

Innovation paper

Technology, Innovation



? Introduction Innovation is about partnerships. It involves advancing new and improved ideas and is relevant to all communities. Partnerships create and promote entrepreneurship, the development of technology and its commercialization. Taken together, they are critical to enhancing many organizations and America's global competitiveness. Workforce development and education support innovation and entrepreneurship, and linking these activities are important in developing a competitive innovation and an entrepreneurial system.

This paper will discuss how to identify and characterize promoting innovation, the role of leadership in sustaining innovation and the ethical implications of promoting innovation in an office environment. How would you identify and characterize the roles of incentives, training, and education in promoting innovation in your organization. In order to effectively promote innovation organizations must give their employees; “ meeting and recreational space which lead to spontaneous encounters and informal networking, both are important facilitators of innovation” (Bettina Von Stamm, 2003, para. &5). These incentives cannot act alone and instead must act together through managerial efforts with their upper level management. By working together and introducing organizational competitiveness throughout the company, upper level management and everyone else will recognize the results of better communication, coordination and cohesiveness of their innovation related efforts. Through collaborative efforts, organizations become stronger by leveraging and combining the individual strengths and resources of each employee.

America's colleges and universities are key assets that must be tapped in order to advance our nation's innovation strategy. The United States has the best higher education system in the world and that system should be continually expanding with more students, better trained faculty and more primary research capabilities. American colleges and universities are essential in educating our future workforce, conducting research, and producing innovations. What is the role of leadership in creating, managing, and sustaining innovation in your organization?

Introducing organizational innovation incentives is not an easy task, and will take finesse, and people skill to be successful. The organization structure and its relationship to culture will need to be understood to develop an action plan that will fit the current and future organizational culture. Once the culture has been dissected and analyzed, it's important to know who the key players are, in other words, those who have the power, and authority to make decisions will be the most instrumental to the success of increasing organizational innovation.

During the change process it's necessary that one possesses a certain skill set, or techniques to help deal with resistance once discovered.

Communication, the art of negotiation, and people skills are the best tools one can possess when dealing with resistance to change. Once those attributes are exhibited, techniques will need to be implemented based on the leadership. What are the ethical implications of an individual reward system? To abandon or abuse the performance appraisal process is a breach of business ethics.

While some managers are skillful and genuine in reviewing an individual's performance, that does not appear to be typical. The ethical ramifications of performance reviews have caused managers and employees all levels to become frustrated, cynical, and withdrawn. Many managers talk about ethics but do not recognize or act upon ethical issues in their day-to-day managerial responsibilities. Most ethical questions arise from people relationships within the organization. Managers must realize that ethics is the process of deciding and acting.

Results of questions from my previous organization indicate that some of the managers believe they are recognized and reinforced for their ethical decisions and behaviors. Employees have a big stake in the way managers evaluate and operate. Managers and nonsupervisory employees alike cite concern about " politics and lack of fair treatment, honesty, and truthfulness" in connection with the performance review. References Bettina Von Stamm. (2003). *Managing Innovation, Design and Creativity*. Retrieved April 7, 2009, from Bettina Von Stamm, Week Five, OI 461.