

FIG WORKING WEEK 2019

22-26 April, Hanoi, Vietnam

Presented by the FIG Working Week 2019,
April 22-26, 2019 in Hanoi, Vietnam

"Geospatial Information for a Smarter Life
and Environmental Resilience"



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Building workplace innovation to create smarter geospatial organisations

Dr Leonie Newnham, Australia

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Overview

- The role of government in creating geospatial information
- Innovative government organizations create smarter geospatial information
- How does organizational culture relate to workplace innovation?
- Definitions of organizational culture and workplace innovation
- The conceptual framework for research undertaken to answer the question
- The method and results
- What does this mean, what could it mean for your organization

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Innovative government organizations create geospatial information for a Smarter Life and Environmental Resilience



Meeting policy challenges to build a better future:

IGIF



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In the beginning, the middle and the end geospatial information is shaped by government organizations.

How can we have more innovation in government organizations to create more innovation in geospatial outcomes ?



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Is there a relationship between organizational culture and workplace innovation within public sector organizations?



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How is organizational culture and workplace innovation defined?

- **Organizational Culture:** 'the accumulated shared learning of that group as it solves its problems of external adaptation and internal integration; which has worked well enough to be considered valid and, therefore, to be taught to new members as the correct way to perceive, think, feel, and behave in relation to those problems'. Schein and Scheiner (2016, p. 6)
- **Workplace Innovation** is a multi-dimensional, subjective and context specific phenomenon and includes the dimensions of organizational innovation, organizational climate for innovation, team and individual innovation. (McMurray and Dorai 2003)

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The importance of culture in making organizations work

*The only thing of real
importance
that leaders
do is to
create and
manage culture*

-Edgar Schein



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What was studied within the case study of a state government environment department.

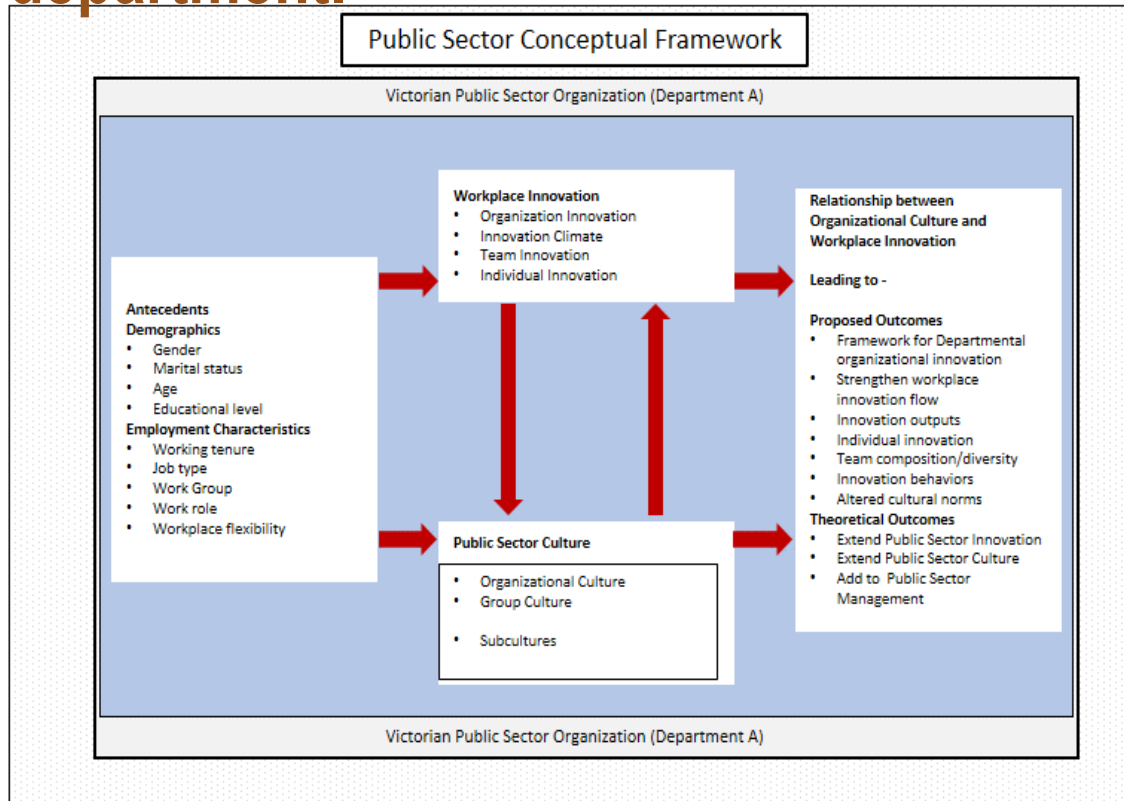




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Research approach

An explanatory sequential mixed methods approach using quantitative and qualitative methods

Empirically investigated the relationship between Workplace Innovation and Organizational Culture within a Public Sector Organization.

It collected primary data from 479 employees from Department A.

The mixed methods approach developed understanding of both the size of the relationship and the reasons behind the relationship.

Innovation was measured with the Workplace Innovation Scale (WIS scale) and Organizational Culture information gained using the Pace and Faules (1994) measure.



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The results

- Full agreement with both the qualitative and quantitative methods that public sector culture has a significant impact on workplace innovation.
- This predicted 24.6% variability between public sector culture and workplace innovation.



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What does this mean in practice?



This suggests that Workplace Innovation can be maximized by developing positive Organizational Cultures in Public Sector Organizations.

Knowing how innovation works within organizations can support the development of more agile and innovative organizations.

More innovative public sector geospatial organizations will support their producing more innovative geospatial policy and service outcomes.

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To meet the future demands for agile and innovative organizations consider how is the culture works in your organization?

Which image relates to how you see it working?



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Thank you – contact details if you would like to ask more

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- Disclaimer – the views presented in this presentation are from research I personally undertook and I am not representing the views of the Department of Environment, Land, Water and Planning.

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