

*Implementing Routine and Radical Innovations.*

Walter R. Nord and Sharon Tucker. Lexington, MA: D.C. Heath and Company, 1987. 390 pp., \$39.00, cloth.

Reviewed by M. Ann Welsh, University of Cincinnati, Cincinnati, OH 45221-0165.

The promise of qualitative methods for organizational analysis lies in the potential for "thick" description and explanation of organizational processes. Such is the case with Nord and Tucker's examination of the implementation of NOW accounts in commercial banks (a routine innovation) and in savings and loan institutions (a radical innovation). The demands of good qualitative analysis are large and labor intensive: multi-site efforts increase the difficulties in reducing voluminous field notes and documentary evidence into a tractable, yet accurate synthesis of events. Nord and Tucker tackle their tasks with enthusiasm for richness and concern for systematic and unambiguous treatment.

The book is organized into three major sections. Section one (ch. 1-2) reviews innovation and organizational literature relevant to implementation, identifies the origins of the sensitizing concepts used to focus data analysis, and presents the methods employed in the study. This section provides insight into the author's rationale and strategy for data reduction.

Section two (ch. 3-11) contains the case studies. Here, the unveiling of diverse experiences prepares us for what Nord and Tucker conclude is the organizational-specific nature of innovation. We are introduced to organizations with historically different capacities for innovation. These differences result in a variety of reasons for innovating, strategies for managing the process, and levels of performance. Although the plethora of detail is sometimes overwhelming, a summary table synthesizing the case evidence helps the reader keep on track.

In the final section, Nord and Tucker argue that the innovation process they observed is both multifinal (ch. 12 - similar processes with dissimilar ends) and equifinal (ch. 13 - dissimilar processes with similar ends). The highly complex case material makes such a conclusion inevitable, but this judgment arises out of a well-reasoned presentation of the evidence. And, though the implementation process was found to be largely organization-specific, the authors do uncover some commonalities among the successfully implementing organizations.

The final chapter of this book is the most interesting and the most disappointing for students of the innovation process — interesting because here Nord and Tucker begin to relate their findings to the study of innovation, disappointing because their treatment is rather thin. Indeed, some of the case material might have been sacrificed for more discussion of the implications of their study for existing theory and research on innovation. They call for modifications to the ambidextrous and stage models of innovation and for greater specification and precision in our construct definition. They agree with Downs and Mohr that innovation is not a unique process for organizations and does not require special theories. And they suggest researchers shift their focus from central tendency approaches emphasizing organization-level activity to innovation as a set of subtasks (each with separate organizational requirements) in order to fulfill Tornatzky and Klein's

# Implementing Routine And Radical Innovations A Comparative Study

**Jerald Hage, Marius T. H. Meeus**



## **Implementing Routine And Radical Innovations A Comparative Study:**

**Implementing Routine and Radical Innovations** Walter R. Nord, Sharon Tucker, 1987      **Applying Psychology in Business** John Walter Jones, Brian D. Steffy, Douglas Weston Bray, 1991-01-01 Written to provide managers consultants and students of management with a comprehensive overview of psychological principles in a managerial setting this text provides practical solutions and techniques useful in both for profit and not for profit settings      **The Oxford Handbook of China Innovation** Xiaolan Fu, Bruce McKern, Jin Chen, 2021-11-16 Rising from a position of relative poverty in 1980 China is now the world's second largest economy and a leader in many fields of innovation Understanding China's new status as a technologically advanced world power and the means by which it has reached that position will be critical to policy makers and business leaders in the years ahead The Oxford Handbook of China Innovation provides a contemporary and authoritative view of the role of innovation in China's extraordinary emergence The Handbook brings together over sixty experts from universities and research institutions worldwide to describe and analyze this phenomenon with criticism policy discussion and views about further development The volume focuses on the microeconomic factors in China's growth and the way in which the steady drive for innovation has been a critical force Chapters cover a wide scope of topics including China's development policies the place of innovation in national priorities the components of the national innovation system and the resources required for their effective deployment The issue of foreign influence is also addressed including the evolution of policy towards inward foreign direct investment and knowledge transfer and China's goals for outward foreign direct investment As China emerges as a contender for global leadership the Handbook provides a data driven accessible and comprehensive foundation to understand and predict the challenges ahead      *Leading the Team Organization* Dean Tjosvold, Mary M. Tjosvold, 1991-01-01 Managers recognize that a good team organization can be the most valuable of their firm's competitive advantages Lucrative markets draw competitors efficient technology is copied profitable products lose their appeal but a well run team organization continues to introduce new technologies find new markets create new products and improve service to clients However as Dean and Mary Tjosvold reveal there is a significant shortage both of strong leaders and of strong teams in corporate America today Most employees are reluctant to step forward and take charge because they doubt they have the ability to turn an organization around The Tjosvolds present here a model for creating leading and participating in teams that illustrates that only by working in teams throughout the organizational structure can a company reach its potential They further demonstrate how to involve supervisors middle managers and unions in productive teams and how organizations can use teams effectively to generate innovative programs or to solve specific problems A case study runs through the book that illustrates precisely how the team building model can be applied *Leading the Team Organization* is a valuable guide that will enable leaders and followers to empower each other to achieve common goals and create more profitable and successful organizations      *Service Quality* Stephen Walter Brown, 1991-01-01 To learn

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**Impact Analysis** Laurie Larwood, Urs E. Gattiker, 1999-08-01 Throughout the social sciences the gap between research and application is a reminder that the goals of scholars and practitioners are not always one and the same Still the best scholarship is often acknowledged to be that which informs practice and the best practice whether defined in terms of efficiency flexibility long term vision or even profit is often that which is based on relevant research This book presents a discussion among eminent researchers practitioners and consultants of the new field of Impact Analysis They address three central issues the practical ways in which scholars can better ensure that their work has an important influence on practice the pros and cons in forging a closer connection between research consulting and practice and how despite potential drawbacks a closer relationship between research and practice can be mutually beneficial In addition to practical advice the participants offer predictions that will be of interest to applied researchers in this field and business oriented professionals

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*Organizational Diagnosis and Assessment* Michael Harrison, Arie Shirom, 1998-07-23 Organizational Diagnosis and Assessment presents sharp image diagnosis a distinctive approach to organizational consultation and planned change that reflects current research and theorizing about organizational change and effectiveness The authors draw on multiple analytical frames to produce empirically grounded models of sources of ineffectiveness and forces for change showing how consultants managers and applied researchers can break free of unproductive practices and ways of thinking to avoid uncritical adoption of management fads They offer workable solutions to critical problems and demonstrate ways to meet organizational challenges like market downturns technological change and alliances with other organizations Organizational Diagnosis and Assessment covers diagnosis and assessment of work groups organizations and whole systems This volume develops analytical approaches for problem solving and strategy formation in both for profit and not for profit organizations Diagnosis of public policy issues like assessments of the effectiveness of health systems is also addressed Many of the models and techniques contribute to assessing the

changing nature of the workplace examining organizational decline and other life cycle transitions gendering change and diversity in organizational culture and in workforce composition the spread of new forms of work organization including teams flat hierarchies and networks new uses of information technology and mergers and alliances among organizations Organizational Diagnosis and Assessment will be invaluable to advanced students consultants and applied behavioral scientists in social sciences management social work organizational and industrial psychology organizational sociology nursing and public administration *Working Together to Get Things Done* Dean Tjosvold, 1988-08-01 The Processes of Technological Innovation Louis G. Tornatzky, Mitchell Fleischer, Alok K. Chakrabarti, 1990 **Sustainable Development and Environmental Stewardship** Satinder Dhiman, 2023-06-14 This book builds on recent advances in the theory of sustainable development and links it with environmental stewardship in a dialectical manner as envisioned by global scholars in this emerging field Environmental stewardship deals with practical issues of ecosystem management and governance to address changes in socio ecological systems to sustain the supply and availability of ecosystem services by society It means reducing our total footprint on the planet not just carbon footprint Truly global in scope this volume is a humble offering of more than 12 scholars and practitioners from around the world to the exciting adventure of sustainable development and eco stewardship Featuring topics such as climate change organizational sustainability green innovation and urban governance this book is useful for policy makers managers of NGOs and sustainability researchers in developing engaging strategies for a more sustainable planet Advanced Principles for Improving Database Design, Systems Modeling, and Software Development Siau, Keng, Erickson, John, 2008-11-30 This book presents cutting edge research and analysis of the most recent advancements in the fields of database systems and software development Provided by publisher Computerized Manufacturing and Human Resources Roy B. Helfgott, 1988 **Adaptation of Western Economics by Russian Universities** Tatiana Suspitsyna, 2005-08-23 This book examines an intercultural translation of economics as an academic field from Western to post Soviet university settings **What Machines Can't Do** Robert J. Thomas, 1994-03-25 Thomas a faculty member at MIT urges managers not to put blind hopes into smarter machines but to find smarter ways to organize people Rather than recoil from the idea that technological change is political he argues theorists and practitioners alike should use political differences to inspire new uses for technology and more creative forms of industrial organization In an imaginative final chapter Thomas proposes an aesthetic of process for coordinating the aspirations of those who work in the factory the engineering lab and the corporate boardroom As U S companies battle for survival in an era of growing global competition What Machines Can't Do offers valuable insights into the ways we organize work Challenging conventional theories and provoking controversy in its call for change it is essential reading for anyone interested in the impact of technology on jobs and organizations and in the future of the industrial enterprise BOOK JACKET Facilitating Work Effectiveness F. David Schoorman, Benjamin Schneider, 1988 Grappling with work facilitation an evolving approach to

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