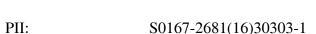
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Author: <ce:author id="aut0005" author-id="S0167268116303031-22359b66fd193df81088b0d0cdb01c56"> Charles Ayoubi<ce:author id="aut0010" author-id="S0167268116303031-de98e8ca3f46537ac35b063c7022312d"> Michele Pezzoni<ce:author id="aut0015" author-id="S0167268116303031-ec3e8500de9137bf6a75ada20dcdca87"> Fabiana Visentin



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At the origins of learning: Absorbing knowledge flows from within the team

Charles Ayoubi¹, Michele Pezzoni² and Fabiana Visentin^{1,3}

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¹École Polytechnique Fédérale de Lausanne, Chair in Economics and Management of Innovation

²University of Nice and GREDEG; Bocconi University, CRIOS

³All authors contributed equally to this work. Corresponding author <u>fabiana.visentin@epfl.ch</u>

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