

Managing Innovation and Change

Future Vision

Define and rally around a compelling vision for the future state.

- What potentially threatens this vision?
- How urgent is the change?
- What risks occur if the organization does not change?
- How will you know when we get there?

Create Awareness

Present the facts and findings to create awareness and convince employees to buy-in for the change initiative. These facts could include

- flat earnings
- rising costs
- decreasing market share,
- other relevant key indicators

Resistance

Identify the key resistance issues and stakeholders impacted by the change and address them. Be prepared to deal with emotional and political issues.

Urgency

Create a compelling vision and an urgency for change. This moves people out from their comfort zones to a behavior change.

Managing For Innovation

**Hugo Tschirky, Cornelius
Herstatt, David Probert, Hans Georg
Gemünden, Thomas Durand, Tim
Schweisfurth, Petra C. de Weerd-
Nederhof**

Managing For Innovation:

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Managing Innovation Joseph Tidd,J. R. Bessant,Keith Pavitt,1997-06-26 Technologies are increasingly complex and expensive markets are more competitive and products and services more difficult to differentiate In such an environment organizations achieve competitive advantage through innovation They must approach innovation in its broadest sense including technological development marketing strategies and new work practices The corporate capacity for continuous change must be dramatically increased Management must understand how to translate new technologies and market opportunities into successful products and services The scope of this book is unique It seeks to integrate the fields of technological market and organizational innovation Based on European Asian and American best practice experience and the latest research in management Managing Innovation demonstrates that it is no longer sufficient to focus on a single dimension of innovation Instead it takes an integrative and holistic approach to the management of innovation It does this by the use of three key themes the identification and development of core competencies the constraints imposed by different technologies and markets and the structures and processes for organizational learning The use of these themes provides managers with the knowledge to understand and the skills to exploit innovation at both strategic and operational levels Designed for MBA and MSc courses in the management of technology and innovation Managing Innovation will also be relevant to managers at all levels in both manufacturing and service sectors

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