Measuring Creative Performance of Teams Through Dynamic Semantic Social Network Analysis
Contents

- Background
  - Collaborative Innovation Networks (COINs)
- Previous work
  - sociometric badges, Wikipedia, Eclipse, Ops teams
- 3+5
  - 3 rules of collaborative innovation
  - 5 variables of virtual mirroring
Swarm Creativity - COINs

Creator
Collaborative Innovation Network
Collaborative Learning Network
Collaborative Interest Network
1. “Centralized Leaders”
2. “Rotating Leaders”
3. “Waggle Dance”
4. “Attraction Pheromone”
Most effective communicators

People for Innovation

Degree of Connectivity

low (1-1)  high (m-m)

Degree of Interactivity

low  high

Degree of Sharing

small (1-1)  community

personal
Previous/Parallel Projects

- Eclipse
- Wikipedia
- Sociometric Badges
- Operational/outsourcing/call center teams
Explore
Eclipse committers...

What's New
Upcoming project reviews, new project proposals, changes to the development process, etc.

Eclipse Development Process
Due Diligence | Committer Guidelines | IP and Licensing

Committers and Contributors
World View | Project Dashboards | Becoming a Committer | Alumni | Emeritus

Eclipse Wiki
Visit the Eclipse Wiki for information on various topics at Eclipse.

Development Builds
Looking for the latest build? Milestones, Nightly Builds, and more.

Bugzilla
Report, lookup and triage bugs for your project.
Hi Yanni, I withdrew the Roman-Spartan War from FAC and I put it on Peer Review at WPMILHIST. So if you have the time and don't mind could you please go and leave some suggestions because they always seem to be of good value and worth while. Thanks in advance and also I forgot to congratulate you on El Greco becoming a FA. It's great that you took the article of the greatest Greek painter to FA level. Kyriakos 05:49, 4 January 2007 (UTC)
Blue – drummer
Red – singer/leader
Green - audience
Very happy customer (NPS 67%)

High GBC
Clear leaders

Very unhappy customer (NPS -33%)

Low GBC
Leaders invisible

Net Promoter Score®

How likely is it that you would recommend our company to a friend or colleague?

Extremely likely
10 9 8 7 6 5 4 3 2 1 0

Not at all likely

NPS = Promoters - Detractors
3 + 5

3 Rules of Collaboration
5 Variables of Virtual Mirroring
3 Rules of Collaboration

I. In order to gain power one needs to give away power
   1. Strong leaders (high GBC)
   2. Rotating leadership (Oscillating GBC)
   3. Variance in Contribution Index

II. Be responsive and respectful
   4. Low ART

III. Only say something when you have something to say
   5. Honest sentiment (high/low positivity, low/high negativity)
I.1 Strong Leaders

Centralized leaders

Non-centralized leaders
1.1 Strong leaders in C3N

(Oct 12 to Jan 13)
The more a few strong leaders dominate the social interaction network (the higher adc), the more successful the project works ($R=0.627^*$).
1.2 Rotating Leadership
The higher the summed up actor betweenness centrality is ($R=0.657^*$), the more (different) leaders are taking turns, and the higher is the performance of the team.

**Osc-GBC**

- Community Leadership
- ICN
- Mentoring
- N of 1
- P3K
- PAC
- PassivePro
- PatientAct
- PopMg
- PreVisPlan
- SNA
- SocGames
- YouMelBD
I.3 Variance in Contribution Index

- Sender
  - Communicator, Connector, Gatekeeper
  - Collaborator, Expediter, Administrator
  - Creator, Guru, Salesman
  - Subject-matter expert, Knowledge Broker

- Recipient
  - Bottleneck

- Contribution Index
- Communication Frequency
I.3 Variance in Contribution Index in C3N

(Oct 12 to Jan 13)

The higher the variance in Contribution Index, the higher is learning and innovation. This means that a few people send or receive much more e-mails than the rest (R=0.809*)
II.1 Average Response Time

Size of actor denotes speed, the larger, the slower
II.1 Average Response Time in C3N

(Oct 12 to Jan 13)
The faster the team responds, the higher is its performance (R=0.784*)
III.1 Honest Sentiment
Emotionality (Pennebaker)

- emotionality = positivity - negativity
  the smaller emotionality of sent e-mail, the higher innovation in Nov 12 (R=-0.706*) and Feb 13 (R=-761*)
- Speculativity = emotionality_sent + emotionality_received/sum_ego_words
  the less ego_words and the less emotionality in discussion, the lower performance in Feb 13 (R=-679*)
III.1 Honest Sentiment in C3N

(Oct 12 to Jan 13)

The more positive the sentiment in the team, and the less negative, the higher is the team performance.
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