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Deborah Gladstein Ancona



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June 2003 covering creativity and innovation in groups and organizations Each chapter of the book is written by an expert and covers original theory about creative processes in organizations The organization of the text reflects a longstanding notion that creativity in the world of work is a joint outcome of three interdependent forces individual thinking group processes and organizational environment Part I explores basic cognitive mechanisms that underlie creative thinking and includes chapters that discuss cognitive foundations of creativity a cognitive network model of creativity that explains how and why creative solutions form in the human mind and imports a ground breaking concept of creativity templates to the study of creative idea generation in negotiation context The second part is devoted to understanding how groups and teams in organizational settings produce creative ideas and implement innovations Finally Part III contains three chapters that discuss the role of social organizational context in which creative endeavors take place The book has a strong international mix of scholarship and includes clear business implications based on scientific research It weds the disciplines of psychology cognition and business theory into one text

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