

Entrepreneurial

Business



Innovation in organization Ideas in the organization can arise from any part of the organization i. e. it does not matter which rank one holds in the organization. The management have put up strategies to ensure that any idea that comes either from the employees, leaders, or any other stakeholder is keenly scrutinized in order to determine its magnitude in bringing change in the organization (Christiansen, 2000).

Teams in the organization are another important channel that provides the management with different ideas of achieving certain goals in the organization. The source of idea explains to the management the effect that the idea will have on the organization and how to implement the idea in the existing procedures (Christiansen, 2000).

The organization has a culture that upholds change that arises. Management has ensured that it has induced a positive culture that encourages employees to welcome any change that will have a positive impact towards the organization's performance. On the other hand, leaders are the implementers of the change. They ensure that they lead the rest of the organization towards changes the organization. The organization has also ensured that it provides a serene environment for the innovators. This is through providing psychological and financial support to those who have an idea that may change the organizational performance. Employees also give human capital inform of giving ideas towards refining the idea for it to become more effective for the whole organization. This has played a major role in encouraging potential innovators to come up with diverse ideas that has seen an increased competitiveness of the organization (Christiansen, 2000).

For the management to increase creativity and innovation in the

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organization, they must create a good relationship with their subordinates. Many of the innovative ideas come from the low ranked employees. As a result, leaders should adopt open office policy to encourage employees to consult them when need arises concerning the idea (Christiansen, 2000). Second, the organization leaders should set aside funds that will help those with ideas to purchase all the necessary materials required to spearhead the idea(s). Funds have been the greatest setback towards innovation therefore; availability of the funds will encourage employees to come up with ideas that will improve the organizations status (Christiansen, 2000).

The management can encourage innovation through giving out incentives. In case an employee comes up with an innovative idea and it brings change in the organization, the management should reward that employee in order to encourage others to come up with such ideas. Some of these incentives might include gifts or job promotions. In addition to this the management can set up some hours in a day, week or month for the employees to use them in coming up with an innovative idea (Christiansen, 2000).

One real example is that of Google who allows their employees to spend 30% of their time trying to look for creative and innovative ideas. Some of the ideas that employees has come up with include Google maps and Google Adsense. As a result, the company has seen very many ideas being brought on the innovative desk by their employees making the company one of the most successful in the world.

Reference

Christiansen, J. A. (2000). Building the Innovative Organization: Management Systems That Encourage Innovation. Palgrave Macmillan.