Building, leading and sustaining the innovative organisation

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• Innovation ≠ invention

• Innovation = solving problems
Caution!

• Doing what others are doing (without a good reason)
• Copying / imitating what someone else has done (because it worked for them)
• Technology for the sake of technology
• Expecting someone else to do it (ICT)
• Need more than just enthusiasm
Barriers to innovation

http://www.growthaccelerator.com/blog/innovate-your-manufacturing-business/

Most common barriers to innovation

- Unclear strategic direction (37%)
- The wrong culture (48%)
- Don’t have the right skills (6%)
- No resources (4%)
- A lack of time (3%)

Pera Training 2012
Characteristics

- Free Thinking
- Creativity / Emotion
- Action / Room for mistakes
The role players

The Innovator

The Manager

The Developer
The playing field

Creating the Innovative Organisation; Tim Mazzarol, Centre for Entrepreneurial Management and Innovation, 2004

- Holistic
- Devolved
- Dynamic

- Failure tolerant
- Entrepreneurial
- Visionary

- Non-linear strategic planning process

- Innovative Organisation

- Market Orientation

- Market driven
- Market needs
- Partnering

- Exploratory units
- Structure-culture balance

- Diversity
- Knowledge Exchange
- Risk
- Reward

- Ambidextrous structures
Thank you