**INDM 5020 – International Technology Management**

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**1. Lambert, Jason. (2016). Cultural Diversity as a Mechanism for Innovation: Workplace Diversity and the Absorptive Capacity Framework, 20(1), pp68–77**

**2. ABSTRACT.**

This article talks about the importance of diversity and how diversity is a mechanism for innovation. This article also points out that there is an interest in research to find a connection or relationship between organizational diversity and firm performance; even though there have been previous articles talking about it, there has been no data to subtending their argument. Some studies data provide mix-results concerning the relationship between diversity and either group or firm outcomes.

**3. BIG IDEAS.**

This article talks about how cultural diversity could impact organizational creativity, which is that people from different backgrounds can get together and share different ideas. The author also expresses that they are not able to find an inconclusive result linking diversity with firm innovation because we cannot prove 100% that diversity is directly related to innovation. Also, companies lack a comprehensive framework to establish the kind of diversity needed to impact the organizational performance of the company. The author also expresses that cultural diversity could either improve or harm work group functioning because of discrimination in the workplace.  Most companies comply with discrimination laws, but this does not mean that minorities necessarily benefit from diversity at work. The author explains that the relationship between these perspectives, diversity, and innovation, has not been examined yet.

**4. STRENGTHS.**

We can have the best company in the world, but innovation cannot occur within the organization without the employees' input. The author did a good job expressing that the key to innovation is creativity, organizational culture, and climate. All of this influence individual innovation, which was one of the critical points of this articles.

**5. WEAKNESSES.**

The article mentioned in more than one-time fairness-and-discrimination; but it never explained in detail what exactly is fairness-and-discrimination. Concrete examples of fairness-and-discrimination as well as to how to address it would have been appreciated.

**6. VALUE ADDED.**

This article is very informative. One part of the article says that heterogeneity teams lead to more efficient outcomes, which I experience at first hand in my current job. I work with people from more than five countries. I can notice the different points of view of each of them; sometimes we agree, and sometimes we don't, but at the end, we get together and create a good product by incorporating all the different opinions.

**7. SELF ASSESSMENT.**

I learned a lot from this article. Sometimes we take things for granted. Since I moved to the United States, I always work with people of multiple nationalities in my job. I never stopped a second to think how important diversity is for innovation.