

Avviso di Seminario



Utilizing participatory leadership methods and experimental culture in innovation projects

by

Niko Kandelin, Principal Lecturer Industrial Engineering and Management
Satakunta University of Applied Sciences | Satamakatu 26 | 26100 Rauma | Finland

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Abstract:

Unlike developing traditional or well-known physical artefacts, creating products or whatever types of solutions that change or require a change of behavior are challenging projects. This is because, unlike designing for example a bridge when the durability can be quite accurately calculated applying known physical laws, the utility or success of the end product cannot be predicted in the planning phase when creating new human-centered solutions. These projects are also challenging from organizational perspectives because harnessing a team for a new kind of thinking may require both the team leader and team members to exit their comfort zones. This challenge can be easily underlined by referring to Japanese car manufacturing industry and one of the eight wastes of Lean management philosophy - Non-Utilized Talent.

Due to the challenge, traditional product development and design methods are inapplicable when creating new behavior changing solutions. In cases like this the development projects must rely on new kind of methods. In this kind of context applying the experimental culture as an approach is in place. Tackling one of the eight wastes, not utilizing all the talent in the organization, also requires new methods of working. The atmosphere of a creative organization does not arise from itself, but requires new kinds of tools for leading. Participatory leadership or The Art of Hosting is an approach to leadership in which personal practice, dialogue, facilitation and co-creation are utilized in innovation work to address complex problems – such as creating new and behavior changing solutions.

The seminar aims to explain the experimental culture as a product development approach. In addition, the participatory leadership paradigm and The Art of Hosting approach is described with examples of different methods.

About the speaker:

Niko Kandelin is Principal Lecturer, Lic.Tech. at the Faculty of Logistics and Maritime Technology, Degree Programme in Industrial Engineering and Management, Satakunta University of Applied Sciences (SAMK). He has bachelors' degrees in business logistics (BBA) and in industrial engineering and management from SAMK University of Applied Sciences, a master's degree in industrial engineering and management from Tampere University of Technology and a Licentiate degree in industrial engineering and management from Tampere University of Technology.

He currently teaches many disciplines mainly in bachelor level courses in both engineering and business (marketing management and marketing research, purchasing management, production management, international operations, strategic management, product development and product strategy). His main areas of interest are in the field of innovation pedagogy. In addition to teaching he has also acted as project manager in various national development projects. He has also several years of experience in international trade.