The Edward de Bono Institute for the Design and Development of Thinking
University of Malta

Academic Staff Research Interests
October 2013

DR LEONIE BALDACCHINO

Research interests focus mainly on entrepreneurship theory and practice and include the following strands:

Creativity, innovation and entrepreneurship: Entrepreneurship involves generating, evaluating, developing, refining, implementing and managing ideas within new or existing ventures. Entrepreneurship is viewed as a major source of innovation.

Entrepreneurial cognition: This is concerned with the ways in which entrepreneurs process and use information throughout the entrepreneurial process, for example, to identify and evaluate opportunities, and to make decisions about venture creation and growth.

Experience, expertise and entrepreneurship: Research indicates that experience and expertise are beneficial for entrepreneurship. However there is still a great deal to be learned about the specific role of different types of experience, and to how one can nurture entrepreneurial expertise.

Sustainable entrepreneurship: While traditional businesses are concerned exclusively with financial gains, sustainable entrepreneurs are also concerned with environmental and social matters. Like sustainable development, sustainable entrepreneurship is built upon the pillars of environmental, social and economic development.

Entrepreneurship education: Education is increasingly being seen as a key driver for shifting cultural values and mindsets in favour of entrepreneurship, as well as playing a key role in developing the skills and knowledge necessary for entrepreneurial activity.
DR VINCENT CASSAR

Research interests focus mainly on the following:

Employment relations and organizational climate: Including the role of the employment relationship on personal initiative, the influence of climate on creativity and innovation as a function of the type of employment relationship.

Positive psychology and individual creativity: JD-R (job demands-resources) theory for innovation; pressure/stress and creativity; role of positive factors (e.g., flow) in the creative process, influence of emotions on creativity (e.g., to build and broaden theory).

Leadership in organizations: role of transformational/ethical/authentic leadership on innovation of practices; role of leadership on change in view of innovation; organization innovation in complex systems; resistance to change; impact of technology on people's attitudes at work and work values.

Education and entrepreneurship: the role of Higher Education on entrepreneurial mindsets, competencies of entrepreneurs and delivery, values and work ethic in view of entrepreneurship; creative careers.
Research interests focus mainly on the following:

- Innovation management,
- Idea management systems and the innovation process in organisations,
- Open innovation (including crowdsourcing, innovation brokers and lead user innovation),
- Innovation in the financial services sector,
- Innovation in NGOs, charities and state-funded entities,
- Foresight / Future studies (including future scenarios for Higher Education institutions),
- Innovation and new digital technology (including diffusion, revenue models, social networks, virtual worlds),
- Creative cities (including Valletta 2018 city of culture),
- Creative industries.
Research interests focus mainly on the following:

Organisational creativity and innovation including: learning in the workplace, motivation, talent management and the work environment,
Constraints on creativity and innovation,
An exploration of the role of creativity and innovation in talent management programmes,
Creativity in the workplace – assessing the impact of restrictive and participative practices on creative output,
Staff development programmes: are they simple repeat practices or is there a creative/innovative aspect to them? How? Where?
An insight into the thinking patterns of young entrepreneurs. How do they fuel their creativity? Which methods do they use to practice divergent thinking and ideation?
The impact of the use of creative thinking skills (de Bono's thinking skills or idea generation methods). An investigation of the factors that may impinge on the transfer of the skills to different environments.
Research interests focus mainly on the following:

Construction of identities of various kinds (national, gender, ethnic, etc.), in and through consumption and performances of consumption and spaces of consumption.

With special reference to creativity and innovation, in relation to:

- Cultural Studies,
- Media and Identity,
- Cybercultures, new media and digital technologies,
- Social Media and self-representation,
- Globalisation and global cultural flows,
- Diaspora,
- Consumption & Advertising,
- Media and Gender.
Research focus is mainly on the study of creativity and creative processes in individuals and organisations, with particular interest in the following:

- Organisational creativity – concerned with the study of creativity and creative processes in organisations as complex social settings,
- Organisational culture,
- Creativity in education, which involves research into the inclusion of creativity as a learning objective,
- The applied study of the creative process,
- Creative thinking and problem-solving processes, particularly the application of the de Bono tools and lateral thinking in educational and business settings.

26 November 2012