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FOSTERING INNOVATIONS IN PUBLIC SECTOR ORGANIZATIONS

ANTECEDENTS AND PROCESSES OF EFFECTIVE REORIENTATIONS AND LEGITIMATION

In recent years, the public sector has faced significant challenges, ranging from environmental crises to public health emergencies and humanitarian disasters. Research indicates that addressing these grand challenges requires ambitious missions to drive innovation and create public value. However, this endeavor is often impeded by a variety of constraints from institutional, political, and organizational domains, which greatly hinder innovation and transformation efforts. Understanding the inherent differences between the public and private sectors, this study concentrates on the legitimacy challenges and complexities encountered by public organizations focused on innovation. It delves into effective strategies for managing innovation, providing guidance to policy makers, administrative leaders and change agents on navigating legitimacy challenges during innovation processes, all while balancing compliance with existing rules and regulations. This study highlights the concept of "liminal space" as a framework to support innovative ideas, strategies, and solutions. This space represents an environment that is willing to relax established norms, values, beliefs, rules and definitions to support an idea, and it can be influenced by innovative actors. By embracing this concept, organizations can foster an atmosphere conducive to innovation within the public sector.

DAVE KIWI

Dave Kiwi is a seasoned entrepreneur with over 20 years of experience in leading digital innovation and transformation. His career began in strategy consulting before venturing into entrepreneurship. Dave has founded and led multiple IT businesses, specializing in enhancing public sector operations through strategic applications of technology. He holds a Master's in Business Administration from the University of Groningen, with a specialization in strategic management. His recent research focuses on strategic management and innovation within public sector organizations, in particular the dynamics between innovation and legitimacy.



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