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Foreword

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IRIS

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IRIS45: Workforce Leadership in the Age of Digital Transformation

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Foreword

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The Information Systems Research Seminar in Scandinavia (IRIS) is an annual seminar for Information Systems researchers established in 1978. The 45th IRIS was held in conjunction with the 13th Scandinavian Conference of Information Systems (SCIS).

After two years of virtual events due to the COVID-19 pandemic, the IRIS participants could finally meet in person. The theme of the seminar and conference was *Workforce Leadership in the Age of Digital Transformation*. The event was hosted in Helsingør, Denmark, from August 14th to 17th 2022.

The seminar is conducted in a working group format meaning the members of each working group have read the papers before the seminar and prepared comments for all authors of the same group. The structure of the seminar allows all participants to improve their research, and the seminar furthermore provides an academic collaboration opportunity.

This year the participants were divided into six thematic groups: 1) *Socio-Technical Perspectives* chaired by Anna Sigridur Islind, 2) *Robots and AI* chaired by Monika Hattinger, 3) *IT Projects and Development* chaired by Lise Tordrup, 4) *Digital Emergence* chaired by Katrin Jonsson, 5) *Privacy, Regulation and People* chaired by Magnus R.P. Hansen, and 6) *Health and Well-being* chaired by Margunn Aanestad.

The six papers selected for this 13th issue of the selected papers of the IRIS were nominated by the group chairs and have been subjected to a double-blinded peer-review process before the seminar. Before being included in this issue, the papers were revised based on the working group discussions and the review comments.

Selected papers

Digital transformation has introduced changes to the national school curricula in Sweden. The paper selected from the first working group is *Introducing a Socio-Technical Perspective on Digital Competence Education Through Co-design* by **Malin Wik**. The author explores how digital competence education, which is somewhat focused on programming, can be enhanced with a socio-technical perspective on digitization by conducting co-design activities with two school classes at a Swedish upper secondary school.

Technical advancements and digitization have also changed how work is carried out. With the introduction of industrial robots in manufacturing, humans are sometimes expected to collaborate with robots or work in their vicinity. The paper *Trigger Points of Fear and Distrust in Human-Robot Interaction: The Case of Cooperative Manufacturing* by **Linn Gustavsson, Svante Augustsson** and **Helena Vallo Hult** was selected from the second group. In the paper, the authors explore what may trigger a human to feel fear and trust in a human-robot interaction context by using a mixed-method setup. The authors specify suggested practical guidelines on how to design flexible robot cells.

The enforced COVID-19 pandemic restrictions made changes to how work and collaborations were carried out. From the third working group, the paper titled *High-Performance Teams in Traditional and Digital Contexts: A Literature Review* by **Aleksandra Petrova** was selected. Petrova argues that while so-called High-Performance Teams (HPT) for long have been seen as a success factor for organizations, there is no clear definition of what factors constitutes an HPT. The author, therefore, recognizes key aspects of HPTs through a literature review and specifically evaluates how digital and traditional teams differ – a focus that has been actualized due to the increase of digital teams during the recent pandemic restrictions.

In the realm of peer-to-peer collaboration then, author **Yuting Jiang** analyzes the contributors to the social Question & Answer (SQA) community in the paper *Predicting the Way and the Degree of Users' Content Contribution in the Social Question and Answer Community*, which was selected from the fourth group. A large data set is used to make predictions about the link between users disclosing personal information when creating a user account on the SQA, and their willingness and ways of contributing with answers and questions. A method for such predictions is presented and suggested in the paper.

Changes in regulations and policies may affect organizations. The fourth paper is written by **Mari Parkkali** and was selected from the fifth working group. In *The Privacy Policy Came into Force, What Happens in Practice* the changes in regulations such as the General Data Protection Regulation (GDPR) in the EU are analyzed. In particular, Parkkali focus on how four organizations dealt with the introduction of GDPR and how the employees were affected.

Finally, from the sixth seminar group the paper by **Raluca Alexandra Stana** and **Hanne Westh Nicolajsen** was selected. The authors explore how the digitized society affects individuals, with a focus on the stress that employees may feel when using Information and Communication Technology (ICT) in their work. In the paper with the title *If Digitalization is the Answer, Then What Was the Question? A Case Study of How Technostress is Made*, the authors focus on techno-stress in Denmark by analysing governmental documents and through interviews with employees in private organizations.