

2019 Strategic Technology & Innovation Management Programme

Project Title: **How organisational culture affects innovation in an organisation**

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Industrial / managerial need addressed

The IfM developed a diagnostic for assessing the technology and innovation management (TIM) capabilities within an organisation so that focused improvements can be made. The aim of this project is to investigate the role of organisational culture in innovation and then update the people & organisation part of the TIM Diagnostic as appropriate.

Expected deliverables

- Company feedback from TIM Diagnostic results, interviews and focus groups, and roadmap trials;
- IfM working paper that outlines the relationship between organisational culture and innovation; and,
- A revised TIM Diagnostic with an updated organisational culture category that is research-based and tested

Engagement opportunities

- Ten to twelve companies are invited to conduct self-assessments using the organisational culture portion of the IfM's TIM Diagnostic. The companies will provide their impressions of the Diagnostic;
- Host a set of interviews and focus groups to discuss how organisational climate and culture affects innovation. Four to six of the company interviews will be conducted via conference call; however, 2 companies are invited to host a day of interviews and focus groups with two culture change experts
- Two companies invited to pilot test a workshop-based format for roadmapping the organisational climate in a company

All information provided by participating companies will be anonymised for this study and participating companies will receive the results of their TIM Diagnostic self-assessments, the results of their interviews and focus groups and the results of the roadmap trials.

Approach

<i>Q1/Q2 2019</i>	<i>Q2/Q3 2019</i>	<i>Q3/Q4 2019</i>
<ul style="list-style-type: none"> - Review existing literature to identify key factors that can be used to understand the relationship between culture and innovation - Conduct self-assessments (10-12 companies) using the IfM's TIM Diagnostic (see Figure 2) 	<ul style="list-style-type: none"> - Obtain organisational perspectives via interviews (6-8 companies) and focus groups (2 companies); - Practical trials (2 companies) of roadmapping approach (see Figure 3 for example format) 	<ul style="list-style-type: none"> - Prepare IfM working paper of the results; - Update TIM Diagnostic as appropriate; - Report study results at the STIM network meeting in November