



## SIG 09 - OB - Organizational Behaviour

We invite you to submit your research to explore the theme of *The Business of Now: the future starts here* for the EURAM 20<sup>th</sup> Conference.

We look forward to receiving your submissions.

### ST09\_02 - Team Performance Management

#### Proponents:

António Abrantes, ICN Business School.

#### Short description:

The standing track welcomes papers that study individuals in teams (e.g., how multiple-team membership impacts on individual learning and adaptation, how individual performance is influenced by team dynamics), teams as units (dynamic views on team processes, antecedents and consequences of team performance, team emergent states, team training, empirically supported team interventions, virtual teams) as well as the inter-team dynamics in larger social systems (e.g., multi-team systems dynamics and effectiveness, multiparty systems). The research topic is inclusive and we expect papers that use or combine theoretical insights from a variety of disciplines.

#### Long description:

Most modern organizations rely on teams to perform a variety of tasks ranging from production to strategic decision-making. Teams are flexible ways of organizing work and it is important to understand both the bright (process gains) as well as the dark sides (process losses) of teamworking in organizational settings. As a substantial amount of research on teams and teamworking accumulated during the last few decades, several meta-analyses summarized empirical findings both on process gains (team processes LePine et al., 2008; information sharing Mesmer-Magnus & De Church, 2009) as well as process losses (intra-group conflict De Wit et al., 2012; De Dreu & Weingart, 2003) and emergent states (efficacy and potency Gully et al., 2002, trust and conflict Balliet & De Lange, 2012). A number of meta-analytic studies also summarized the findings on the relationship between group diversity and performance. On the one hand these meta-analyses indicate that team research, as a field, approaches maturity and on the other hand they open new venues for research aimed at uncovering the dynamics and performance of organizational teams. A common trend in these integrative studies is the conceptualization of teams as multi-level and dynamic (socio-technical) systems. In this research track of Team Performance Management we intend to organize in a more systematic manner the increasing number of papers addressing teams and teamworking presented at EURAM and we invite papers that explore team performance management in a multi-dimensional and dynamic way. Therefore in terms of unit of analysis, we welcome papers that study individuals in teams (e.g., how multiple-team membership impacts on individual learning and adaptation, how individual performance is influenced by team dynamics), teams as units (dynamic views on team processes, antecedents and consequences of team performance, team emergent states, team training, empirically supported team interventions, virtual



teams) as well as the inter-team dynamics in larger social systems (e.g., multi-team systems dynamics and effectiveness, teamwork implementation in organizational settings, multiparty systems). The research topic is inclusive and we expect papers that use or combine theoretical insights from a variety of disciplines (Organizational Psychology, Sociology, Management and Organization Studies) and use various research methods and approaches (ranging from field studies to experiments and formal simulations) to understand the dynamics and effectiveness of organizational teams. We intend to publish a selection of papers presented within this track in the journal “Team Performance Management”.

**Keywords:**

group effectiveness  
group dynamics  
multiparty systems  
multi-team systems  
group processes and emergent states

**UN Sustainable Development Goals (SDG):**

Goal 5: Gender equality, Goal 8: Decent work and economic growth, Goal 12: Responsible consumption and production, Goal 16: Peace, justice and strong institutions.

**Publication Outlet:**

Team Performance Management

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**AUTHORS GUIDELINES**

<http://www.euramonline.org/submissions-guidelines-2020/authors-chairs-dicussants-guidelines.html>