

## Re-Thinking the diversity-innovativeness relation. A (micro-) political approach

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It has been often shown that heterogeneous teams – in terms of socio-demographics, professions, or functions – are more innovative than homogeneous teams. In particular, the different views of diverse team members on problems and different approaches to find appropriate solutions for these problems foster creativity.

However, empirical findings on the diversity-innovativeness relation are mixed. This speech will shed light on the reasons of these empirical inconsistencies and also point to several theoretical contradictions. It will offer a new perspective on innovation processes as political arenas, where many actors try to advance their interests.

Such a political approach to innovations highlights various opportunities and restrictions of diversity in organizations.

DIFFERENT DIFFERENTIATION GOVERNANCE IMAGES MONO-CAUSAL STUDIE  
RIGHTS CHANGES IDENTITY WORLD AGE NEW GOVERNANCE AWARENES  
CONSTRUCTIONS LINKED STRUCTURES DEFINITION MULTICULTURALISM DECADES  
DEMOGRAPHIC GLOBALIZED CATEGORIZATION BORDER-CROSSING  
URBAN MULTIPLE POPULATION PHENOMENON VARIABLES CULTURE  
SEGREGATION COMPLEXITY DYNAMISM ORGANIZATIONS MARKETS  
WORLD INTEREST