No future without public sector innovation

@mennospaan
Haagse Beek organisatieadvies

www.haagsebeek.nl/innovation
Innovation capacity assessment

From containment to free flow

Welcome. Here you can read all about innovation of public organisations.

Below you can measure the innovation capacity of your team, department, organisation, or partnership of organisations.

What stage are your innovations in? And what are the success factors during that stage? Take the self-test and find out.

This test will take only a few minutes of your time and your results will be available instantly, allowing you to compare them to those of other organisations.

Start the test

Getting started with innovation?
Read this book!

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Innovation capacity assessment

Legend
- Your score
- Similar organisations with under 1,000 employees from the sector: Municipal authorities.
- Successful innovative organisations

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Innovation is a must
But how?
The Netherlands
Water management: room for the river

Provincie Zuid-Holland

Waterschap Brabantse Delta

Onix
Different forms of innovation

- Product innovations
  - Goods
  - Services
- Process innovations
  - Technological
  - Organisational
Some of the innovations
The recipe..

Spaan, 2020, *From containment to free flow*, Business Contact, Amsterdam
Process steps

**Fiddle:**
There are no specific ideas for different working methods, services, or products yet, or there are initial ideas that have not been put into practice yet.

**Flow:**
There are initiatives for different working methods, services, or products that are worth investing in, i.e. investment in the form of human resources, financial resources, time, and scope to assess whether they are worthwhile or to try them out in practice in circumstances that are as realistic as possible.

**Focus:**
New working methods, services, or products have proven their effectiveness in realistic conditions and are implemented in the existing organisation to assess their effectiveness in that environment.

**Fit In:**
New working methods, products, or services have proven to be effective in practice and are being implemented in the existing organisation.
Salt and pepper: choosing the right strategy

- Under the radar
- In the spotlight
- In a dark basement
- The context strategy
- The copycat strategy
An innovation-friendly ecosystem?
Components of the innovation-friendly ecosystem

- Employees with the right skills
- Employees with diverse backgrounds
- Using engagement as the starting point (Gallup, the 20% rule)
- Working on a different culture (service and loyalty versus being allowed to experiment and make mistakes, openness to new ideas, job pride, craftsmanship, daring to make yourself unneeded)
- Leaders who do the right things (giving the right example, reflecting on own ideas, reliableness and consistency, daring to stay away, standing behind your people, even when it gets tense, encouraging others)
- Sharing information
- Monitoring the results
- Creating room for reflection (willingness to step away from own ideas and assumptions)
- Calling each other to account
- A suitable work environment

Menno Spaan, 13 februari 2020
Cycle of innovation

1. Old working methods are no longer adequate
2. New working methods emerge
3. Dip in adoption of new working methods
4. Strong adoption of new working methods
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