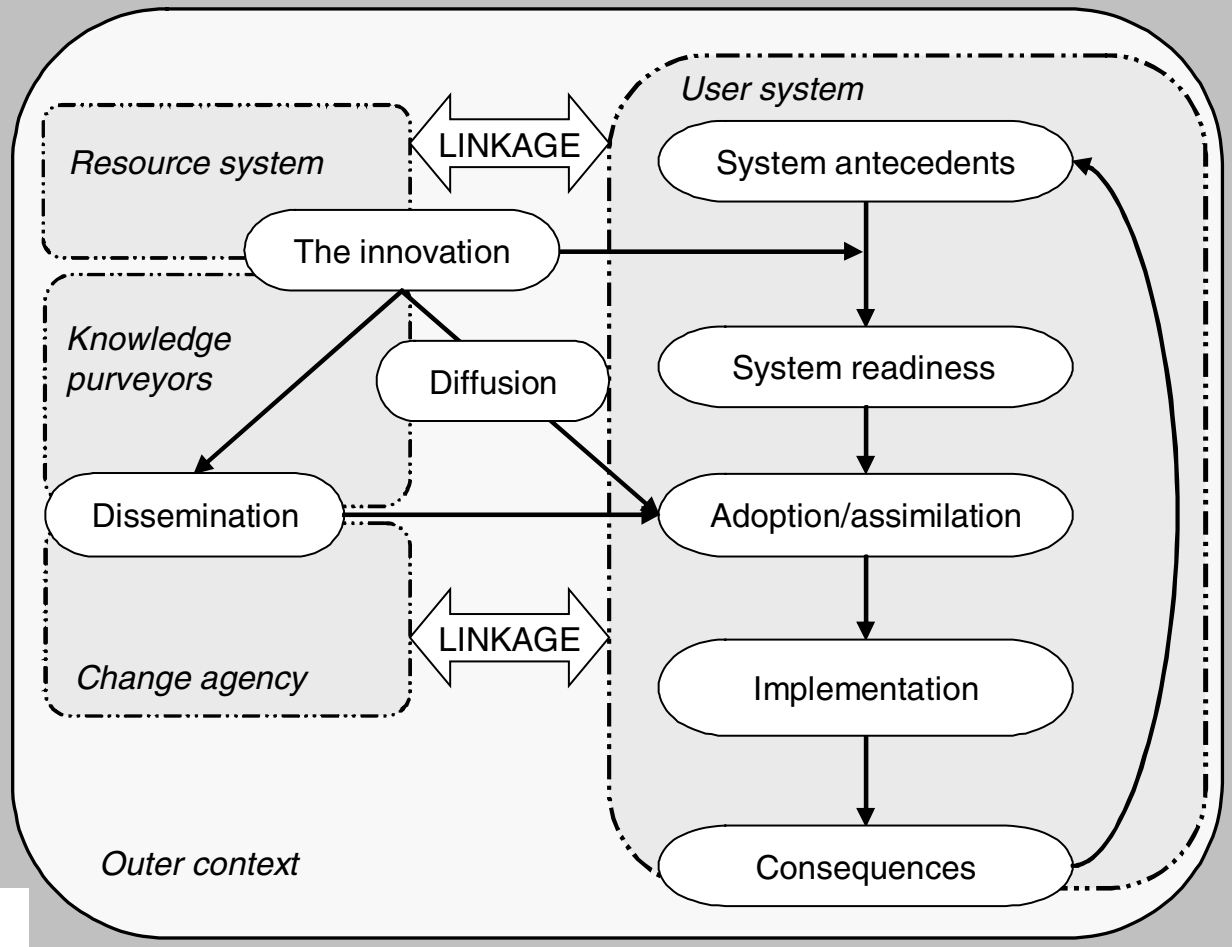
SYSTEM ANTECEDENTS FOR INNOVATION
Structure
Size/maturity
Formalization
Differentiation
Decentralization
Slack resources
Absorptive capacity for new knowledge
Preexisting knowledge/skills base
Ability to find, interpret, recodify, and integrate new knowledge
Enablement of knowledge sharing via internal and external networks
Receptive context for change
Leadership and vision
Good managerial relations
Risk-taking climate
Clear goals and priorities
High-quality data capture
THE INNOVATION
Relative advantage
Compatibility
Low complexity
Trialability
Observability
Potential for reinvention
Fuzzy boundaries
Risk
Task issues
Nature of knowledge required (tacit/explicit)
Technical support
SYSTEM READINESS FOR INNOVATION
Tension for change
Innovation-system fit
Power balances (supporters v. opponents)
Assessment of implications
Dedicated time/resources
Monitoring and feedback
ADOPTER
Needs
Motivation
Values and goals
Skills
Learning style
Social networks
ASSIMILATION
Complex, nonlinear process
"Soft periphery" elements
IMPLEMENTATION PROCESS
Decision making devolved to frontline teams
Hands-on approach by leaders and managers
Human resource issues, especially training
Dedicated resources
Internal communication
External collaboration
Reinvention/development
Feedback on progress
COMMUNICATION AND INFLUENCE
DIFFUSION (informal, unplanned)
Social networks
Homophily
Peer opinion
Marketing
Expert opinion
Champions
Boundary spanners
Change agents
DISSEMINATION (formal, planned)
OUTER CONTEXT
Sociopolitical climate
Incentives and mandates
Interorganizational norm-setting and networks
Environmental stability
LINKAGE
Design stage
Shared meanings and mission
Effective knowledge transfer
User involvement in specification
Capture of user-led innovation
Implementation stage
Communication and information
User orientation
Product augmentation, e.g. technical help
Project management support
Resource system
Knowledge purveyors
Change agency
Outer context
LINKAGE
LINKAGE
The innovation
Diffusion
Dissemination
User system
System antecedents
System readiness
Adoption/assimilation
Implementation
Consequences