

## **The Research Centre of the Faculty of Economics**

cordially invites you to a research seminar

on **Monday, 25<sup>th</sup> January 2016 at 1 p.m. in Senate Conference Room (D-121)** at the **Faculty of Economics, University of Ljubljana**

Author: **James W. Berry (University College London)**

Coauthor: **David A. Hofmann (University of North Carolina)**

Coauthor: **Deirdre Snyder (Providence College)**

will present the article:

### **"Time to focus on innovation: Cross-level interaction of temporal depth and innovation climate on organizational creativity"**

“Individuals within organizations encounter competing goals virtually every day. Two such competing goals consist of obligations that must be completed in the short-term (today) versus those actions that will build capabilities for the future (e.g. Tushman & Nadler, 1986). Although much of the research associated with these competing goals has focused on managerial and strategic levels, we contend that individuals at all levels of the organization experience the pressure and competition of short-term tasks with those designed to build future capability. As expectations for innovation are pushed down to lower levels of the organization, conflicts may arise between those tasks focused on completing the work at hand versus thinking about new, innovative ways to perform the work which may increase future capabilities. One way to frame the distinction between these short- and long-term tasks is through the lens of temporal depth. Specifically, these different tasks represent a choice between current productive activities and investments in the future as presented by theories of intertemporal choice (Laverty, 1996; Loewenstein, 1988). Using two field studies we first show that temporal depth influences how employees think about creative ideas and then how they behave when asked to engage in organizational innovation. Furthermore, we find a cross-level interaction effect between temporal depth and innovation climate in predicting an employee’s innovation engagement.”

You can register for the free seminar by phone (01) 58-92-490, or via e-mail: [research.seminars@ef.uni-lj.si](mailto:research.seminars@ef.uni-lj.si) by Sunday, 24<sup>th</sup> January 2016.

**We look forward to seeing you!**