16 (4): 448–473.
- Henderson, K. (1999). *On line and on paper: Visual representations, visual culture, and computer graphics in design engineering*. Cambridge, MA: MIT Press.
- Henderson, D. J., Liden, R. C., Glibkowski, B. C., & Chaudhry, A. (2009). LMX differentiation: A multilevel review and examination of its antecedents and outcomes. *The Leadership Quarterly*, 20(4), 517–534.

- Hirak, R., Peng, A. C., Carmeli, A., & Schaubroeck, J. M. (2012). Linking leader inclusiveness to work unit performance: The importance of psychological safety and learning from failures. *The Leadership Quarterly*, 23(1), 107–117.
- Hirst, G., & Mann, L. (2004). A model of R&D leadership and team communication: The relationship with project performance. *R&D Management*, 34(2), 147–160.
- Hirst, G., Van Knippenberg, D., Chen, C. H., & Sacramento, C. A. (2011). How does bureaucracy impact individual creativity? A cross-level investigation of team contextual influences on goal orientation–creativity relationships. *Academy of Management Journal*, 54(3), 624–641.
- Hobday, M. (2000). The project-based organisation: An ideal form for managing complex products and systems? *Research Policy*, 29(7), 871–893.
- Hoch, J. E., & Kozlowski, S. W. (2014). Leading virtual teams: Hierarchical leadership, structural supports, and shared team leadership. *Journal of Applied Psychology*, 99(3), 390.
- Hochman, P. (2008). High-Tech Gear for Olympic Athletes. Retrieved from <https://www.fastcompany.com/895286/3068241/these-vr-fitness-startups-want-to-give-you-an-irl-beach-body>. Accessed June 22, 2017.
- Hoegl, M., Weinkauf, K., & Gemuenden, H. G. (2004). Interteam coordination, project commitment, and teamwork in multiteam R&D projects: A longitudinal study. *Organization Science*, 15(1), 38–55.
- Hoever, I. J., Van Knippenberg, D., Van Ginkel, W. P., & Barkema, H. G. (2012). Fostering team creativity: Perspective taking as key to unlocking diversity's potential. *Journal of Applied Psychology*, 97(5), 982.

- Hogg, M. A., van Knippenberg, D., & Rast, D. E. III (2012). The social identity theory of leadership: Theoretical origins, research findings, and conceptual developments. *European Review of Social Psychology*, 23(1), 258–304.
- Hollenbeck, J. R., Williams, C. R., & Klein, H. J. (1989). An empirical examination of the antecedents of commitment to difficult goals. *Journal of Applied Psychology*, 74(1), 18.
- Homan, A. C., & Greer, L. L. (2013). Considering diversity: The positive effects of considerate leadership in diverse teams. *Group Processes & Intergroup Relations*, 16(1), 105–125.
- Homan, A. C., Van Knippenberg, D., Van Kleef, G. A., & De Dreu, C. K. (2007). Bridging faultlines by valuing diversity: Diversity beliefs, information elaboration, and performance in diverse work groups. *Journal of Applied Psychology*, 92(5), 1189–1199.
- Huckman, R. S., Staats, B. R., & Upton, D. M. (2009). Team familiarity, role experience, and performance: Evidence from Indian software services. *Management Science*, 55(1), 85–100.
- Hülsheger, U. R., Anderson, N., & Salgado, J. F. (2009). Team-level predictors of innovation at work: A comprehensive meta-analysis spanning three decades of research. *Journal of Applied Psychology*, 94(5), 1128–1145.
- Huxham, C., & Vangen, S. (2000). Leadership in the shaping and implementation of collaboration agendas: How things happen in a (not quite) joined-up world. *Academy of Management Journal*, 43(6), 1159–1175.
- Iansiti, M., & Levien, R. (2004). Strategy as ecology. *Harvard Business Review*, 82(3), 68–81.

- Ilgen, D. R., Hollenbeck, J. R., Johnson, M., & Jundt, D. (2005). Teams in organizations: From input-process-output models to IMOI models. *Annual Review of Psychology*, 56, 517–543.
- Janis, I. L. (1971). Groupthink. *Psychology Today*, 5(6), 43–46.
- Jehn, K. A., Northcraft, G. B., & Neale, M. A. (1999). Why differences make a difference: A field study of diversity, conflict and performance in workgroups. *Administrative Science Quarterly*, 44(4), 741–763.
- Jensen, M. B., Johnson, B., Lorenz, E., & Lundvall, B. Å. (2007). Forms of knowledge and modes of innovation. *Research Policy*, 36(5), 680–693.
- Johns, G. (2006). The essential impact of context on organizational behavior. *Academy of Management Review*, 31(2), 386–408.
- Johnson-Laird, P. N. (1983). Mental models: Towards a cognitive science of language, inference, and consciousness (No. 6). Boston, MA: Harvard University Press.
- Jones, B. F. (2009). The burden of knowledge and the “death of the renaissance man”: Is innovation getting harder? *The Review of Economic Studies*, 76(1), 283–317.
- Joshi, A., & Roh, H. (2009). The role of context in work team diversity research: A meta-analytic review. *Academy of Management Journal*, 52(3), 599–627.
- Judge, T. A., Bono, J. E., Ilies, R., & Gerhardt, M. W. (2002). Personality and leadership: a qualitative and quantitative review. *Journal of Applied Psychology*, 87(4), 765–780.
- Jung, D. I., & Sosik, J. J. (2002). Transformational leadership in work groups: The role of empowerment, cohesiveness, and collective-efficacy on perceived group performance. *Small Group Research*, 33(3), 313–336.

- Kahn, W. A. (2007). Meaningful connections: Positive relationships and attachments at work. In J. E. Dutton & B. R. Ragins (Eds.), *Exploring positive relationships at work: Building a theoretical and research foundation* (pp. 189–206). Mahwah, NJ: Lawrence Erlbaum Associates.
- Kark, R., & Shamir, B. (2013). The dual effect of transformational leadership: Priming relational and collective selves and further effects on followers. *Transformational and Charismatic Leadership: The Road Ahead 10th Anniversary Edition*, 77–101.
- Kasl, E., Marsick, V. J., & Dechant, K. (1997). Teams as learners a research-based model of team learning. *The Journal of Applied Behavioral Science*, 33(2), 227–246.
- Katz, R. (1982). The effects of group longevity on project communication and performance. *Administrative Science Quarterly*, 27(1), 81–104.
- Katz, R., & Allen, T. J. (1985). Project performance and the locus of influence in the R&D matrix. *Academy of Management journal*, 28(1), 67–87.
- Katz, D., & Kahn, R. L. (1978). *The social psychology of organizations* (Vol. 2). New York, NY: Wiley.
- Kearney, E., & Gebert, D. (2009). Managing diversity and enhancing team outcomes: The promise of transformational leadership. *Journal of Applied Psychology*, 94(1), 77–89.
- Kellogg, K. C., Orlikowski, W. J., & Yates, J. (2006). Life in the trading zone: Structuring coordination across boundaries in post-bureaucratic organizations. *Organization Science*, 17(1), 22–44.
- Kirkman, B. L., & Rosen, B. (1999). Beyond self-management: Antecedents and consequences of team empowerment. *Academy of Management Journal*, 42(1), 58–74.

- Klein, H. J., & Mulvey, P. W. (1995). Two investigations of the relationships among group goals, goal commitment, cohesion, and performance. *Organizational Behavior and Human Decision Processes*, 61(1), 44–53.
- Klein, H. J., Wesson, M. J., Hollenbeck, J. R., & Alge, B. J. (1999). Goal commitment and the goal-setting process: Conceptual clarification and empirical synthesis. *Journal of Applied Psychology*, 84(6), 885–896.
- Klein, K. J., Ziegert, J. C., Knight, A. P., & Xiao, Y. (2006). Dynamic delegation: Shared, hierarchical, and deindividualized leadership in extreme action teams. *Administrative Science Quarterly*, 51(4), 590–621.
- Klimoski, R., & Mohammed, S. (1994). Team mental model: Construct or metaphor? *Journal of Management*, 20(2), 403–437.
- Kogut, B., & Zander, U. (1992). Knowledge of the firm, combinatorial capabilities, and the replication of technology. *Organization Science*, 3(3), 383–397.
- Kotler, S. (2013) 5 medical technologies revolutionizing healthcare. Forbes. Retrieved from <http://www.forbes.com/sites/stevenkotler/2013/12/19/5-medical-technologies-revolutionizing-healthcare/>. Accessed June 22, 2017.
- Kozlowski, S. W., & Chao, G. T. (2012). The dynamics of emergence: Cognition and cohesion in work teams. *Managerial and Decision Economics*, 33(5-6), 335–354.
- Kozlowski, S. W., Gully, S. M., McHugh, P. P., Salas, E., & Cannon-Bowers, J. A. (1996). A dynamic theory of leadership and team effectiveness: Developmental and task contingent leader roles. *Research in Personnel and Human Resources Management*, 14, 253–306.

- Kozlowski, S. W., Gully, S. M., Nason, E. R., & Smith, E. M. (1999). Developing adaptive teams: A theory of compilation and performance across levels and time. In D. E. Ilgen & E. D. Pulakos (Eds.), *The changing nature of work performance: Implications for staffing, personnel actions, and development* (pp. 240–292). San Francisco, CA: Jossey-Bass.
- Kozlowski, S. W., & Klein, K. J. (2000). A multilevel approach to theory and research in organizations: Contextual, temporal, and emergent processes. In K. J. Klein & S. W. J. Kozlowski (Eds.), *Multilevel theory, research and methods in organizations: Foundations, extensions, and new directions* (pp. 3–90). San Francisco, CA: Jossey-Bass.
- Kozlowski, S. W., & Ilgen, D. R. (2006). Enhancing the effectiveness of work groups and teams. *Psychological Science in the Public Interest*, 7(3), 77–124.
- Kozlowski, S. W., Mak, S., & Chao, G. T. (2016). Team-centric leadership: An integrative review. *Annual Review of Organizational Psychology and Organizational Behavior*, 3, 21–54.
- Kozlowski, S. W., Watola, D. J., Jensen, J. M., Kim, B. H., & Botero, I. C. (2009). Developing adaptive teams: A theory of dynamic team leadership. In E. Salas, G. F. Goodwin, & C. S. Burke (Eds.), *Team effectiveness in complex organizations: Cross-disciplinary perspectives and approaches* (pp. 113–155). SIOP Frontier Series. New York, NY: Routledge.
- Kuhnert, K. W., & Lewis, P. (1987). Transactional and transformational leadership: A constructive/developmental analysis. *Academy of Management Review*, 12(4), 648–657.
- Kurtzberg, T. R., & Amabile, T. M. (2001). From Guilford to creative synergy: Opening the black box of team-level creativity. *Creativity Research Journal*, 13(3-4), 285–294.

- Langley, A. (1999). Strategies for theorizing from process data. *Academy of Management Review*, 24(4), 691–710.
- Lau, D. C., & Murnighan, J. K. (1998). Demographic diversity and faultlines: The compositional dynamics of organizational groups. *Academy of Management Review*, 23(2), 325–340.
- Lee, T. W. (1999). *Using qualitative methods in organizational research*. London: Sage Publications.
- Lee, F., Edmondson, A. C., Thomke, S., & Worline, M. (2004). The mixed effects of inconsistency on experimentation in organizations. *Organization Science*, 15(3), 310–326.
- Lee, J. Y., Swink, M., & Pandejpong, T. (2011). The roles of worker expertise, information sharing quality, and psychological safety in manufacturing process innovation: An intellectual capital perspective. *Production and Operations Management*, 20(4), 556–570.
- Leonard-Barton, D. (1995). *Wellsprings of knowledge: Building and sustaining the sources of innovation*. Boston, MA: Harvard Business Review Press.
- Levina, N., & Vaast, E. (2005). The emergence of boundary spanning competence in practice: Implications for implementation and use of information systems. *MIS Quarterly*, 29(2), 335–363.
- Lewis, J. P. (2004). *Team-based project management*. Washington, DC: Beard Books.
- Liden, R. C., & Graen, G. (1980). Generalizability of the vertical dyad linkage model of leadership. *Academy of Management Journal*, 23(3), 451–465.
- Lingo, E. L., & O'Mahony, S. (2010). Nexus work: Brokerage on creative projects. *Administrative Science Quarterly*, 55(1), 47–81.
- Locke, E. A., & Latham, G. P. (1990). *A theory of goal setting & task performance*. Englewood Cliffs, NJ: Prentice-Hall, Inc.

- Locke, K. (2001). *Grounded theory in management research*. London: Sage Publications.
- Lord, R. G., Day, D. V., Zaccaro, S. J., Avolio, B. J., & Eagly, A. H. (2017). Leadership in applied psychology: Three waves of theory and research. *Journal of Applied Psychology*, 102(3), 434–451.
- Lovelace, K., Shapiro, D. L., & Weingart, L. R. (2001). Maximizing cross-functional new product teams' innovativeness and constraint adherence: A conflict communications perspective. *Academy of Management Journal*, 44(4), 779–793.
- Luciano, M. M., Mathieu, J. E., & Ruddy, T. M. (2014). Leading multiple teams: Average and relative external leadership influences on team empowerment and effectiveness. *Journal of Applied Psychology*, 99, 322–331.
- Lundvall, B. A. (1988). Innovation as an interactive process: From user-producer interaction to the National Innovation Systems. In G. Dosi, C. Freeman, R. R. Nelson, G. Silverberg, & L. Soete (Eds.), *Technology and economic theory*. London, UK: Pinter Publishers.
- Lundvall, B. A. (1992). *National systems of innovation: An analytical framework*. London: Pinter Publishers.
- Lundvall, B. Å., & Johnson, B. (1994). The learning economy. *Journal of Industry Studies*, 1(2), 23–42.
- Lundvall, B. Å., Johnson, B., Andersen, E. S., & Dalum, B. (2002). National systems of production, innovation and competence building. *Research Policy*, 31(2), 213–231.
- Mainemelis, C., Kark, R., & Epitropaki, O. (2015). Creative leadership: A multi-context conceptualization. *The Academy of Management Annals*, 9(1), 393–482.

- Majchrzak, A., Jarvenpaa, S. L., & Bagherzadeh, M. (2014). A review of interorganizational collaboration dynamics. *Journal of Management*, 41(5), 1338–1360.
- Majchrzak, A., More, P. H., & Faraj, S. (2012). Transcending knowledge differences in cross-functional teams. *Organization Science*, 23(4), 951–970.
- Maloney, M. M., Bresman, H., Zellmer-Bruhn, M. E., & Beaver, G. R. (2016). Contextualization and context theorizing in teams research: A look back and a path forward. *The Academy of Management Annals*, 10(1), 891–942.
- Mannix, E., & Neale, M. A. (2005). What differences make a difference? The promise and reality of diverse teams in organizations. *Psychological Science in the Public Interest*, 6(2), 31–55.
- Marks, M. A., Mathieu, J. E., & Zaccaro, S. J. (2001). A temporally based framework and taxonomy of team processes. *Academy of Management Review*, 26(3), 356–376.
- Marks, M. A., Sabella, M. J., Burke, C. S., & Zaccaro, S. J. (2002). The impact of cross-training on team effectiveness. *Journal of Applied Psychology*, 87(1), 3–13.
- Marks, M. A., Zaccaro, S. J., & Mathieu, J. E. (2000). Performance implications of leader briefings and team-interaction training for team adaptation to novel environments. *Journal of Applied Psychology*, 85(6), 971–986.
- Martin, R., Guillaume, Y., Thomas, G., Lee, A., & Epitropaki, O. (2016). Leader–member exchange (LMX) and performance: A meta-analytic review. *Personnel Psychology*, 69(1), 67–121.
- Martocchio, J. J., & Frink, D. D. (1994). A review of the influence of group goals on group performance. *Academy of Management Journal*, 37(5), 1285–1301.

- Mathieu, J. E., DeShon, R. P., & Bergh, D. D. (2008). Mediational inferences in organizational research: Then, now, and beyond. *Organizational Research Methods*, 11(2), 203–223.
- Mathieu, J. E., Gilson, L. L., & Ruddy, T. M. (2006). Empowerment and team effectiveness: An empirical test of an integrated model. *Journal of Applied Psychology*, 91(1), 97–108.
- Mathieu, J. E., Heffner, T. S., Goodwin, G. F., Salas, E., & Cannon-Bowers, J. A. (2000). The influence of shared mental models on team process and performance. *Journal of Applied Psychology*, 85(2), 273–283.
- Mathieu, J. E., Kukenberger, M. R., D'Innocenzo, L., & Reilly, G. (2015). Modeling reciprocal team cohesion–performance relationships, as impacted by shared leadership and members' competence. *Journal of Applied Psychology*, 100(3), 713–734.
- Mathieu, J. E., Maynard, M. T., Rapp, T., & Gilson, L. (2008). Team effectiveness 1997-2007: A review of recent advancements and a glimpse into the future. *Journal of Management*, 34(3), 410–476.
- Marks, M. A., Mathieu, J. E., & Zaccaro, S. J. (2001). A temporally based framework and taxonomy of team processes. *Academy of Management Review*, 26(3), 356–376.
- Mayer, R. C., Davis, J. H., & Schoorman, F. D. (1995). An integrative model of organizational trust. *Academy of Management Review*, 20(3), 709–734.
- McComb, S. A. (2007). Mental model convergence: The shift from being an individual to being a team member. In F. Dansereau & F. Yammarino (Eds.), *Research in multi-level issues* (Vol. 6, pp. 95–147). Amsterdam: Elsevier.
- McDonough, E. F. (2000). Investigation of factors contributing to the success of cross-functional teams. *Journal of Product Innovation Management*, 17(3), 221–235.

- McGrath, J. E. (1962). *Leadership behavior: Some requirements for leadership training*. Washington, DC: U.S. Civil Service Commission, Office of Career Development.
- McGrath, J. E. (1964). *Social psychology: A brief introduction*. New York, NY: Holt, Rinehart, and Winston.
- McGrath, J. E. (1991). Time, interaction, and performance (TIP) A Theory of Groups. *Small Group Research*, 22(2), 147–174.
- McGrath, J. E., Arrow, H., & Berdahl, J. L. (2000). The study of groups: past, present, and future. *Personality and Social Psychology Review*, 4(1), 95–105.
- Meeus, M. T. H., Oerlemans, L. A. G., & Hage, J. (2001). Patterns of interactive learning in a high-tech region. *Organization Studies*, 22: 145–172.
- Mitchell, R., & Boyle, B. (2015). Professional diversity, identity salience and team innovation: The moderating role of openmindedness norms. *Journal of Organizational Behavior*, 36, 873–894.
- Misumi, J., & Peterson, M. F. (1985). *The behavioral science of leadership: An interdisciplinary Japanese research program*. Ann Arbor, MI: The University of Michigan Press.
- Mohammed, S., Ferzandi, L., & Hamilton, K. (2010). Metaphor no more: A 15-year review of the team mental model construct. *Journal of Management*, 36(4), 876–910.
- Mohammed, S., Hamilton, K., Tesler, R., Mancuso, V., & McNeese, M. (2015). Time for temporal team mental models: Expanding beyond “what” and “how” to incorporate “when”. *European Journal of Work and Organizational Psychology*, 24(5), 693–709.
- Mohammed, S., & Nadkarni, S. (2011). Temporal diversity and team performance: the moderating role of team temporal leadership. *Academy of Management Journal*, 54, 489–508.

- Morgan, B. B., Salas, E., & Glickman, A. S. (1994). An analysis of team evolution and maturation. *Journal of General Psychology*, 120, 277–291.
- Morgeson, F. P. (2005). The external leadership of self-managing teams: Intervening in the context of novel and disruptive events. *Journal of Applied Psychology*, 90(3), 497–508.
- Morgeson, F. P., DeRue, D. S., & Karam, E. P. (2010). Leadership in teams: A functional approach to understanding leadership structures and processes. *Journal of Management*, 36(1), 5–39.
- Mortensen, M. (2014). Constructing the team: The antecedents and effects of membership model divergence. *Organization Science*, 25(3), 909–931.
- Mullen, B., & Copper, C. (1994). The relation between group cohesiveness and performance: An integration. *Psychological Bulletin*, 115(2), 210–227.
- Mulvey, P. W., & Klein, H. J. (1998). The impact of perceived loafing and collective efficacy on group goal processes and group performance. *Organizational Behavior and Human Decision Processes*, 74(1), 62–87.
- Mumford, M. D., & Connelly, M. S. (1991). Leaders as creators: Leader performance and problem solving in ill-defined domains. *The Leadership Quarterly*, 2(4), 289–315.
- Mumford, M. D., & Gustafson, S. B. (1988). Creativity syndrome: Integration, application, and innovation. *Psychological Bulletin*, 103(1), 27–43.
- Mumford, M. D., Zaccaro, S. J., Connelly, M. S., & Marks, M. A. (2000). Leadership skills: Conclusions and future directions. *The Leadership Quarterly*, 11(1), 155–170.

- Mumford, M. D., Zaccaro, S. J., Harding, F. D., Jacobs, T. O., & Fleishman, E. A. (2000). Leadership skills for a changing world: Solving complex social problems. *The Leadership Quarterly*, 11(1), 11–35.
- Nagji, B., & Walters, H. (2012). Help wanted 2.0: Engaging others to tackle wicked problems. *Rotman Magazine, Spring*, 73–76.
- Nelson, R. R., & Wright, G. (1992). The rise and fall of American technological leadership: the postwar era in historical perspective. *Journal of Economic Literature*, 30(4), 1931–1964.
- Nembhard, I. M., & Edmondson, A. C. (2006). Making it safe: The effects of leader inclusiveness and professional status on psychological safety and improvement efforts in health care teams. *Journal of Organizational Behavior*, 27(7), 941–966.
- Nemeth, C. J. (1986). Differential contributions of majority and minority influence. *Psychological Review*, 93(1), 23–32.
- Nemeth, C. J., & Kwan, J. L. (1987). Minority influence, divergent thinking and detection of correct solutions. *Journal of Applied Social Psychology*, 17(9), 788–799.
- Nerkar, A. (2003). Old is gold? The value of temporal exploration in the creation of new knowledge. *Management Science*, 49(2), 211–229.
- Nerkar, A., & Paruchuri, S. (2005). Evolution of R&D capabilities: The role of knowledge networks within a firm. *Management Science*, 51(5), 771–785.
- Nishii, L. H., & Mayer, D. M. (2009). Do inclusive leaders help to reduce turnover in diverse groups? The moderating role of leader–member exchange in the diversity to turnover relationship. *Journal of Applied Psychology*, 94(6), 1412–1426.

- Nonaka, I., & Konno, N. (1998). The concept of “ba”: Building a foundation for knowledge creation. *California Management Review*, 40(3), 40–54.
- Nonaka, I., Toyama, R., & Konno, N. (2000). SECI, Ba and leadership: A unified model of dynamic knowledge creation. *Long Range Planning*, 33(1), 5–34.
- Nonaka, I., Von Krogh, G., & Voelpel, S. (2006). Organizational knowledge creation theory: Evolutionary paths and future advances. *Organization Studies*, 27(8), 1179–1208.
- Nooteboom, B. (2000). *Learning and innovation in organizations and economies*. Oxford, UK: Oxford University Press.
- Okhuysen, G. A., & Bechky, B. A. (2009). 10 coordination in organizations: An integrative perspective. *The Academy of Management Annals*, 3(1), 463–502.
- O’Leary, M. B., Mortensen, M., & Woolley, A. W. (2011). Multiple team membership: A theoretical model of its effects on productivity and learning for individuals and teams. *Academy of Management Review*, 36(3), 461–478.
- O’Mahony, S., & Bechky, B. A. (2008). Boundary organizations: Enabling collaboration among unexpected allies. *Administrative Science Quarterly*, 53(3), 422–459.
- O'Reilly, C., & Tushman, M. (2016). *Lead and disrupt: How to solve the innovator's dilemma*. Palo Alto, CA: Stanford University Press.
- Orlikowski, W. J. (2002). Knowing in practice: Enacting a collective capability in distributed organizing. *Organization Science*, 13(3), 249–273.
- Paulus, P. B., & Yang, H. C. (2000). Idea generation in groups: A basis for creativity in organizations. *Organizational Behavior and Human Decision Processes*, 82(1), 76–87.

- Pearce, C. L., & Conger, J. A. (2002). All those years ago: The historical underpinnings of shared leadership. In C. L. Pearce & J. A. Conger (Eds.), *Shared leadership: Reframing the hows and whys of leadership* (pp. 1–18). Thousand Oaks, CA: Sage.
- Pearce, C. L., & Sims, H. P. Jr (2002). Vertical versus shared leadership as predictors of the effectiveness of change management teams: An examination of aversive, directive, transactional, transformational, and empowering leader behaviors. *Group Dynamics: Theory, Research, and Practice*, 6(2), 172–197.
- Pettigrew, A. M. (1992). On studying managerial elites. *Strategic Management Journal*, 13(S2), 163–182.
- Phillips, K. W., Northcraft, G. B., & Neale, M. A. (2006). Surface-level diversity and decision-making in groups: When does deep-level similarity help? *Group Processes & Intergroup Relations*, 9(4), 467–482.
- Pinchot, G., & Pinchot, E. (1993). *The end of bureaucracy and the rise of the intelligent organization*. San Francisco, CA: Berrett-Koehler.
- Pinto, J. K., & Kharbanda, O. P. (1995). Lessons for an accidental profession. *Business Horizons*, 38(2), 41–50.
- Pinto, J. K., & Slevin, D. P. (1988). Critical success factors across the project life cycle. *Project Management Journal*, 19(3), 67–75.
- Podsakoff, P. M., MacKenzie, S. B., Moorman, R. H., & Fetter, R. (1990). Transformational leader behaviors and their effects on followers' trust in leader, satisfaction, and organizational citizenship behaviors. *The Leadership Quarterly*, 1(2), 107–142.
- Post, C. (2012). Deep-level team composition and innovation: The mediating roles of psychological safety and cooperative learning. *Group & Organization Management*, 37(5), 555–588.

- Powell, W. W., & Snellman, K. (2004). The knowledge economy. *Annual Review of Sociology*, 30, 199–220.
- Power, J., & Waddell, D. (2004). The link between self-managed work teams and learning organisations using performance indicators. *The Learning Organization*, 11(3), 244–259.
- Prahalad, C. K., & Hamel, G. (1990). The core competence of the corporation. *Harvard Business Review*, 68(3), 79–91.
- Rafferty, A. E., & Griffin, M. A. (2004). Dimensions of transformational leadership: Conceptual and empirical extensions. *The Leadership Quarterly*, 15(3), 329–354.
- Reagans, R., & Zuckerman, E. W. (2001). Networks, diversity, and productivity: The social capital of corporate R&D teams. *Organization Science*, 12(4), 502–517.
- Rink, F., Kane, A. A., Ellemers, N., & Van der Vegt, G. (2013). Team receptivity to newcomers: Five decades of evidence and future research themes. *The Academy of Management Annals*, 7(1), 247–293.
- Ritti, R. (1968). Work goals of scientists and engineers. *Industrial Relations: A Journal of Economy and Society*, 7(2), 118–131.
- Robbins, R. (2007) Quecreek rescue still inspires wonder. *TRIBLive News*. Retrieved from http://www.pittsburghlive.com/x/pittsburghtrib/news/cityregion/s_519299.html. Accessed April 18, 2017.
- Robertson, P. L., & Langlois, R. N. (1995). Innovation, networks, and vertical integration. *Research Policy*, 24(4), 543–562.
- Roccas, S., & Schwartz, S. H. (1993). Effects of intergroup similarity on intergroup relations. *European Journal of Social Psychology*, 23(6), 581–595.
- Rosenberg, N. (1982). *Inside the black box: Technology and economics*. Cambridge: Cambridge University Press.

- Rosenberg, N., & Nelson, R. (1993). Technical innovation and national systems. In R. R. Nelson (Ed.), *National innovation systems: A comparative analysis* (pp. 3–22). Oxford: Oxford University Press.
- Rosso, B. D. (2014). Creativity and constraints: Exploring the role of constraints in the creative processes of research and development teams. *Organization Studies*, 35(4), 551–585.
- Rousseau, D. M., & Fried, Y. (2001). Location, location, location: Contextualizing organizational research. *Journal of Organizational Behavior*, 22(1), 1–13.
- Rucker, D. D., Preacher, K. J., Tormala, Z. L., & Petty, R. E. (2011). Mediation analysis in social psychology: Current practices and new recommendations. *Social and Personality Psychology Compass*, 5(6), 359–371.
- Salas, E., Cooke, N. J., & Rosen, M. A. (2008). On teams, teamwork, and team performance: Discoveries and developments. *Human Factors*, 50(3), 540–547.
- Salas, E., Dickinson, T. L., Converse, S. A., & Tannenbaum, S. I. (1992). Toward an understanding of team performance and training. In R. Swezey & E. Salas (Eds.), *Teams: Their training and performance* (pp. 3–29). Norwood, NJ: Ablex.
- Salas, E., Sims, D. E., & Burke, C. S. (2005). Is there a “big five” in teamwork? *Small Group Research*, 36(5), 555–599.
- Sanner, B., & Bunderson, J. S. (2015). When feeling safe isn’t enough: Contextualizing models of safety and learning in teams. *Organizational Psychology Review*, 5(3), 224–243.
- Schaubroeck, J., Lam, S. S., & Cha, S. E. (2007). Embracing transformational leadership: team values and the impact of leader behavior on team performance. *Journal of Applied Psychology*, 92(4), 1020–1030.

- Schein, E. H. (1985). *Organizational culture and leadership*. San Francisco, CA: Jossey-Bass.
- Schippers, M. C., Edmondson, A. C., & West, M. A. (2014). Team reflexivity as an antidote to team information-processing failures. *Small Group Research*, 45(6), 731–769.
- Schippers, M. C., West, M. A., & Dawson, J. F. (2015). Team reflexivity and innovation: The moderating role of team context. *Journal of Management*, 41(3), 769–788.
- Seibert, S. E., Silver, S. R., & Randolph, W. A. (2004). Taking empowerment to the next level: A multiple-level model of empowerment, performance, and satisfaction. *Academy of Management Journal*, 47(3), 332–349.
- Seidel, V. P., & O'Mahony, S. (2014). Managing the repertoire: Stories, metaphors, prototypes, and concept coherence in product innovation. *Organization Science*, 25(3), 691–712.
- Selsky, J. W., & Parker, B. (2005). Cross-sector partnerships to address social issues: Challenges to theory and practice. *Journal of Management*, 31(6), 849–873.
- Senge, P. (1994). *The fifth discipline fieldbook: Strategies and tools for building a learning organization*. New York, NY: Crown Business.
- Senge, P. M., Smith, B., Kruschwitz, N., Laur, J., & Schley, S. (2008). *The necessary revolution: How individuals and organizations are working together to create a sustainable world*. New York, NY: Crown Business.
- Shamir, B., Zakay, E., Breinin, E., & Popper, M. (1998). Correlates of charismatic leader behavior in military units: Subordinates' attitudes, unit characteristics, and superiors'

- appraisals of leader performance. *Academy of Management Journal*, 41(4), 387–409.
- Shin, S. J., Kim, T. Y., Lee, J. Y., & Bian, L. (2012). Cognitive team diversity and individual team member creativity: A cross-level interaction. *Academy of Management Journal*, 55(1), 197–212.
- Shin, S. J., & Zhou, J. (2007). When is educational specialization heterogeneity related to creativity in research and development teams? Transformational leadership as a moderator. *Journal of Applied Psychology*, 92(6), 1709.
- Siemsen, E., Roth, A. V., Balasubramanian, S., & Anand, G. (2009). The influence of psychological safety and confidence in knowledge on employee knowledge sharing. *Manufacturing & Service Operations Management*, 11(3), 429–447.
- Simons, T., Pelled, L. H., & Smith, K. A. (1999). Making use of difference: Diversity, debate, and decision comprehensiveness in top management teams. *Academy of Management Journal*, 42(6), 662–673.
- Simons, T. L., & Peterson, R. S. (2000). Task conflict and relationship conflict in top management teams: The pivotal role of intragroup trust. *Journal of Applied Psychology*, 85(1), 102–111.
- Singer, S. J., & Edmondson, A. C. (2008). When learning and performance are at odds: Confronting the tension. In P. Kumar & P. Ramsey (Eds.), *Learning and performance matter*. NJ: World Scientific Books. (Also available as HBS Working Paper No. 07-032.)
- Singh, J., & Fleming, L. (2010). Lone inventors as sources of breakthroughs: Myth or reality? *Management Science*, 56(1), 41–56.
- Skilton, P. F., & Dooley, K. J. (2010). The effects of repeat collaboration on creative abrasion. *Academy of Management Review*, 35(1), 118–134.

- Sole, D., & Edmondson, A. (2002). Situated knowledge and learning in dispersed teams. *British Journal of Management*, 13(S2), S17–S34.
- Somech, A. (2006). The effects of leadership style and team process on performance and innovation in functionally heterogeneous teams. *Journal of Management*, 32(1), 132–157.
- Somech, A., & Drach-Zahavy, A. (2013). Translating team creativity to innovation implementation: The role of team composition and climate for innovation. *Journal of Management*, 39(3), 684–708.
- Spreitzer, G. M. (1995). Psychological empowerment in the workplace: Dimensions, measurement, and validation. *Academy of Management Journal*, 38(5), 1442–1465.
- Srivastava, A., Bartol, K. M., & Locke, E. A. (2006). Empowering leadership in management teams: Effects on knowledge sharing, efficacy, and performance. *Academy of Management Journal*, 49(6), 1239–1251.
- Srikanth, K., Harvey, S., & Peterson, R. (2016). A dynamic perspective on diverse teams: Moving from the dual-process model to a dynamic coordination-based model of diverse team performance. *The Academy of Management Annals*, 10(1), 453–493.
- Star, S. L., & Griesemer, J. R. (1989). Institutional ecology, translations' and boundary objects: Amateurs and professionals in Berkeley's Museum of Vertebrate Zoology, 1907-39. *Social Studies of Science*, 19(3), 387–420.
- Stark, D. (2011). *The sense of dissonance: Accounts of worth in economic life*. Princeton, NJ: Princeton University Press.
- Stasser, G., & Stewart, D. (1992). Discovery of hidden profiles by decision-making groups: Solving a problem versus making a judgment. *Journal of Personality and Social Psychology*, 63(3), 426–434.

- Stasser, G., Taylor, L. A., & Hanna, C. (1989). Information sampling in structured and unstructured discussions of three-and six-person groups. *Journal of Personality and Social Psychology*, 57(1), 67.
- Stasser, G., & Titus, W. (1985). Pooling of unshared information in group decision making: Biased information sampling during discussion. *Journal of Personality and Social Psychology*, 48(6), 1467–1478.
- Stewart, G. L. (2010). The past twenty years: Teams research is alive and well at the Journal of Management. *Journal of Management*, 36(4), 801–805.
- Stewart, D. D., & Stasser, G. (1995). Expert role assignment and information sampling during collective recall and decision making. *Journal of Personality and Social Psychology*, 69(4), 619–628.
- Stewart, M. M., & Johnson, O. E. (2009). Leader—Member exchange as a moderator of the relationship between work group diversity and team performance. *Group & Organization Management*, 34(5), 507–535.
- Stout, R. J., Cannon-Bowers, J. A., Salas, E., & Milanovich, D. M. (1999). Planning, shared mental models, and coordinated performance: An empirical link is established. *Human Factors: The Journal of the Human Factors and Ergonomics Society*, 41(1), 61–71.
- Strauss, A., & Corbin, J. (1998). *Basics of qualitative research, techniques and procedures for developing grounded theory* (2nd ed.). Thousand Oaks, CA: Sage Publications.
- Swedberg, R. (1990). *Economics and sociology: Redefining their boundaries: Conversations with economists and sociologists*. Princeton, NJ: Princeton University Press.

- Tajfel, H. E. (1978). *Differentiation between social groups: Studies in the social psychology of intergroup relations*. New York, NY: Academic Press.
- Tajfel, H., & Turner, J. C. (1986). The social identity theory of inter group behavior. In S. Worchel & W. G. Austin (Eds.), *Psychology of intergroup relations*. Chicago, IL: Nelson.
- Teece, D. J. (2012). Next-generation competition: New concepts for understanding how innovation shapes competition and policy in the digital economy. *Journal of Law, Economics & Policy*, 9, 97–118.
- Teece, D. J. (2014). The foundations of enterprise performance: Dynamic and ordinary capabilities in an (economic) theory of firms. *The Academy of Management Perspectives*, 28(4), 328–352.
- Thomas, K. W., & Velthouse, B. A. (1990). Cognitive elements of empowerment: An “interpretive” model of intrinsic task motivation. *Academy of Management Review*, 15(4), 666–681.
- Thompson, J. D. (1967). *Organizations in action: Social science bases of administrative theory*. New Brunswick, NJ: Transaction Publishers.
- Tsoukas, H. (2009). A dialogical approach to the creation of new knowledge in organizations. *Organization Science*, 20(6), 941–957.
- Tucci, C. L., Chesbrough, H., Piller, F., & West, J. (2016). When do firms undertake open, collaborative activities? Introduction to the special section on open innovation and open business models. *Industrial and Corporate Change*, 25(2), 283–288.
- Tucker, A. L., Nembhard, I. M., & Edmondson, A. C. (2007). Implementing new practices: An empirical study of organizational learning in hospital intensive care units. *Management Science*, 53(6), 894–907.

- Tuckey, M. R., Bakker, A. B., & Dollard, M. F. (2012). Empowering leaders optimize working conditions for engagement: A multilevel study. *Journal of Occupational Health Psychology*, 17(1), 15–27.
- Tuckman, B. W. (1965). Developmental sequence in small groups. *Psychological Bulletin*, 63(6), 384–399.
- Turner, J. C. (1982). Towards a cognitive redefinition of the social group. *Social Identity and Intergroup Relations*, 15–40.
- Tushman, M. L., & O'Reilly, C. A. (1996). The ambidextrous organizations: Managing evolutionary and revolutionary change. *California Management Review*, 38(4), 8–30.
- Tyler, T. R., & Lind, E. A. (1992). A relational model of authority in groups. *Advances in Experimental Social Psychology*, 25, 115–191.
- Uzzi, B., Mukherjee, S., Stringer, M., & Jones, B. (2013). Atypical combinations and scientific impact. *Science*, 342(6157), 468–472.
- Uzzi, B., & Spiro, J. (2005). Collaboration and creativity: The small world problem 1. *American Journal of Sociology*, 111(2), 447–504.
- Valentine, M. A., & Edmondson, A. C. (2015). Team scaffolds: How mesolevel structures enable role-based coordination in temporary groups. *Organization Science*, 26(2), 405–422.
- Van de Ven, A. H. (1986). Central problems in the management of innovation. *Management Science*, 32(5), 590–607.
- Van de Ven, A., & Zahra, S. A. (2016). Boundary spanning, boundary objects, and innovation. Managing knowledge integration across boundaries. In F. Tell, C. Berggren, S. Brusoni, & A. Van de Ven (Eds.), *Managing knowledge integration across boundaries* (pp. 241–254). Oxford, UK: Oxford University Press.

- Van Den Bosch, F. A., Volberda, H. W., & De Boer, M. (1999). Coevolution of firm absorptive capacity and knowledge environment: Organizational forms and combinative capabilities. *Organization Science, 10*(5), 551–568.
- Van Dijk, H., Van Engen, M. L., & Van Knippenberg, D. (2012). Defying conventional wisdom: A meta-analytical examination of the differences between demographic and job-related diversity relationships with performance. *Organizational Behavior and Human Decision Processes, 119*(1), 38–53.
- van Ginkel, W., Tindale, R. S., & van Knippenberg, D. (2009). Team reflexivity, development of shared task representations, and the use of distributed information in group decision making. *Group Dynamics: Theory, Research, and Practice, 13*(4), 265–280.
- van Ginkel, W. P., & van Knippenberg, D. (2012). Group leadership and shared task representations in decision making groups. *The Leadership Quarterly, 23*(1), 94–106.
- Van Knippenberg, D., De Dreu, C. K., & Homan, A. C. (2004). Work group diversity and group performance: an integrative model and research agenda. *Journal of Applied Psychology, 89*(6), 1008–1022.
- Van Knippenberg, D., & Mell, J. N. (2016). Past, present, and potential future of team diversity research: From compositional diversity to emergent diversity. *Organizational Behavior and Human Decision Processes, 136*, 135–145.
- Van Knippenberg, D., & Schippers, M. C. (2007). Work group diversity. *Annual Review of Psychology, 58*, 515–541.
- Van Knippenberg, D., & Sitkin, S. B. (2013). A critical assessment of charismatic—Transformational leadership research: Back to the drawing board? *The Academy of Management Annals, 7*(1), 1–60.

- Van Knippenberg, D., van Ginkel, W. P., & Homan, A. C. (2013). Diversity mindsets and the performance of diverse teams. *Organizational Behavior and Human Decision Processes*, 121(2), 183–193.
- Van Maanen, J. (1998). *Qualitative Studies of Organizations* (Vol. 1). London: Sage.
- Vanhaverbeke, W., Chesbrough, H., & West, J. (2014). Surfing the new wave of open innovation research. In H. Chesbrough, W. Vanhaverbeke, & J. West (Eds.), *New frontiers in open innovation* (pp. 281–294). Oxford, UK: Oxford University Press.
- Vera, D., & Crossan, M. (2004). Strategic leadership and organizational learning. *Academy of Management Review*, 29(2), 222–240.
- Volpe, C. E., Cannon-Bowers, J. A., Salas, E., & Spector, P. E. (1996). The impact of cross-training on team functioning: An empirical investigation. *Human Factors*, 38(1), 87–100.
- Von Hippel, E. (1994). “Sticky information” and the locus of problem solving: implications for innovation. *Management Science*, 40(4), 429–439.
- Von Krogh, G., Nonaka, I., & Rechsteiner, L. (2012). Leadership in organizational knowledge creation: A review and framework. *Journal of Management Studies*, 49(1), 240–277.
- Vroom, V. H. (1964). *Work and motivation*. New York, NY: John Wiley & Sons.
- Wageman, R. (1995). Interdependence and group effectiveness. *Administrative Science Quarterly*, 40(1), 145–180.
- Wageman, R. (2001). How leaders foster self-managing team effectiveness: Design choices versus hands-on coaching. *Organization Science*, 12(5), 559–577.

- Wageman, R., Gardner, H., & Mortensen, M. (2012). The changing ecology of teams: New directions for teams research. *Journal of Organizational Behavior*, 33(3), 301–315.
- Wageman, R., Hackman, J. R., & Lehman, E. (2005). Team diagnostic survey: Development of an instrument. *The Journal of Applied Behavioral Science*, 41(4), 373–398.
- Wang, D., Waldman, D. A., & Zhang, Z. (2014). A meta-analysis of shared leadership and team effectiveness. *Journal of Applied Psychology*, 99(2), 181–198.
- Webber, S. S., & Donahue, L. M. (2001). Impact of highly and less job-related diversity on work group cohesion and performance: A meta-analysis. *Journal of Management*, 27(2), 141–162.
- West, M. A. (1990). The social psychology of innovation in groups. In M. A. West & J. L. Farr (Eds.), *Innovation and creativity at work: Psychological and organizational strategies* (pp. 4–36). Chichester, UK: Wiley.
- West, J., Vanhaverbeke, W., & Chesbrough, H. (2006). Open innovation: a research agenda. In H. Chesbrough, W. Vanhaverbeke, & J. West (Eds.) *Open innovation: researching a new paradigm* (pp. 285–307). Oxford, UK: Oxford University Press.
- Wheelwright, S. C., & Clark, K. B. (1992). *Revolutionizing product development: quantum leaps in speed, efficiency, and quality*. New York, NY: The Free Press.
- Williams, K. Y., & O'Reilly, C. A. III (1998). A review of 40 years of research. *Research in Organizational Behavior*, 20, 77–140.
- Williams, M. (2001). In whom we trust: Group membership as an affective context for trust development. *Academy of Management Review*, 26(3), 377–396.

- Wodak, R. (2004). Critical discourse analysis. In C. Seale, J. F. Gubrium, & D. Silverman (Eds.) *Qualitative research practice* (pp. 185–204). Thousand Oaks, CA: Sage Publications.
- Wood, R. E. (1986). Task complexity: Definition of the construct. *Organizational Behavior and Human Decision Processes*, 37(1), 60–82.
- Woodman, R. W., Sawyer, J. E., & Griffin, R. W. (1993). Toward a theory of organizational creativity. *Academy of Management Review*, 18(2), 293–321.
- Wuchty, S., Jones, B. F., & Uzzi, B. (2007). The increasing dominance of teams in production of knowledge. *Science*, 316(5827), 1036–1039.
- Yin, R. K. (2009). *Case study research design and methods* (4th ed.). Thousand Oaks, CA: Sage Publications.
- Young-Hyman, T. (2016). Cooperating without co-laboring how formal organizational power moderates cross-functional interaction in project teams. *Administrative Science Quarterly*, 62(1), 179–214.
- Young Rojahn, S. (2013) Samsung demos a tablet controlled by your brain. *MIT Technology Review*. Retrieved from <http://www.technologyreview.com/news/513861/samsung-demos-a-tablet-controlledby-your-brain/>. Accessed June 22, 2017.
- Zaccaro, S. J., Heinen, B., & Shuffler, M. (2009). Team leadership and team effectiveness. In E. Salas, G. F. Goodwin, & C. S. Burke (Eds.), *Team effectiveness in complex organizations: Cross-disciplinary perspectives and approaches* (pp. 83–111). New York, NY: Routledge.
- Zaccaro, S. J., & Klimoski, R. J. (Eds.). (2002). *The nature of organizational leadership: Understanding the performance imperatives confronting today's leaders* Chichester: John Wiley & Sons.

- Zaccaro, S. J., Mumford, M. D., Connelly, M. S., Marks, M. A., & Gilbert, J. A. (2000). Assessment of leader problem-solving capabilities. *The Leadership Quarterly*, 11(1), 37–64.
- Zaccaro, S. J., Rittman, A. L., & Marks, M. A. (2001). Team leadership. *The Leadership Quarterly*, 12(4), 451–483.