

The term innovation means a new way  
of doing something.  
It may refer to incremental and radical changes in  
thinking, products, services and processes.  
Innovation requires Change

"Innovation  
involves  
breaking  
out of  
established  
**patterns** in  
order to look  
at things in a  
different  
way."

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YD**



## The Global Innovation Index

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### Global Innovation Index 2016 rankings

Country/Economy	Score (0–100)	Rank
Switzerland	66.28	1
Sweden	63.57	2
United Kingdom	61.93	3
United States of America	61.40	4
Finland	59.90	5
Singapore	59.16	6
Ireland	59.03	7
Denmark	58.45	8
Netherlands	58.29	9
Germany	57.94	10
Korea, Rep.	57.15	11
Luxembourg	57.11	12
Iceland	55.99	13
Hong Kong (China)	55.69	14
Canada	54.71	15

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Top innovations of the last decade  
Social Network Platforms



Top innovations of the last decade  
Sharing Economy Apps



**Why Innovation?**

Scientists and governments perceive innovation as a necessity to ensure economic growth.

To be successful, organizations have to launch new product features, offer better services, and provide more efficient and effective internal processes.

95% of the organizations point out that they want more Innovative Work Behavior of their employees (Janssen, 2009). With this kind of behavior organizations are able to face the dynamic environment they operate.

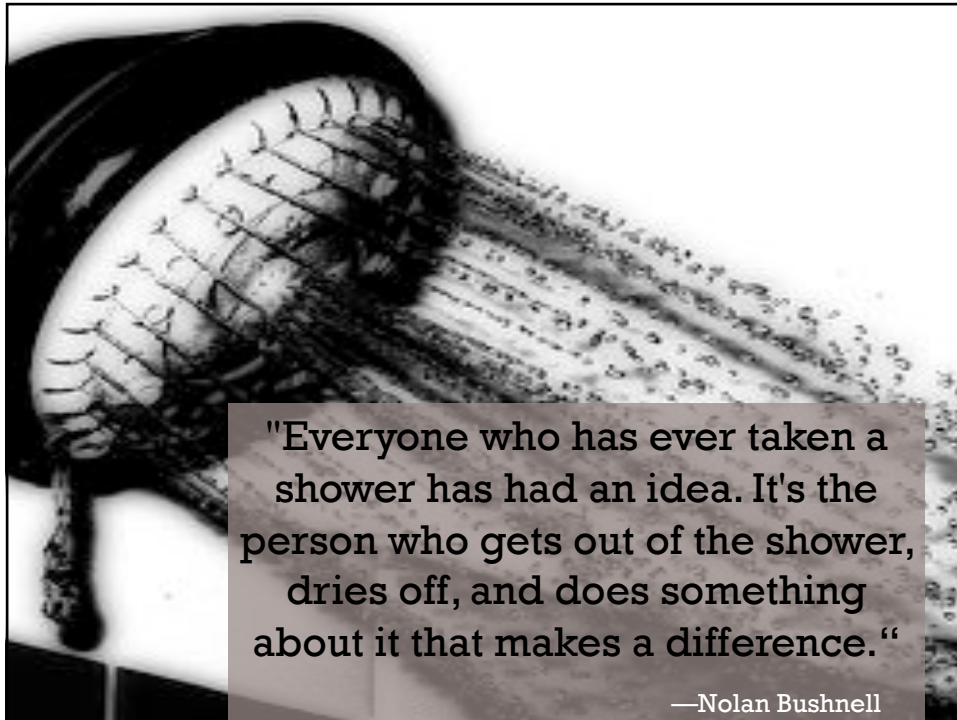


In all types of innovation, it's all about people (employees) and their competences and mindset.

An organization's skill to innovate depends on its intellectual capital and how it uses its knowledge resources (Subramaniam & Youndt, 2005).

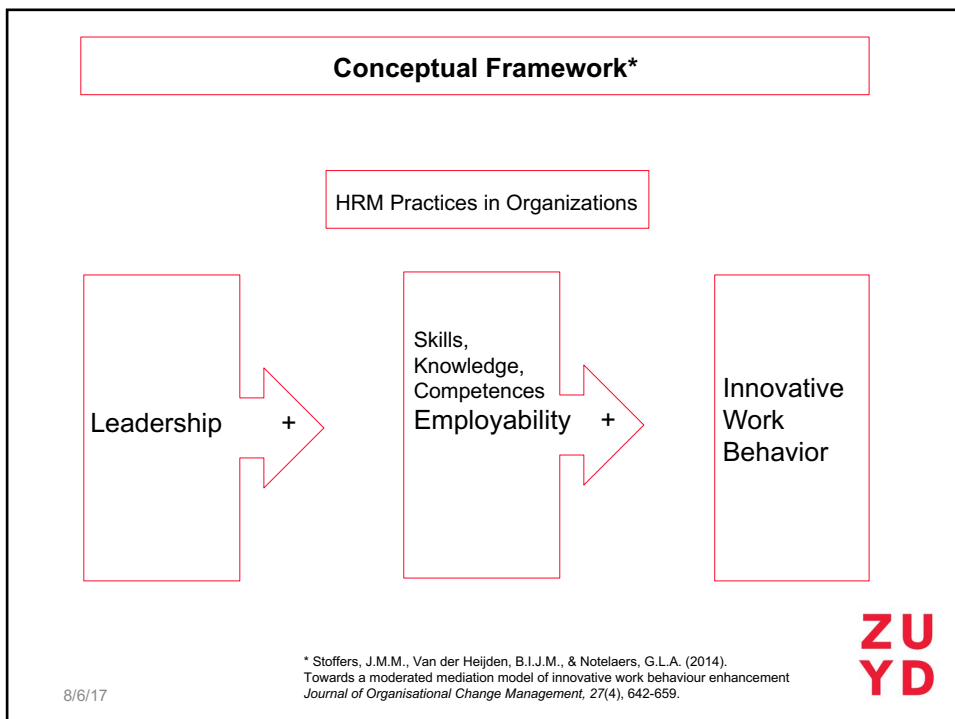
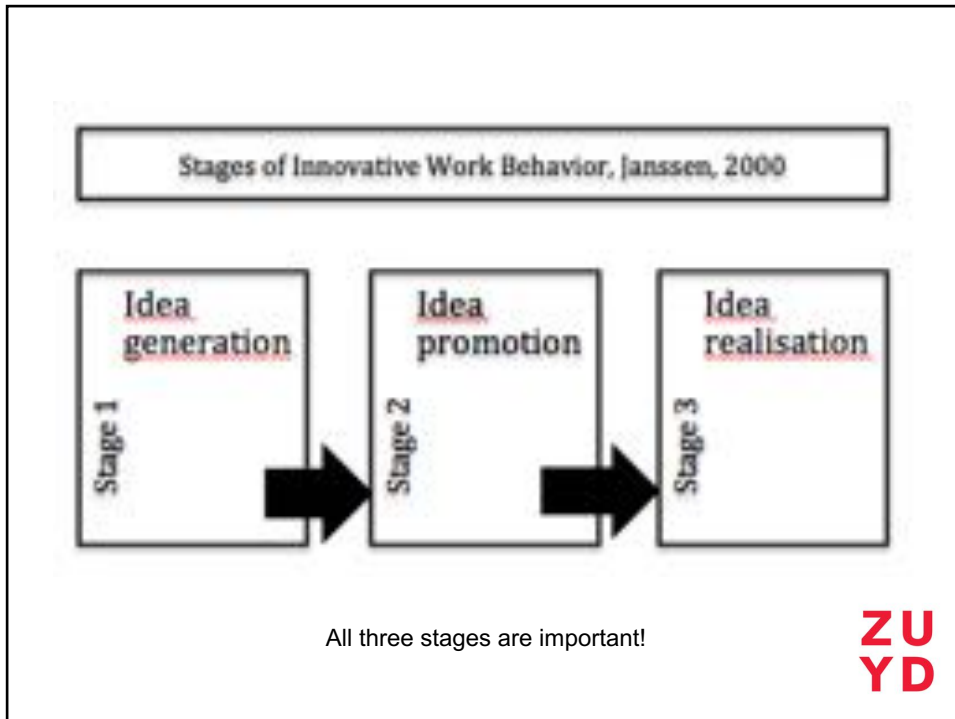
Employees have to show Innovative Work Behavior.





Innovative Work Behavior:  
not only creative behavior, but also the adequate promotion and implementation of creative ideas.

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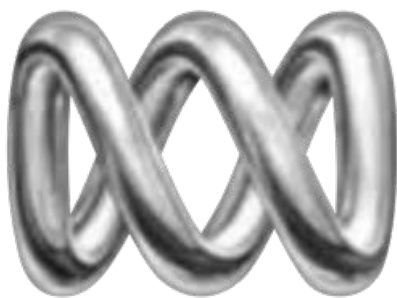


**Practical implications, let's summarize**

Leadership and employability can enable and enhance innovation of employees in organisations.

Furthermore investing in skills, knowledge and competences hence representing employees' employability will lead to innovative work behavior.

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Broadcasting  
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