



Towards a Strategy for Management Innovation

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ABSTRACT

The current century has characterized itself to that age of the millennial or Gen. Y. Apparently, the debate about the future of management and its associated values remain the focus of scholars and practitioners. This paper encapsulates the need for further theorizing the subject of looking ahead to what innovation project is and the necessity of research opportunity in the discipline.

Keywords: innovation, management, knowledge, leadership

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1. INTRODUCTION

According to McCarthy (2009), it was as a result of researchers and professionals' commitment to the field of leadership that made an eager motivation to further the endeavor for a management development. In other words, it is an agenda for management innovation. In 2008, a team of thirty-five management scholars-practitioners; including, management thought leaders like Chris Argyris, Gary Hamel, Kevin Kelly, Henry Mintzberg, and Peter Senge; gathered for forty-eight hours at Half Moon Bay, California, to create a new trend for management innovation. (Hamel, 2009)

The title, "Moon Shots for Management" was in publication, to highlight the consequences of the management change discourses (McCarthy, 2009). Apparently, the agenda published, although shy of presentation on how to go about management improvement as a paradigm shift. However, it is a production of a considerable measure of buzz and merits that are worth investigating. It appears as if the discovery of management innovation might immediately end an era to the conventional views of management. It has a public attitude, known as management 1.0 from the early 1900s till approximately, in 2008, when a purported new dawn of 2.0 suffices. (McCarthy, 2009; Hamel, 2009)

2. AN END TO MANAGEMENT 1.0

According to Hamel (2009), managing is, without a doubt one of the humankind's most essential creations. In fact, for more than a hundred years, progression in managerial structures, procedures, tools, and methodologies; undoubtedly, used to add value and improved economic outlooks in principle and practice. Fundamentally, the notion of management was to fathom an efficiency and scaling path to projected outcomes; notably, it presented some issues.

The majority of the essential leaps forward in managing happened decades back. Notwithstanding, the Work process plan, yearly planning, degree of profitability analysis, project management, dimensionalization, brand reinvention and management, and the likes; mainly, the managerial techniques used for improved economic results been around since the mid-1900s. It is convincing to maintain that the establishments of today's management were, credited with the works of individuals like Henry Ford, Daniel McCallum, and Frederick Taylor. Notably, every one of whom was, born previous to the end of the American Civil War in the mid-century of the 1800s. (Hamel, 2009; McCarthy, 2009) Nonetheless, management is a critical variable which impacts the development and sustainability of changed group in all original and developmental projects (Ocker, Huang, Benbunan-Fich, & Hiltz, 2011).



Observably, according to Hamel (2009), today's management mostly has live longer than its expediency; thus, an urgent need for a new road map of contemporary values for now and the future. Unmistakably, the thought exposed is the upgrading of managerial thought that took after an extraordinary S-bend (Hamel, 2009). In fact, according to Harvard Business Review (HBR, 2009), after a snappy starting in the mid-1900s, the pace of advancement envisioned a tiny bit at a time improved and started late to verging on the move to a shuffling. Overseeing, like the smoldering engine, is a depleted innovation that must now go for another age. Considering this, a joint event of managerial researchers and business leaders amassed in May 2008 came to lay out an acolyte for reconsidering management as an idea.

3. ANOTHER DAWN OF MANAGEMENT

A good look into the background of the work might refresh a mind for building a motivation for advancement. At the scholars-practitioners gathering, a quick objective was to make a list representing the moment of truth, highlighted the handling challenges; variant, the moon shots to center on the energies of the sustaining innovators all over the place. According to HBR (2009), the team was remarkable, awakened to a limited extent by the U.S. National Academy of Engineering, which as of late proposed fourteen grand difficulties or challenges to the engineering domain of operations. For instance, figuring out the human cerebrum, propelling wellbeing informatics, and creating techniques for carbon sequestration, for the twenty-first century (Harvard Business Review [HBR], 2009). Conspicuously, all presenting challenges of varying degrees. Following this step, shouldn't leaders and managing scholars-practitioners focus on similarly driven objectives? A question that brought about the "moonshots for management." (Hamel, 2009; McCarthy, 2009; HBR, 2009)

4. INTRODUCING MANAGEMENT INNOVATION

According to Hamel (2009), twenty-five moon shots highlighted and ten strategies for innovating management proposed. With the mind fix on the expected outcome of the managerial impetus for efficiency and scaling path to improving outcomes both socially and economically, organizations could rate the progress made in providing solutions to each challenge over the period of two to three years. According to McCarthy (2009), an individual could soon discover how workable are the ten strategies presented in Hamel's (2009) article. It is all a good explanation of a gaining turnaround on best view of a serial management innovator. (Hamel, 2007)

Some questions could arise in furtherance of the twenty-five challenges underscored. For example, which of the ten strategies from moonshots' article best represent an important direction for management in the round-the-clock, nonstop global world? An answer to this question could provoke different response depending on the degree of progress made by individuals organization and ability to determine if management as being known today, has in a way outlived its usefulness or more time could be afforded to innovate.

Additionally, consideration on the future of management in light of other evolving developments might also be input to determine the most important strategy in this subject. For example, the future as being seen in current development could be as well the internet of everything (IoE), clouding computing, and the likes. In fact, the opportunities that are evolving by the IoE are somewhat colossal. The connection of people, data, and things as it is providing the right platform for the management innovation. Further, it is a practical solution to some of the human challenges as a whole that deaccelerating management solutions of today and most probably of tomorrow. Notwithstanding, affording flexibility in an adaptive manner will always help in management innovation; this can contribute to explain the role of cultural diversity in management (Christiansen & Sezerel, 2013).



5. CONCLUSION

According to Espiner (2015), the future might be this web of everything, which will intensely change the way in which human will sentient, graft, and communicate. In practice, this will mean a transformation of how individual plans, organizes, delegates, and performs every other management tasks. Nonetheless, today's advocacy that organizations of all sizes should embrace automation for practical innovation; particularly, for twenty-century businesses to adopt the IoE, do not only future-proof internal competitiveness among the managers but to externalize competitiveness and integrate growth strategies to business mission and vision. Conclusively, it could be the strategy to better a social change agenda and advances sustainability. IoE in practice will play a principal protagonist in positioning individuals at the very heart of management of nearly everything and precisely as it should be for now and the very near future.



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