



TEL AVIV UNIVERSITY

January 2nd-4th 2018

The 4th Israel Organization
Behavior Conference (IOBC)



Conference Theme:

Creativity and Innovation in Organizations and Organizational Science

Following the success of the previous Israel Organizational Behavior Conferences (IOBC) we are pleased to announce the call for papers for the Fourth IOBC, to be held at Tel Aviv University on January 2nd – 4th, 2018. Sponsored by Tel Aviv University, Technion, and Ben-Gurion University, and co-sponsored by the the Organizational Behavior Division of the Academy of Management (AOM), and Academy of Management Discoveries, this fourth conference will focus on creativity and innovation in organizations and organizational science.

The tentative program features Professor Teresa Amabile (Harvard), Professor Jack Goncalo (University of Illinois) and Professor Brian Uzzi (Kellogg, Northwestern) as prominent keynote speakers. The IOBC will offer a unique opportunity to explore recent developments and new directions in creativity and innovation. The conference will also provide numerous opportunities to share work-in-progress, receive feedback and interact with leading scholars in the field with the hope of forging fruitful and ongoing collaborations.

As our world becomes more complex, global and dynamic, creativity and innovation have become increasingly important for organizational performance and long-term effectiveness (Amabile, 1996; Padgett & Powell, 2012). Creativity and innovation are multilevel and emergent phenomena that require skillful leadership, supportive organizational environments, and advantageous structural positioning (Anderson, Potonik, & Zhou, 2014; Cattani & Ferriani, 2008; Gupta, Tesluk, & Taylor, 2007; Sgourev, 2013). In the last 30 to 40 years, considerable research has provided valuable insight on factors that can stimulate creativity, such as personal characteristics (Hirst, Knippenberg, & Zhou, 2009), affect and emotions (Amabile, Barsade, Mueller, & Staw, 2005; Fong, 2006) motivation (Grant & Berry, 2011; Shalley, 1991), leadership (Mainemelis, Kark, & Epitropaki, 2015), peer- and inter-organizational networks (Ahuja, 2000) and cultural and institutional forces (Hargadon & Douglas, 2001; Shalley, Zhou, & Oldham, 2004; Tadmor, Galinsky, & Maddux, 2012). Research on teams and organizations has further identified structures and processes that can cultivate innovation (Hülsheger, et al., 2009; Miron-Spektor, Erez, & Naveh, 2011; Somech & Drach-Zahavy, 2013; West & Anderson, 1996). But the more we learn about creativity and innovation, the more questions emerge, demanding that we as scholars develop more nuanced, multilevel and dynamic models that are able to offer a more fine-grained understanding of such processes and their broader implications for management and organizations (Amabile & Pratt, 2016).

In this context, we welcome submissions relating to the themes of creativity and innovation in organizations. We invite research with different methodologies (i.e., quantitative and qualitative), and orientations drawing from micro, meso, and macro theoretical perspectives. We welcome studies that consider factors affecting our ability to generate, identify, develop, evaluate, and implement creative ideas in different contexts, investigate the multilevel and dynamic nature of creativity and innovation, and that uncover the potential positive and negative consequences of creativity and innovation for a wide variety of stakeholders. These studies might, for example, examine:

- What are the similarities and differences between the processes of successful idea generation, idea selection, and idea implementation? How do creativity and innovation differ and interact across levels of analysis? How does the creativity and innovation process unfold over time?
- What role do organizational and team hierarchy (e.g., power, status, income) and leadership play in creativity and innovation? Which contextual or individual factors can condition these effects of hierarchy or leadership?
- What role do paradoxes, tensions, and dualities at the individual, organizational, and inter-organizational levels play in creativity and innovation? What is the role of 'play' in the creative process?
- What factors improve and hinder accurate creative forecasting? What makes some people better creative forecasters than others and when are the most creative ideas overlooked?
- How can organizational cultures and industry climates act as facilitators or inhibitors of innovation within and across organizations?
- Is there a dark side to creativity? When are creativity and innovation counter-productive? What are the costs of creativity and innovation at the individual, team, or organizational level of analysis?
- What role do various stakeholders such as customers and suppliers play in innovation? What are the causes, processes, and effects of creativity stemming from outside the organization? How can customer relationships be changed to spur greater creativity? How do social networks effect the process?
- How do internal and external social media and social networks affect idea generation, implementation, and dissemination in organizations and industries?
- How has globalization impacted the creative process? How do different actor-context interactions influence creative processes across cultures? Which factors maximize and minimize virtual teams' potential for creative success?
- When do constraints hamper or entice creativity? Do they differentially impact different phases of the creative process? How do they influence motivational processes related to creativity? Do they differentially influence different people in the organization?
- What role does affect play in creativity? How do specific positive and negative emotions at the individual, team, or organizational level influence creativity and innovation?
- What role do emotion regulation and emotional intelligence play in the creative process?

Call for Papers and Symposia

Primary consideration will be given to submissions (individual papers or symposia; symposia should comprise no more than four studies) relating in some way to the conference theme. However, we also encourage the submission of high quality papers and symposia on more general topics in Organizational Behavior for presentation in the conference's general/OB track.

Submission Guidelines

Proposals (a 2-3 page abstract for a paper, 9-10 page proposal for a symposium) can be conceptual or empirical, quantitative or qualitative. Published papers or papers accepted for publication prior to the submission deadline should NOT be submitted. Submissions will go through a double blind review process and will be evaluated on the basis of academic rigor, relevance, and contribution to the field of organizational behavior. Paper and symposia proposals should be uploaded in Word or PDF format to the conference website (see below).

The Submission Section of the IOBC website will open in March, 2017 and will be available until June 1, 2017, the deadline for online submissions of abstracts and symposium proposals. Decision letters will be sent by September 2017, indicating whether the proposed paper or symposium has been accepted, and if so, for what presentation form (i.e., paper or interactive session). Authors of accepted papers (whether part of a symposium or individually submitted) will be required to register for the conference by November 15, 2017.

Conference Format

The conference will begin with a welcome reception on the evening of January 2nd, and will feature several keynote addresses by leading scholars in the field, as well as themed, interactive sessions which will offer authors the opportunity to present their papers interactively and discuss them with the audience. In each session, authors will be given 15 minutes to present and a discussant will offer integrative critique and suggestions.

Doctoral Student and Junior Faculty Consortium

A Doctoral Student and Junior Faculty Consortium — sponsored by the University of Haifa and Bar Ilan University — will take place on Tuesday, January 2nd, from 10:30 - 1600. Participants will enjoy the opportunity to discuss their research in an informal and collegial atmosphere, and receive feedback from top scholars and editors of leading journals.

The consortium will consist of two career development sessions and an editorial panel session, followed by round-table discussion of participant' work-in-progress. Participants wishing to receive personal feedback on a working paper will have the opportunity to submit a short draft of their work

at the time that they register for the consortium as long as they do so by the registration deadline.

IOBC Best Paper Award

Selected papers will be nominated as finalists for the IOBC Best Paper Award. Finalists will be asked to submit a full paper for an additional blind-review process. The winner of the Best Paper Award will receive a \$500 cash prize. The winning paper will be announced in the concluding session of the conference.

Conference Location and Accommodation

IOBC 2018 will be held at the Coller School of Management at Tel-Aviv University, in Tel-Aviv, Israel. Conference hotels will offer special rates for attendees. Details regarding accommodations will be posted on the conference website soon.

Family Friendly Conference

With the winter in full swing in many parts of the world, Israel's mild weather combined with its fabulous tourist attractions, is perfect for bringing your family to Israel. To make the conference more enjoyable for all involved, IOBC will offer excursions to family members during and after the conference. These excursions will be offered at net cost and require advance registration.

Conference Registration & Fees

Registration will open in September, 2017. Conference registration fees are:

Early registration fee: \$200 (Available until Nov. 15, 2017)

Early registration fee for students: \$100* (must provide valid student ID)

Late registration fee: \$250 (From Nov. 16 and on-site)

Late registration fee for students: \$150 (must provide valid student ID)

*Students from one of the three sponsoring schools may be eligible for further discounts on a first come, first served basis

Conference co-organizers

Dr. Nava Michael-Tsabari, Tel Aviv University –
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Prof. Daniel Heller, Tel Aviv University
Prof. Sharon Toker, Tel Aviv University
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Please visit the IOBC website for more information and to register: <https://en-coller.tau.ac.il/conference/iobc>.

