

**Who? How? What? What do innovative enterprises look like? And how do they work? Questionnaire to identify innovative enterprises**

The project International Monitoring (IMO), sponsored by the Federal Ministry of Research and Education (BMBF), has set the development of a questionnaire and criteria catalog as the target for the Field of Action 2 “International Comparison”. The questionnaire aims at identifying existing innovative practice approaches in the area of Working, Learning and Developing Skills. Returns from enterprises will delineate Best Practice Methods and will be further developed into a criteria catalog. During the course of the project, both catalogues serve to identify innovative enterprises that will then be visited by the Field of Action 3 “World Excursions” together with national and international experts from research, politics and economy. In addition, questionnaire and criteria catalog will be developed continuously in the course of the project as part of the learning program “Working, Learning, Developing Skills. Innovative Ability in a Modern Work Environment”. This will be effected by holding workshops, expert interviews and a dialogue trip. The results will then be incorporated into the lists.

The first part of questions was compiled in a workshop with project members. Thematic work is divided into different fields that were identified as research subjects by the BMBF program “Working, Learning, Developing Skills. Innovative Ability in a Modern Work Environment. The workshop was headed under the current research field’s slogan “Innovators: People in Innovation Processes”. Currently, the term “innovations” generally meant technical innovations. But the social perspective must also be taken into account, as social progress is also to be understood as innovation (Howaldt/Kopp 2008).

Both technical and social innovations change living and working conditions. To be successful in both innovation areas we need to guarantee participation of all groups of employees in enterprises, to include their potentials and requirements and to foster personnel and competence development as well as the design of technology through changes in organizational structures.

To achieve these aims, new concepts and methods are needed to integrate them into corporate decision processes. The existing instruments are not sufficient any more. Controlling enterprises based on ratio systems containing innovation fostering criteria from work research as well as sustainability criteria (e.g. balanced score cards) will only take hold if they give empirical proof of inducing innovation. This is where the questionnaire comes into play. "Which organizational conditions facilitate developing individual skills (creativity, systematic thinking, problem solving etc.)?" We aim at finding answers on implementing competence development as an integral component in the organization of work.

### **The questionnaire**

To guarantee a comprehensive investigation in the project IMO, we want to observe the subject "Working, Learning, Developing Skills" on four different levels, namely the Individual, the Network, Society and Organisation. The INSO Approach gives a comprehensive insight on the subject.

The first draft of the questionnaire aimed specifically at enterprises. We want to find out how enterprises can design education and competence development of their employees. The next steps will monitor the influence of the individual, society and networks.

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