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# **Characteristics of Innovation and Innovation Adoption in Public Organizations: Assessing the Role of Managers [1]**

Highlight:

This study analyses the factors influences government/big organisation adopt an innovation.

Quotations:

**What is Innovation:**

“Innovation is a complex construct and is studied from multiple perspectives at different levels of analysis by scholars from a variety of academic disciplines. At the **organizational level**, researchers have generally defined ‘‘innovation’’ as the development (generation) and/or use (**adoption**) of **new ideas** or **behaviors** “

**Managers’ Age and Tenure are not the absolute factor to influence an innovation adopted.**

**“**Managers’ age will have an inverted-U shaped relationship with innovation adoption.**”**

**“**Managers’ tenure will have an inverted-U shaped relationship with innovation adoption.**”**

**What is inverted-U shaped**[**:<Link>**](http://methods.sagepub.com/reference/encyc-of-research-design/n485.xml) **[2]**

“The U-shaped curve usually refers to the nonlinear relationship between two variables, in particular, a dependent and an independent variable.”

**Manager’s education is important to influence an innovation adopted.**

“Educated administrators and managers are more likely to use complex and diverse approaches to problem solving and decision making”

**Manager’s personal pro-innovation orientation will positively influence an innovation adopted.**

“For instance, innovation in information technologies in both public and private sectors is facilitated by managers’ proactive orientation toward adopting new technology”

“have found support for a positive relationship. We propose that public administrators or managers with a more favorable attitude toward innovation and change would more likely decide to support the ideas that depart from existing practices”

**Bigger Government adopted more innovations than small and rural government, but adoption depends on governments’ finance and institutional rules.**

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Five recommendations to kick-start bioeconomy innovation in the UK [3]

Quotations:

**Demonstration is important in innovation and government procurement.**

“To bridge the gap from lab and pilot scale to commercialization, larger-scale demonstrators are important to show that new products are technically and eco- nomically feasible.”

SAP’s Ariba demonstration video

[Video Link](https://www.sap.com/assetdetail/2017/04/2c9de007-b37c-0010-82c7-eda71af511fa.html)

Highlight:

Used technology: Video

Uses a 10:47 video to describe the Ariba product in detailed.

Demonstration sites to speed up innovations in delta technology[4]

Highlight:

Using “seeing” to provide government procurement opportunities, using “demonstration” to eliminate the fear of taking risk of adopting new innovation and get feedbacks to make further Improvement.

Quotations:

**New technology has risks on benefits.**

“You only love what you know”

“many water managers prefer to place their confidence in known solutions rather than investing in new and still unknown, often unproven, alternatives”

**There is existing business with old business partners.**

“An old boy network.”  
 “They have already worked together for decades, seeking solutions to delta projects, often by applying and further optimizing existing solutions”

**Demonstration facilities need: open, accessible, largely free, relate to the actual reality, testable, and improvable**

“An effective tool for breaking this logjam is to create environments, whether physical or digital, that are open, accessible, largely free from regulations, and which specifically relate to the actual reality: demonstration sites. These sites permit innovative entrepreneurs, researchers and end users to jointly test and improve innovations, as well as demonstrating them to potential customers“

**Provide new opportunity for seeing new technology**

“Based on this experience with FPH, we see thematic demon- stration sites are thus an effective means of testing and optimizing innovations, as well as providing opportunities for “seeing is believing” and for breaking out of the traditional “old boys network.”

**Inspiration: Need to consider if the demonstration is short-term or long-term. Maintenance solution should be done.**

**“**Also financially it is beneficial to share the facility. Start-ups that use the facility intensively for a longer period contribute to maintenance cost of the facility, one-time use of the facility is without charge.**”**

Learning by Demonstration Technology for Military Planning and Decision Making: A Deployment Story [5]

Highlight:

This paper describes the successful deployment of learning by demonstration technology that goes well beyond macro recording by enabling end users to create parameterized procedures that automate general classes of repetitive or time-consuming tasks.

Quotations:

**Soldiers learn operations via tasks and desktop-based demonstration technology: CPOF;**

“CPOF is a geospatial visualization environment that enables multiple users to collaborate in developing situational awareness and planning military operations “

**Task learning is a good strategy to let user learn a complex thing. Learn from simple example**

“Initial demonstrations of simple PAL capabilities facilitated user acceptance of the technology”

“Such requirements run counter to the spirit of end-user task learning and could be expected to reduce user acceptance of such technology. To mitigate this risk, our engagement team introduced PAL by initially creating small procedures that automated routine, repetitive tasks rather than complex workflows. “

**User engagement should be considered into demonstration technology.**

**References:**

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Thousand Oaks, California: SAGE Publications, Inc., 2010. [Online]. Available: <http://sk.sagepub.com/reference/researchdesign>. Accessed on 2018/09/08.

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