

**Carnegie School of Organizational Learning
Asilomar Conference Grounds
Pacific Grove, CA.
May 2-4, 2014**

Conference Participants

Linda	Argote	Carnegie Mellon
Pino	Audia	Dartmouth
Brandy	Aven	Carnegie Mellon
Jennifer	Bailey	Babson
Markus	Becker	Southern Denmark
Christine	Beckman	Maryland
So-Min	Cheong	U. Kansas
Jerker	Denrell	Warwick
Manpreet	Hora	Georgia Tech.
John	Joseph	Duke
Jason	Kim	Yonsei
Balazs	Kovacs	USI Lugano
Thorbjorn	Knudsen	Southern Denmark
Daniella	Laureiro Martinez	ETHZ
David	Lehman	U. Virginia
Gael	Le Mens	Universitat Pompeu Fabra
Chengwei	Liu	Warwick
David	Maslach	FSU
Anne	Miner	Wisconsin
Hazhir	Rahmandad	Virginia Tech.
Melissa	Schilling	NYU
Martin	Schulz	UBC
Nils	Stiglitz	Frankfurt
Jutta	Wollersheim	Technical University of Munich
Sangyoon	Yi	Southern Denmark

N = 25; % New Attendees: ~30%; Number of institutions: 22

Conference Organizing Committee

Linda Argote Peter Madsen David Maslach

Conference Program

Friday, May 2

3:00	<u>Introduction</u> Linda Argote (CMU)	Scripps
3:15	<u>Idea Session: Organizational Learning and Change</u> <i>Existence and properties of dynamic capabilities: A laboratory experiment</i> Jutta Wollersheim (TUM) w/ Koen Heimeriks (Tillburg) <i>A neutral theory of the cause and consequence of organizational changes</i> Chengwei Liu (Warwick) and Jerker Denrell (Warwick) <i>The effects of local versus global information for organizational learning</i> Brandy Aven (CMU) Overall discussion (10 min)	Scripps
4:25	<u>Break</u>	
4:35	<u>Panel Session: Creativity and Organizational Learning</u> <i>Review of the frontiers of improvisation research</i> Anne Miner (Wisconsin) <i>Heterodox thinking and creativity: A causal model and implications</i> Melissa Schilling (NYU) Overall discussion (45 mins): What is the role of creativity in organization learning?	Scripps
6:00	<u>Dinner (Boardwalk BBQ)</u>	BBQ Area
7:00	Bonfire and S'mores	BBQ Area

Saturday, May 3

7:30	<u>Breakfast</u>	Crocker
8:30	<u>Idea Session: Communities and the Politics of Agglomeration</u>	Scripps
	<i>Organizational structure and joint learning: Putting Sah and Stiglitz to the lab</i> Thorbjørn Knudsen (SDU) w/ Michael Christensen (SDU)	
	<i>Coalitions and organizational performance</i> Jason Kim (Yonsei) w/ Gino Cattani (NYU)	
	<i>Interdependencies between coordination and cooperation: Exploring uncharted territory of interfirm organization design</i> Markus Becker (SDU) w/ Isabel Dörfler (SDU), Oliver Baumann (SDU)	
	<i>Dynamics of online communities</i> Hazhir Rahmandad (Virginia Tech)	
	Overall discussion (10 min)	
10:00	<u>Break</u>	
10:15	<u>Idea Session: Choices</u>	Scripps
	<i>Opening the black box of choice patterns: Evidence from a laboratory study</i> Daniella Laureiro Martinez (ETHZ) w/ Stefano Brusoni (ETHZ)	
	<i>The Ambidexterity Paradox: Balancing exploration, exploitation, and learning from failure</i> Jennifer Bailey (Babson) w/ Manpreet Hora (GT) and Cheryl Gaimon (GT)	
	Overall discussion (5 min)	
11:00	<u>Discussion Groups</u>	Scripps
	<i>Are there boundaries to what organizational learning can explain?</i>	
	Linda Argote (CMU) So-Min Cheong (Kansas) Manpreet Hora (GT)	Christine Beckman (Maryland) Jerker Denrell (Warwick) Nils Stiglitz (Frankfurt)
12:00	<u>Lunch (continuing Discussion Groups)</u>	Crocker

1:30 **Idea Session: Choice Structures, Breaking Rules, and Problem-Solving** Scripps

Organizational architecture and problem solving: A topic modeling approach to new problem attention

John Joseph (Duke)

A rule-level study of organizational noncompliance: An examination of Santa Monica Restaurant Health Inspections

David Lehman (Virginia)

Rule networks and rule change

Martin Schulz (UBC)

Overall discussion (10 min)

2:40 **General Meeting and Administration** Scripps

3:00 **Free Time**

6:00 **Dinner** Crocker

7:00 **Fire-side Chat** Scripps

How organizational learning can be applied to solve difficult problems

Sunday, May 4

7:30	<u>Breakfast</u>	Crocker
8:30	<u>Idea Session: Attention to Others</u>	Scripps
	<i>Past performance and forecasts among security analysts</i> Pino Audia (Dartmouth) w/ Matteo Prato (USI Lugano)	
	<i>Web traffic as external attention to performance feedback in software firms</i> David Maslach (FSU) w/ Rod McNaughton (Auckland) and Chengwei Liu (Warwick)	
	<i>Whom should we imitate? Imitation strategy and the efficacy of boundary-crossing exploration</i> Sangyoon Yi (SDU) w/ Hart Posen (Wisconsin) and Jeho Lee (SNU)	
	Overall discussion (10 min)	
10:00	<u>Break</u>	
10:30	<u>Themes and New Beginnings</u>	Scripps
	Jerker Denrell (Warwick), Anne Miner (Wisconsin), and Martin Schulz (UBC)	
11:50	<u>Closing Remarks</u>	
	David Maslach (FSU)	
12:00	<u>Lunch</u>	Crocker

N.B.: Presentations are 15 minutes.

Scripps and Crocker are room locations at the Asilomar resort.