

Information Systems and Management Group (ISM)

Seminar Series – Spring Term 2018-19

Speaker: Professor Mary Beth Watson-Manheim, University of Illinois

Title: How Many is Too Many? Investigating Multiple Team Membership

Date: Thursday 17th January 2019

Venue: WBS, Room 1.007

Time: 14:00 – 15:30

Abstract: In today's hyper-competitive and increasingly digital work environment, employees are often concurrently working on multiple project teams. These teams may be comprised of geographically dispersed members who work for different organizations or work in non-standard employment relationships such as independent contracting. We refer to this work arrangement as Multiple Team Membership (MTM). This work arrangement has advantages in that employees can leverage knowledge across projects and use gaps in time and tasks in one project to accomplish tasks related to other projects. Despite these advantages, working across different projects and teams with varying cognitive demands beyond a certain point can take a toll on an individual's ability to focus, solve problems, and be creative.

The goal of this research is two-fold. First, we examine the effect of working across concurrent projects on individual performance and creativity. Specifically, we ask – *at what point do the benefits of MTM cease to become beneficial and begin to hinder individual performance and creativity?* We report preliminary results of a field study underway examining the effects of differences in projects.

Bio *Mary Beth Watson-Manheim is a Professor of Information Systems in the Information and Decision Sciences Department, College of Business Administration, and in the Communication Department, College of Liberal Arts and Sciences, at the University of Illinois, Chicago. She is actively involved in research on the implications of a global and ICT-intensive workplace for individuals and organizations. Her research has been published in many leading journals and conferences and has received national and international awards.*

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