



## SIG 06 - INNO - Innovation

We invite you to submit your research to explore the theme of *The Business of Now: the future starts here* for the EURAM 20<sup>th</sup> Conference.

We look forward to receiving your submissions.

### T06\_13 - Managing people for innovation

#### Proponents:

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#### Short description:

Digital transformation for innovation is not only about technology. Thus, the track aims to stimulate the debate on new research and practice insights in the human aspects of innovation:

„People innovating“ covering topics such as skills and competencies needed for innovation, team mechanisms as well as leadership for innovation.

„Innovating for people“ covers human-centered topics such as social innovation, innovation with purpose and social entrepreneurship.

„Context of people-centered innovation“ describing the circumstances in which people-centered innovation occurs, e.g. intra- and interorganisational structures and processes, new organisational forms in which innovation is created, mobile and virtual working etc.

#### Long description:

Digitalisation stimulates and enables new interfaces in which humans interact to innovate. Practice and research alike are discussing how robotics, IoT and 3D printing, big data analytics and artificial intelligence are linked to innovation. Consequently, a technology driven debate about how humans need to interact with machines for innovation is evolving. At the same time, there is a growing practical evidence suggesting that people-centered innovation is a core driver for innovation in the digital age. However, an interdisciplinary discussion of this multidimensional phenomenon, i.e. people innovating, innovating for people and the context of people-centered innovation, is still at an early stage.

Many important research questions remain largely unanswered so far:

„People-innovating“:



What are the relevant skills and competences for innovation in the future? We look for empirical and conceptual works encouraging new ways of approaching the development/measurement/analysis of future skills and competencies.

What is the role of teams versus individuals for innovation in the digital world? What is the role of leaders in these new economies? We look for new concepts and theoretical approaches that explain how people-centered innovation is created and implemented.

„Innovating for people“

What are the goals of innovation? Whom is the innovation for? How can new business models help to innovate for people? What is the role of technology in this process? What are the implications of innovation for sustainability? We look for critical and inspiring research exploring the purpose of future innovation.

„Context of people-centered innovation“:

What are organisational characteristics encouraging and empowering people to innovate for people? How should organisations interact so that people innovate for people? How can organisations be transformed to enable people-centered innovation? We look for empirical and conceptual papers taking different perspectives (e.g. alliances, managerial, cooperation, task design) on how such a process is happening in organizations and how this is influenced by technology.

**Keywords:**

Innovation  
People  
Change  
Sustainability  
Leadership  
Human Resource Management

**UN Sustainable Development Goals (SDG):**

Goal 8: Decent work and economic growth, Goal 9: Industry, Innovation, and Infrastructure, Goal 12: Responsible consumption and production.

**Publication Outlet:**

Springer Gabler  
German Journal of Human Resource Management

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### **AUTHORS GUIDELINES**

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