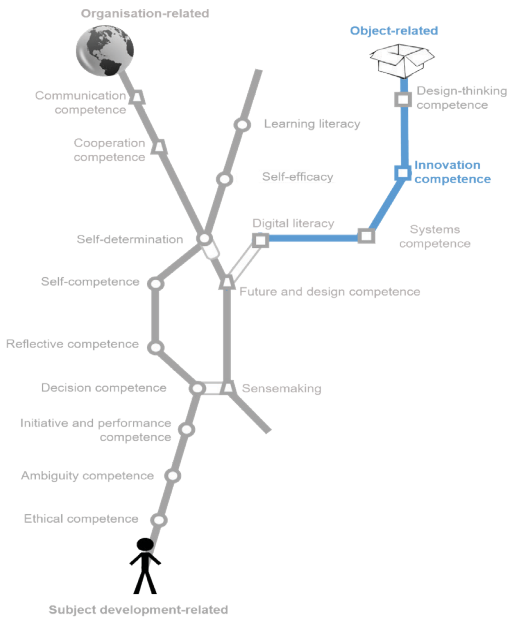


A3.2.2 Future Skill Profile #11: Innovation competence



Innovation competence



Definition: Innovation competence as a *Future Skill* profile includes the willingness to promote innovation as an integral part of any organizational object, topic and process and the ability to contribute to the organization as an innovation ecosystem. (*mean: 4.3 of 5, standard deviation: 0.75*)

Reference Competences: creativity, innovative thinking, willingness to experiment

Significance: In *Future Organisations*, the disposition to an *experimental mindset*, *fail forward* and *error tolerance* is indispensable. Furthermore, it is important to understand *Future Organisations* as innovation ecosystems and to be able to promote innovation processes.

Description: *Future Organisations* are innovation ecosystems. Innovation helps to maintain and develop them. First and foremost, innovation competence means developing a comprehensive understanding of this and being open to the pro-

motion of innovation cultures. This profile comprises the ability to translate the contribution of innovation or innovation itself into sustainable value creation for the respective organisational context rather than methodological or operational competences to promote innovation.