**INTRODUCTION**

Innovation, knowledge creation and learning process is a process that takes place when new knowledge is created when following the process of Theory U (Scharmer, 2007). It allows us to learn from the future instead of learning from the past.

The study investigates team processes from a social dynamics perspective.

**RESEARCH QUESTION**

What roles do team members take on during the knowledge creation process, and how does this affect the process?

**METHODOLOGY**

Data from diary entries collected in university seminar on innovation in 2015 at University of Vienna and Vienna University of Technology.

+ They worked on self-selected project
+ 3 groups
+ 4-7 people per group
+ 7 entries each

Data is analyzed with grounded theory methodology (Charmaz, 2006).

**PRELIMINARY RESULTS**

The categories that were found on the focused coding on one group were:

- Differences
- Ideas
- Learning
- Negative Feeling
- Organization
- Outside Influence
- Positive Feeling
- Team Roles
- Teamwork
- Time
- Uncertainty

**DISCUSSION**

This study could show light to the variables that would be important in the research of the learning and knowledge creation process in the university setting.

**NEXT STEPS**

The next steps are:

+ Finishing focused coding (finding connections between categories)
+ Theoretical coding
+ Theory construction

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**References**
