

What problems are we trying to solve by searching for a link between engagement and innovation?

Still unanswered but we dismissed a few

1. Making the case for engagement
2. Making the case for innovation
3. Moving from transactional to transformational engagement

The reflexive relationship

Neither are outcomes neither are cause or effect, and they are not mutually exclusive.

Engaging your people in a defined problem leads to innovative solutions and successful outcomes which increases levels of motivation.

Both terms reinforce individual's needs for involvement personal mastery and autonomy and highlight the importance of understanding the culture.

Being given permission

Why do employees keep the genie in the bottle?

Examples from royal mail and Alcoa where untapped ideas lead to significant process improvement but only when they were "given permission".

The mother of invention

Recognises that innovation need a stimulus which is often a response to a change can be positive change (moving towards a goal) or negative change (burning platform)

Taking ownership?

Is the real driver for innovation about taking ownership?

Do larger organisations somehow distance themselves from the problem by outsourcing it?

Wha's like us? damn few and they're a deed

http://www.threetowners.com/scots/great_scots.htm

Recognise historical innovations that resulted without being 'collaborative' or 'happy'