

Research Project: Measuring Your Organization's Collective Intelligence

Introduction: What if you could easily and accurately gauge the collective intelligence of your organization? Prior MIT research has developed a form of "IQ test" for organizations that can help predict group performance.¹ Our current work at MIT offers a promising approach to help you assess group performance using communication data that you already have on hand. This approach can be used to help identify ways to improve financial performance, amount of innovation, time to market or other outcomes.

Confidentiality: All data are confidential and available only to the research team, all of whom are bound by MIT confidentiality rules and procedures. Any publications will be reviewed via the participants' corporate communication processes and will only be published with written permission.

Benefits to participants: For many participants the main benefit of participating in this project is to gain insights into how collaboration affects their organizational performance. Indicators developed in this project could have many uses, including the ability to provide early warnings for struggling teams, suggest how teams could improve, and monitor consistency of collaboration. Indicators could also be scaled-up to predict organizational-level performance. All participants will receive a copy of any produced materials. There is no cost to participating organizations or respondents.

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Data needs: We seek organizations interested in sharing the following information:

- 1) Communication data such as metadata on emails and chats,
- 2) Data on outcomes such as sales,
- 3) HR data such as job title, tenure, reporting relationship,
- 4) Brief interviews with stakeholders to obtain background information such as the business context and how operations are carried out within the organization.

Study participation: To participate in this study or for additional information, please contact Hirotaka Miura (hmiura@mit.edu).

¹ Anita Williams Woolley, Christopher F. Chabris, Alex Pentland, Nada Hashmi, and Thomas W. Malone. Evidence for a collective intelligence factor in the performance of human groups. *Science*, 330(6004):686–688, 2010.