

Brief Course Outline

Course Title: **Special Topics - Organizational Innovation**

Course Number and Section:

MOS

3398A 550

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Disclaimer: Information in the brief course outline is subject to change. The syllabus posted on OWL is the official and authoritative source of information for the course.

Course Description:

Organizations are facing complex challenges and are searching for powerful new methodologies to understand and address them. Organizational Innovation looks to strengthen organizations through innovation and design. In this course students will identify, understand, and reframe significant challenges facing organizations to shake up even the most entrenched organizational practices and bureaucracies. By looking at use frameworks, cases from several different contexts and design methodologies we will explore how innovation and design reduces risk, manages change, increases resource effectiveness, and manages competing organizational demands.

Learning Outcomes:

1. Through small and whole group discussions a. Understand innovation fundamentals, theories and approaches. b. Articulate the significance of innovation within competitive landscapes. c. Distinguish between various types of innovation, including product, process, business model, and service innovation. d. Define the difference between an organizational circumstance and an opportunity for innovation. e. Understand the role of leadership and innovator's mindset. f. Develop an awareness of the inherent biases that can impact innovation initiatives.
2. Through sustained group work: a. Manage organizational ambiguity that can often hinder innovation projects b. Understand the obligations of what it means to be a member of an innovation team c. Contribute meaningfully to a successful group project d. Provide feedback to group members through peer assessments e. Manage the logistics and intricacies of group work f. Adopt a strength-based approach to group formation and function
3. Through active reflection a. Develop individual leadership insights and acumen b. Develop insight into your leadership skills c. Understand the role of an innovator d. Apply leadership tools and skills to complex environments including working within an innovation team

4. Through designing and delivering an innovation project: a. Apply key innovation theories b. Apply design thinking methodologies to articulate the challenge, define multiple solutions, derive innovative, human centred, solutions c. Demonstrate the importance of innovation d. Explain an organizational innovation e. Develop strategies to cultivate organizational support and momentum f. Determine models for measuring the impact of innovation g. Determine and prioritize various innovations that support organizations

1. Innovation Theories and Models a. Students will explain key theories and models of innovation, such as disruptive innovation, open innovation, and the diffusion of innovation. b. Students will analyze case studies to identify factors contributing to the success or failure of organizational innovation efforts.

2. Innovation Strategy Development a. Students will develop human centred strategies to foster an innovative culture within organizations. b. Students will identify and evaluate sources of innovative ideas from both internal and external environments as well as problem solving frameworks such as design thinking

3. Leadership and Management of Innovation a. Students will assess the role of leadership in promoting and managing innovation. b. Students will identify the skills and qualities of effective innovation leaders.

4. Innovation Processes and Tools a. Students will apply various innovation processes and tools, such as design thinking, lean startup methodology, and agile development. b. Students will conduct innovation audits to assess an organization's innovation capabilities and readiness.

5. Collaboration and Networks for Innovation a. Students will evaluate the role of collaboration, partnerships, and networks in driving innovation. b. Students will develop strategies to leverage external networks and ecosystems to enhance innovation.

6. Managing Innovation Projects a. Students will plan and manage innovation projects, including setting objectives, timelines, budgets, and resource allocation. b. Students will assess risks associated with innovation projects and develop risk mitigation strategies.

7. Measuring and Evaluating Innovation a. Students will identify key performance indicators (KPIs) for measuring innovation success. b. Students will conduct post-implementation reviews to evaluate the impact and effectiveness of innovation initiatives.

8. Ethical and Sustainable Innovation a. Students will discuss the ethical considerations and social responsibilities associated with organizational innovation. b. Students will develop strategies to ensure sustainability and corporate social responsibility in innovation efforts.

9. Future Trends in Innovation a. Students will analyze emerging trends and technologies that impact organizational innovation. b. Students will anticipate future challenges and opportunities in the field of innovation management.

Textbooks and Course Materials:

Posted in Brightspace

Methods Of Evaluation:

Assignment	Due Date mm/dd/yy	Weight - %
Personal Innovation Inventory & Reflection	09/20/2024	10
Class Attendance	weekly	30%
Online Discussions & Mini Assignments	weekly	
Peer Assessment	10/2/2024	10
Individual Reflection	10/02/2024	10/05/2024
Innovation Project	10/2/2024	30

In solidarity with the Anishinaabe, Haudenosaunee, Lūnaapéewak, and Chonnonton peoples on whose traditional treaty and unceded territories this course is shared.

Tuesday, August 20, 2024