

# Caneel Joyce

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## EDUCATION

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- Ph.D. *Haas School of Business University of California, Berkeley* 2009  
Business Administration, Management of Organizations group (previously called  
Organizational Behavior and Industrial Relations)  
  
Dissertation: [\*The Blank Page: Effects of Constraint on Creativity\*](#)  
Barry Staw (chair), Philip Tetlock, Cameron Anderson, Robert MacCoun,  
and Sara Beckman, committee members
- M.S. *Haas School of Business, University of California, Berkeley* 2005  
Berkeley, California  
Business Administration
- B.A. *University of California, Los Angeles (UCLA)* 2000  
Major: Communication Studies *cum laude*  
Minor: Anthropology

## ACADEMIC POSITIONS

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**Lecturer** (U.K. equivalent to U.S. Asst Professor, tenure track) 2009-present  
LONDON SCHOOL OF ECONOMICS  
Department of Management, Employment Relations & Organisational Behaviour (EROB) Group

## RESEARCH INTERESTS

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Creativity, design, innovation, and constraints. Problem definition, idea generation and idea selection; new product development teams; decision making; cognitive style; organizational culture; group norms; conflict and diversity; innovation in service industries, design thinking.

My research interests lie at the intersection of creativity, decision-making and culture with an emphasis on the ways in which the social environment shapes our strategies for generating and evaluating new ideas. I see creativity as a strategic process through we we not only solve problems and design new innovations, but we also seek to gain acceptance, status, and power.

## JOURNAL ARTICLES

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Joyce, Caneel K.; Jennings, Kyle E.; Hey, Jonathan H. G.; Kalil, Thomas & Grossman, Jeffrey C. (2009). [Getting down to business: Using speedstorming to initiate creative cross-disciplinary collaboration](#), *Creativity and Innovation Management*, Vol. 19, No. 1, 57-67.

Hey, Jonathan H. G.; Joyce, Caneel K.; Jennings, Kyle E.; Kalil, Thomas & Grossman, Jeffrey C. (2009). [Putting the discipline in interdisciplinary: Using speedstorming to teach and initiate creative collaboration in nanoscience](#). *Journal of Nanoeducation*, Vol. 1, No. 1, 75–85.

Joyce, Caneel K.; Chatman, Jennifer A. & Lyons, R. (2007). [Innovation in services: Corporate culture and investment banking](#), *California Management Review*, Vol. 50, No. 1, 174-191.

Hey, Jonathan H. G.; Joyce, Caneel K. & Beckman, Sara L. (2007) [Framing innovation: Negotiating shared frames during early design phases](#), *Journal of Design Research*, Vol. 6. No. 1, 79-99.

*Papers in preparation for submission:*

The blank page: Creativity and voluntary constraint in new product development teams.

Curvilinear effects of constraint on creativity: Laboratory evidence from a product design task.

Boxed in, set free: A theory of creativity under constraint.

Teaching design thinking. (with Sara L. Beckman and Lora Oehlberg)

*Projects in progress:*

Integrative cognition. (with Philip E. Tetlock)

## **BOOK CHAPTERS**

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Chatman, Jennifer A.; Wong, Elaine M. & Joyce, Caneel K. (2008). When do people make the place? Considering the interactionist foundations of the attraction-selection-attrition model, p. 65-88 in Brent Smith (Ed.), [The People Make the Place: Dynamic Linkages between Individuals and Organizations. A Festschrift in Honor of Benjamin Schneider](#). Mahwah, NJ: Erlbaum.

## **REFEREED PAPERS & CONFERENCE PROCEEDINGS**

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Joyce, Caneel K. (2010). The Blank Page: How Constraining the Creative Task Influences Creative Processes and Outcomes. Part of symposium on Constraining the Consumption Environment to Enhance Consumer Creativity, to be presented at the 2010 Association for Consumer Research Conference, Jacksonville, FL.

Beckman, Sara L. & Joyce, Caneel K. (2009). Reflections on Teaching Design Thinking to MBA Students. Presented from the Business as an Agent of World Benefit Conference, Case Western Reserve University, Cleveland, OH.

Joyce, Caneel K.; Jennings, Kyle E.; Hey, Jonathan H. G.; Kalil, Thomas & Grossman, Jeffrey C.. (2007). Getting Down to Business: Results Using Speedstorming to Initiate Creative Collaborations, Presented at the ECCI X 10th European Conference on Creativity and Innovation, Copenhagen Business School, Denmark. *Awarded as one of best five papers at conference.*

Joyce, Caneel K. & Chatman, Jennifer A. (2006). Norm misperception in innovation work groups. Presented at the Academy of Management Meetings, Atlanta, GA.

Self, William; Chatman, Jennifer A. & Joyce, Caneel K. (2006). The relative influence of leaders and group norms on performance. Presented at the Academy of Management Meetings, Atlanta, GA.

## **OTHER PUBLICATIONS**

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Joyce, Caneel K. (2010). Capgras: The Art of Hunter Mack, *Ambivalent magazine*, forthcoming.

## **INVITED PRESENTATIONS**

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Joyce, Caneel K. (2010). The Blank Page: Effects of Constraint on Creativity in New Product Development Teams, *Cass Business School*, London, UK.

Jennings, Kyle E. & Joyce, Caneel K. (2007). Overcoming challenges to identifying creative collaborators in interdisciplinary work: Speedstorming and Structured Social Interaction, workshop given at the *ECCL X 10th European Conference on Creativity and Innovation*, Copenhagen Business School, Denmark.

Joyce, Caneel K. (2008). Boxed In, Set Free: Effects of Constraints on Creativity, *Berkeley-Stanford Organizational Behavior Conference*, Palo Alto, California.

Joyce, Caneel K. (2007). Speedstorming for creativity: Interdisciplinary research is hard to do but structured social interaction can help, *GroupTalk seminar*, Berkeley Institute for Design, Berkeley California.

Joyce, Caneel K. (2007). Curvilinear Effects of Constraints on Creativity: Evidence from a Product Design Experiment, *Berkeley-Stanford Organizational Behavior Conference*, Palo Alto, California.

Joyce, Caneel K. (2006). Value diversity and culture formation in team innovation, *Kurt Lewin Institute Organizational & Group Dynamics seminar*, Amsterdam, the Netherlands.

Joyce, Caneel K. (2006). Value diversity and culture formation in team innovation, *Seminar on Social Decision Making* at the University of Amsterdam, the Netherlands.

Joyce, Caneel K., Jennings, Kyle E., Hey, Jonathan H. G., Kalil, Thomas, & Grossman, Jeffrey C.. (2007). Getting Down to Business: Results Using Speedstorming to Initiate Creative Collaborations, Poster presented to the *National Science Foundation Review Board Mini-Conference*, CITRIS Institute, University of California, Berkeley.

## **TEACHING EXPERIENCE**

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London School of Economics, Department of Management

2009-present

Organisational Behaviour - masters students

Organisational Change - masters students

Negotiations and Decision Making - executives

Negotiations: Interests, Information, Strategy and Power - summer course

Designed new programs and curriculum for MSc in OB and BSc in management programs

Haas School of Business, University of California, Berkeley 2004-2008

Organizational Behavior - undergraduates  
Leadership (graduate student instructor and team facilitator) - MBAs  
Negotiations & Conflict Mediation (guest lecturer and graduate student instructor) - MBAs / Executive MBAs  
Innovation in Services & Business Models (guest lecturer) - MBAs  
New Product Development (guest lecturer) - MBAs and masters students

Haas@Work Program in Applied Innovation (for the Haas School of Business) 2006-2009

Clients included Cisco Systems, Panasonic, Sunpower, The Walt Disney Company's Disney Media Group, and LAM Research (curriculum contributor and innovation team facilitator)

## **FELLOWSHIPS AND AWARDS**

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2008 Institute for Business and Economic Research (IBER) research grant recipient

2008 U.C. Berkeley X-Lab (Experimental Social Science Laboratory) research grant recipient

2006-2007 *California Management Review* Fellow

2006 Doctoral Dissertation Proposal Consortium, Organizational Management and Theory Division, Academy of Management Conference, Atlanta

2005-2006 Crawford Fellow

2004-2005 William H. Smith Scholarship Fund Recipient

2003-2004 Graduate Fellowship: William H. Smith Scholarship Fund Recipient

## **PROFESSIONAL ACTIVITIES AND AFFILIATIONS**

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Member, Innovation Co-Creation Lab

Ad-hoc Reviewer: *California Management Review*; Organizational Behavior division, Academy of Management national conference

Member, Academy of Management: Organizational Behavior, Entrepreneurship, Organization and Management Theory, Managerial Cognition divisions

Visiting Scholar, the Kurt Lewin Institute & the Department of Work and Organizational Psychology, University of Amsterdam, The Netherlands (2006)

New Doctoral Consortium, Organizational Behavior Division, Academy of Management Conference in New Orleans (2004)

## PROFESSIONAL EXPERIENCE

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**Consultant and strategic advisor** ongoing  
Recent clients have included firms in the product design, retail, internet, fine arts, and film industries.

**Marketing & Communications Manager** 2001- 2003  
Total Health & Productivity Corporation (Thap), Emeryville, California

**Organizational Design Consultant** (freelance) 2000  
Spectrum Consulting, Los Angeles, California

**Assistant to Executive Vice President of Sales & Marketing** 1998-2000  
Edgesoft, Inc., Santa Monica, California

**Promotions Coordinator** 1998  
Suissa Miller Advertising, Los Angeles, California

## SERVICE AND OTHER INTERESTS

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Co-designer of new Behavioural Research Lab, London School of Economics (opens October 2010)

Leadership Team & Strategy Creation Facilitator for the *Global Social Venture Competition* and *NetImpact* leadership teams, Haas School of Business

High-Technology Industry Panel Coordinator, Women in Leadership Conference

Vice President, PhD Association, Haas School of Business

Mentor for *Yeah!* (Young Entrepreneurs at Haas), program for Oakland high school students.

Graduate, 16-day Multi-Element Outward Bound Course, North Carolina

Actress and singer (20 years of performing experience)