

DOROTHY LEONARD • WALTER SWAP

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WHEN SPARKS FLY

HARNESSING THE POWER
OF GROUP CREATIVITY



HARVARD BUSINESS SCHOOL PRESS

When Sparks Fly Harnessing The Power Of Group Creativity

Dorothy Leonard-Barton



When Sparks Fly Harnessing The Power Of Group Creativity:

When Sparks Fly Dorothy Leonard-Barton, Walter C. Swap, 1999 How does a leader manage for creativity Many managers fall into the trap of assuming that only gifted individuals readily identifiable creative types can produce breakthrough thinking and if you don't have an eccentric genius on your team your efforts are doomed to mediocrity Some even argue that creativity is an art that can't possibly be planned or managed without extinguishing the vital creative spark Yet say Dorothy Leonard and Walter Swap today's most innovative complex services products and processes spring from well led well managed group interactions Blending their backgrounds in business and psychology into a fresh perspective Leonard and Swap sweep aside conventional thinking about creativity to show how managers can actively shape group processes to enhance creative output They offer proven strategies based on a deep understanding of human behavior for stimulating and directing the group dynamics that lie at the heart of innovative thinking The book clearly outlines and analyzes each step in the creative process and gives practical suggestions for managing creative teams including specific techniques for composing groups to maximize creative abrasion re channeling the tensions of conflicting points of view into new ideas and alternative options and failing forward to success Leonard and Swap explore how all aspects of the work environment from leadership style to the promotion of passion to the use of space to maximize serendipity can enhance innovation Drawing on examples in companies that range from small startups to Fisher Price Intel and Hewlett Packard *When Sparks Fly* shows how sophisticated managers can galvanize groups to maximize their creative potential

When Sparks Fly Dorothy Leonard-Barton, 2005

Social Influence and Creativity Marlene Turner, 2017-10-03 How do social influences affect such outcomes as creativity innovation originality and inventiveness While major advances have been made many questions regarding the impact of contextual and social factors on creativity and innovation remain This collection examines a rich array of contextual factors that affect these processes discussing group organizational and situational attributes that both facilitate and impair creativity and innovation The papers present insights into the conceptual underpinnings of those relationships and provide empirical evidence illuminating those relationships

Handbook of Organizational Creativity Roni Reiter-Palmon, Sam Hunter, 2023-06-22 Handbook of Organizational Creativity Leadership Interventions and Macro Level Issues Second Edition covers creativity from many perspectives in two unique volumes including artificial Intelligence work creativity within specific applied domains e.g. engineering science therapy and coverage of leadership The book includes individual team and organizational level factors and includes organizational interventions to facilitate creativity such as training Chapters focus on creative abilities and creative problem solving processes along with individual differences such as motivation affect and personality New chapters include the neuroscience of creativity creativity and meaning morality ethicality and creativity and creative self beliefs Sections on group level phenomena examine team cognition team social processes team diversity social networks and multi team systems and creativity Final coverages includes different types and

approaches to leadership such as transformational leadership ambidextrous leadership leader follower relations and more Focuses on the key need to increase creativity and innovation in organizations Identifies factors influencing organizational creativity in specific subject domains Discusses effects of rewards training and performance management on creativity Contains new coverage of virtual teams creative meetings and multiteam systems Presents interventions to improve organizational creativity Explores use of AI technology and design thinking for organizational creativity This expanded second edition is divided into two volumes For further information on Individual and Group Level Influences visit <https://shop.elsevier.com/books/handbook-of-organizational-creativity-reiter-palmon/9780323918404> **Entrepreneurial Creativity in a Virtual World** Denise Tsang, 2015-05-29 The start of the 21st century has seen an explosion of online media with creative content becoming a driving force for competitiveness As twin engines of the digital economy much has been said about both creativity and entrepreneurship but less about their relationship **Managing Knowledge Assets, Creativity and Innovation** Dorothy A. Leonard, 2011 Brings together the works on knowledge and innovation including the implementation of various processes and products This title contains articles from journals in diverse fields and chapters that cover the innovation process from its inception in peoples heads to its implementation **Harvard Business Review 20-Minute Manager Ultimate Boxed Set (16 Books)** Harvard Business Review, 2019-02-19 The perfect gift for aspiring leaders 16 volumes of HBR 20 Minute Manager This 16 volume specially priced boxed set makes a perfect gift for aspiring leaders who are short on time but need advice fast on topics from creating business plans and giving feedback to managing time and presentations The set includes Creating Business Plans Delegating Work Difficult Conversations Finance Basics Getting Work Done Giving Effective Feedback Innovative Teams Leading Virtual Teams Managing Projects Managing Time Managing Up Performance Reviews Presentations Running Meetings Running Virtual Meetings Virtual Collaboration Don't have much time Get up to speed fast on the most essential business skills with HBR's 20 Minute Manager series Whether you need a crash course or a brief refresher each book in the series is a concise practical primer that will help you brush up on a key management topic Advice you can quickly read and apply for ambitious professionals and aspiring executives from the most trusted source in business Also available as an ebook **Extraordinary Groups** Geoffrey M. Bellman, Kathleen D. Ryan, 2009-08-13 Two leading experts present a new approach to help teams nurture extraordinary experiences and excel Occasionally we participate in a group that inspires us to describe the experience as powerful or simply wow Why are some teams described in such exceptional terms while most are not Bellman and Ryan argue that an extraordinary group emerges when a group experience satisfies two or more core needs that members intuitively bring to any group they join Based on extensive research the book presents the Group Needs Model to help anyone nurture extraordinary experiences in their groups and achieve outstanding results Introduces a new approach for creating extraordinary experiences and results in teams Identifies the key characteristics that define exceptional teams Describes the Group Needs Model for encouraging

extraordinary experiences and team success A timely resource for anyone who leads groups including HR and OD professionals managers executives nonprofit managers and directors virtual teams leaders and trainers **Leveraging Knowledge for Innovation in Collaborative Networks** Luis M. Camarinha-Matos,Iraklis Paraskakis,Hamideh Afsarmanesh,2009-10-13 Collaborative Networks A Tool for Promoting Co creation and Innovation The collaborative networks paradigm offers powerful socio organizational mechanisms supported by advanced information and communication technologies for promoting innovation This in turn leads to new products and services growth of better customer relationships establishing better project and process management and building higher performing consortia By putting diverse entities that bring different perspectives competencies practices and cultures to work together collaborative networks develop the right environment for the emergence of new ideas and more efficient yet practical solutions This aspect is particularly important for small and medium enterprises which typically lack critical mass and can greatly benefit from participation in co innovation networks However larger organizations also benefit from the challenges and the diversity found in collaborative ecosystems In terms of research in addition to the trend identified in previous years toward a sounder consolidation of the theoretical foundation in this discipline there is now a direction of developments more focused on modeling and reasoning about new collaboration patterns and their contribution to value creation Soft issues including social capital cultural aspects ethics and value systems trust emotions behavior etc continue to deserve particular attention in terms of modeling and reasoning Exploitation of new application domains such as health care education and active aging for retired professionals also help identify new research challenges both in terms of modeling and ICT support development **Proceedings of the 20th European Conference on Management, Leadership and Governance** Mafalda Patuleia,2024

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