

Getting innovations adopted

Conclusions

- innov -> adopt new pract
- innov not equal invention
- LA helped identify "7 practices"
- Anyone can learn by practicing 7P
- skill levels <--> size
- innov is interaction -- no "loner"

Somatics: 8th Practice

- non-verbal
- holistic
- embodied

Map

- diagram
- nec & suff

Second Step: 7 practices

- habits - value
- actions to take (patterns)
- breakdowns to cope with
- interaction with org environment
- design of org environment

First Step: 7 Generators

- Sims
- Berners-Lee
- Point to heart of practices
- student convergence to 7 Q
- how did they generate their innovations?

Quiz

Do you believe innovation is

- unpredictable *BW: 96% innovation initiatives fail*
- mysterious
- skill
- learnable

CLAIM: Innovation is a learnable skill

My interest

- good ideas don't automatically win
- studying leadership for 20 years *tech innovators can be leaders*
- LA -- conviction that some "natural talents" like mgt, leadership, design are learnable skills

Defining Innovation

- wrong definition --> wrong skill
- operational *innov = adoption new practice in group or community*
- separate from innov *title "adopting innovations" shows pitfall: innov IS adoption*
- Misconceptions: unusual, fast, large, radical*

Searching for the Skill

literature

- "easy -- 8400 books!"
- CONSENSUS: innov unpredictable, governed by processes beyond human control, risky
- CONSENSUS: law of large numbers "org processes can produce innov"

discovery

- LA tools for insight *profiles top 50/100*
- Analyzed innovator stories *books*
- started Sense21 1993 *biographies (Evans)*
- Gel into practices map 2004 *interviews*