

# **Leadership and Learning in Information System Development Project Team**

*Emergent Research Forum paper*

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## **Abstract**

In addition to traditional vertical leadership, the importance of shared leadership in teams has been highlighted recently. However, despite the growing interest in team leadership, researchers pay limited attention to the relationship between specific leadership styles and learning types in teams. This paper addresses this gap by proposing a theoretical model to answer the question: *“How vertical and shared team leadership styles affect exploration and exploitation of team learning?”* In addition to argue the impact of leadership on both types of learning, we further hypothesize a contingency relationship between learning types and leadership styles.

## **Keywords**

Vertical leadership, shared leadership, exploration, exploitation, team learning