Example of managinginnovation at texas wesleyan university essay

Education, University

Innovation can be a way of life in an organization if employees are motivated by organizational encouragement. A lot of corporations across the globe recognizes talent that innovates. There are competitions for innovations and the winners and participants are recognized by the management. In Texas Wesleyan University there can be innovation in the admission process, fee collection, teaching methods, examination and evaluation, internship, laboratory and library management, research paper development etc. University should recognize talent in every department for innovation. Examples of innovations in admission process could be a unique method of evaluating applicants by other applicants who have applied for the university. This could be one of the steps in the admission process. Brainstorming such ideas in a group would lead to innovation. Top management also should be a part of the brainstorming session, but as moderators only. This is one of the example of encouraging innovation in the university (Davenport, 1993).

Resistance to innovation is a bigger challenge. Resistance leads to great innovative ideas going down the drain. To manage resistance to innovation University needs to have a process to nurture innovation. A process to be followed to nurture innovation could be identify the idea. Once the idea is identified the innovator needs to present a paper on SWOT (strength, weaknesses, opportunities and threat) analysis of the idea to the innovation team of the university. If the team short list the idea the innovator along with the innovation team should present the idea and its suggested implementation process to the top management. If the top management approves the idea, and effective communication should be done to all the

stakeholders to be affected by the new innovation (Davenport, 1993). This will help in controlling resistance to change.

Reference

Davenport, T. (1993). Process Innovation: Reengineering work through information technology. Harvard Business School Press, Boston