



RNI CONGRESS – INNOVATION FORUM VIII



New organizational modes for innovation processes

Iut de Nîmes –Université de Montpellier
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Session :Competence, capacities and innovation systems

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In a context encompassing the growing role of knowledge and knowledge in economic development, innovation processes lie in the ability to acquire new skills. The ability to learn and adapt to changing contexts is central to improving the ability to innovate at individual or collective levels: firms, regions, countries. It defines a need to rebuild organizational and technological skills and competences in different organizations (firms, institutions). The actual creation of knowledge can include various skills through different forms of learning: imitation, interactions, practices as well as intellectual capacities acquired within educational institutions & training. It also includes knowledge management through organizational learning and R & D.

The substance of entrepreneurship (Tiran, Uzunidis, 2017) is built on what the actors: firms, collective organizations are *able to do*. Knowledge and skills become strategic assets and play a decisive role. Thus, competence-based theories emphasize the role of tacit and social knowledge within the economic organization (Prahalad, Hamel, 1990). Competencies are not restricted to factor endowments or access and use of information. They are generated by investments to constitute a human and social capital, informational and organizational to build sustainable competitive advantages and the devices (platforms, networks) that create the concrete situations of learning. Emphasis is placed on knowledge while giving a central place to learning. Competence is composed of technical, organizational, scientific and relational knowledge that emanates from mechanisms and mechanisms of learning and routines. As for capacity, they identify with repeated patterns of action and use of assets in order to create, produce or offer new products and services in a market (Sanchez et al., 1996) or a territory.

¹ Cf. web site <http://www.iut-nimes.fr/acces> for access.

In this perspective, the performance of innovation systems relies on the skills of the actors to accumulate capacities but also to structure collective mechanisms of interactions that feed their effective use in order to innovate. The problems posed in the construction of innovation and competence systems (Muchie, 2016) thus focus on issues of building opportunities and capacities.

This workshop "*skills, capacities and systems of innovation*" is built by raising the issues of capacities and competences of the actors to generate innovation. Several questions remain to be studied: What are the forms of observable capacities in SI? What skills are we talking about? What type (s) of knowledge (technical and other) do the actors mobilize in the context of a SI? How are skills and competencies the benchmark for building current innovation systems? How do institutional arrangements generate and synchronize learning resources and technological or organizational skills?

References

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- PRAHALAD C.K, HAMEL G. (1990), The core competence of the corporation, *Harvard Business Review*, 79-91.
- SANCHEZ R., HEENE A., THOMAS H. (1996), *Dynamics of competence based-competition*, Elsevier Science.
- TIRAN A., UZUNIDIS D. (2017), *Dictionnaire économique de l'entrepreneur*, Paris, Classiques Garnier.

Key dates :

- January 22 2018: Submission of communication proposals (abstract of 3 pages)
- February 16 2018: Answer of the scientific committee
- April 7 2018: Submission of the Final Text (from 10 to 25 pages)
- June 4 and 5 2018 : Innovation Forum

Communications will be selected for publication in the journals of the network (Innovations : REMI/JIEM, TechInn, Marché et Organisation)

<http://innovations.cairn.info/en/>

<http://www.editions-harmattan.fr/index.asp?navig=catalogue&obj=revue&no=130>

<http://www.openscience.fr/Technologie-et-innovation>

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Phd Students: 150 euros

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