Jill Perry-Smith
Associate Professor of Organization & Management at Emory University, Goizueta Business School
Atlanta, GA, US
Professor Perry-Smith's areas of specialization include the effects of informal social networks on creativity.

Description
Jill Perry-Smith joined the Goizueta Business School faculty after completing her Ph.D. in organizational behavior in the College of Management at Georgia Institute of Technology. Her areas of specialization include the effects of informal social networks on creativity and the impact of work-life initiatives on firm and individual performance. Prior to her academic career, Jill worked on a variety of project management teams, overseeing large refinery expansion projects, across the United States. She currently teaches a groups and teams elective, a creativity and innovation elective, as well as an organizational behavior seminar in the Ph.D. program.

Topics
Creativity, Informal Social Networks, Work-Life Initiatives

Education
Georgia Institute of Technology
2002
Ph.D. Organizational Behavior

Pepperdine University
1991
M.B.A. Management

Syracuse University
1989
B.S. Civil Engineering

Media Appearances
Emory Life Emory Faculty Present at TedxPeachtree
The Emory Wheel
2015-11-17
Along with Vilhauer's talk about positive future thought and action, two other Emory-affiliated community members -- Neurosurgery Resident Physician at Emory Jordan Amadio and Associate Professor at the Goizueta Business School Jill Perry-Smith -- spoke at this year's TedXPeachtree event. Amongst beatbox performances and demos of friendly robots, the three discussed their respective research about psychology, neuroscience and management...
Why It's Dangerous to Ask Your Friends and Family for Advice
Inc.
2015-11-05
Dr. Jill Perry-Smith, an Associate Professor of Organization and Management at Emory University and speaker at the upcoming TEDxPeachtree, has an interesting perspective on creativity.

MARTA spent $144,000 on help for top management
AJC
2012-10-08
Jill Perry-Smith, an expert on organizational behavior at the Emory University, said businesses commonly hire outside consultants to try and determine what might be creating management problems, but such probes are generally are topical and not focused on the top executive.

"That is unusual," she said. "It might suggest there is a problem with the leadership that needs to be addressed or it might suggest something else. It might send an unintended message that those commissioning it did not intend to send."...

Trying to be creative in a 'Dilbert' world
CNN
2012-06-16
"Within organizations, there are different objectives," says Jill Perry-Smith, a professor at Emory University's Goizueta Business School who has studied the effect of informal social networks on creativity. "In many cases, some of the systems that produce effective organizations simultaneously may hamper creativity within those firms."...

Articles
Social network ties beyond non-redundancy: An experimental investigation of the effect of knowledge content and tie strength on creativity
Journal of Applied Psychology
2014

Social network research emphasizes the access to nonredundant knowledge content that network ties provide. I suggest that some content is more beneficial than others and that tie strength may affect creativity for reasons other than the associated structure. That is, tie strength may affect how individuals process nonredundant knowledge. I investigate 2 types of knowledge content--information (i.e., facts or data) and frames (i.e., interpretations or impressions)--and explore whether tie strength influences their effect on creativity.
The emergence of team creative cognition: the role of diverse outside ties, sociocognitive network centrality, and team evolution
Strategic Entrepreneurship Journal
2008

We introduce the concept of team creative cognition and discuss how it is transferred and infused within the team to enable the team's creativity. Specifically, we propose that diverse personal ties outside of the team shape and strengthen individual team member's 'creative muscle,' and that this individual creative cognition is infused within the team through modeling processes, ultimately resulting in team creative cognition. We further propose that team member centrality in the team's sociocognitive network, as well as the ...

Social yet creative: The role of social relationships in facilitating individual creativity
Academy of Management Journal
2006

Integrating creativity and social network theories, I explore the direct and interactive effects of relationship strength, network position, and external ties on individual creative contributions. Results from a study of research scientists suggest that weaker ties are generally beneficial for creativity, whereas stronger ties have neutral effects. I also found that centrality is more positively associated with creativity when individuals have few ties outside of their organization and that the combination of centrality and many outside ties is not ...

The social side of creativity: A static and dynamic social network perspective
Academy of Management Review
2003

We explore the association between the context of social relationships and individual creativity. We go beyond a one-dimensional treatment of social relationships, highlighting the importance of both static and dynamic social network concepts. We argue that weaker ties are generally but not always beneficial for creativity, propose the network positions that facilitate and constrain creative work, and describe three moderators. A spiraling model is presented, capturing the cyclical relationship between creativity and ...

Effects of social-psychological factors on creative performance: The role of informational and controlling expected evaluation and modeling experience
Organizational Behavior and Human Decision Processes
2001

The impact of two social-psychological factors, expected evaluation and modeling, on creativity was investigated in a laboratory study. The controlling and informational aspects of expected evaluation were manipulated and individuals were provided no example, a standard example, or a creative example of a solution to a representative management problem. As expected, individuals had significantly higher creativity and intrinsic motivation when anticipating an informational rather than a controlling evaluation. In addition, ...
Although typically excluded from strategic human resource models, bundles of work-family policies may be an HR approach related to competitive advantage. Symbolic action and resource-based views provide conceptual support for such a relationship. Results from a national sample of 527 US firms suggest that organizations with more extensive work-family policies have higher perceived firm-level performance. In addition, there was partial support for the hypotheses that the relationship between work-family bundles and firm ...