

# Team Dynamics During Innovation, Knowledge Creation and Learning Processes

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## INTRODUCTION

Innovation, knowledge creation and learning process is a process that takes place when new knowledge is created when following the process of Theory U (Scharmer, 2007). It allows us to learn from the future instead of learning from the past.

The study investigates team processes from a social dynamics perspective.

### RESEARCH QUESTION

What roles do team members take on during the knowledge creation process, and how does this affect the process?

## DISCUSSION

This study could show light to the variables that would be important in the research of the learning and knowledge creation process in the university setting.

## NEXT STEPS

The next steps are:  
+ Finishing focused coding (finding connections between categories)  
+ Theoretical coding  
+ Theory construction

## METHODOLOGY

Data from diary entries collected in university seminar on innovation in 2015 at University of Vienna and Vienna University of Technology.

- + They worked on self-selected project
- + 3 groups
- + 4-7 people per group
- + 7 entries each

Data is analyzed with grounded theory methodology (Charmaz, 2006).

## PRELIMINARY RESULTS

The categories that were found on the focused coding on one group were:

- Differences
- Ideas
- Learning
- Negative Feeling
- Organization
- Outside Influence
- Positive Feeling
- Team Roles
- Teamwork
- Time
- Uncertainty

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## References

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