

CIFREM SEMINARS

COLLECTIVE INTERPRETATION: A CONSTRAINT SATISFACTION NETWORK MODEL (WITH AN APPLICATION TO ORGANIZATIONAL RELIABILITY)

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***Thursday, 06 May 2010
3.00 PM – DISA seminar room
Faculty of Economics
Via Inama, 5 - Trento***

In the talk (which will report joint work with Giovanni Gavetti, HBS) I will introduce a model of collective memory as a network of agents, in which each agent is endowed with an (associative) memory and a set of stored prototypes. The model examines how such networks of agents can converge to a shared interpretation of the state of their environment. In particular, closed form results show how communication can foster convergence to shared interpretations among agents, how the emergence of genuine new prototypes (creativity) can be associated to communication among agents, and how such processes may find a limiting factor in “groupthink” phenomena associated to communication. A second part of the talk will use results from computer simulation to explore issues of “organizational reliability” when information from the task environment can be noisy, incomplete, or genuinely new, never-seen-before situations may arise. Furthermore, the effects of turnover and of partial knowledge are examined. An “inversed U”, non-monotonic relationship between communication and interpretive accuracy emerges. Relationships with March and Olsen’s “logic of appropriateness”, case-based decision making and organizational routines will be discussed.