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Organizing intra-organizational networks for innovation

Aalbers, Rick

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Document Version

Publisher's PDF, also known as Version of record

Publication date:

2012

[Link to publication in University of Groningen/UMCG research database](#)

Citation for published version (APA):

Aalbers, R. (2012). *Organizing intra-organizational networks for innovation*. University of Groningen, SOM research school.

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Stellingen behorende bij het proefschrift:

Organizing Intra-Organizational Networks for Innovation

door Hendrik Leendert Aalbers

1. New innovative ties are likely to be established on a multiplex foundation of formal and informal relationships within that same tie. (chapter 2)
2. Successful innovation project teams are rich in the number of cross-unit horizontal ties as well as cross-hierarchical vertical ties. (chapter 3)
3. Successful teams concentrate their horizontal and vertical cross-ties among a few team members. (chapter 3)
4. Not motivation, but cheer number and diversity of intra-organizational ties maintained by and individual enhance idea generation abilities. (chapter 4)
5. By virtue of their pivotal brokering position in the innovation network, a small number of people – so called ‘idea scouts’ and ‘idea connectors’ – are most influential in diffusing opportunities for innovation. (chapter 5)
6. Due to the underestimation of the multiplexity in intra-organizational relations many formal interventions are bound to fail. (chapter 6)
7. Employees that maintain a power position prior to corporate downsizing enjoy an advantage in the dependency of others that favors their innovative capability post downsizing. (chapter 7)
8. Information overload due to information omnipresence as well as the fragmentation of information brings the risk of lost creativity and productivity. (not in this thesis)
9. In case of high environmental uncertainty biotech companies will incorporate informal coordination mechanisms like trust over contracts to regulate their alliances. (not in this thesis)
10. Ring-fencing consumer banking from corporate investment banking will reduce the risk of system failure. (not in this thesis)