

OPEN SPACE - Current contradictory contexts and challenges
for the working and innovation research in Germany

Strengths

Weaknesses

Opportunities

Threats

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Strengths

in Germany

- Label „Made in Germany“
- Open and interested in the world
- Drives for improvement
- Technical curious
- Willing to except authority
- Ability to act in a group
- Good in organizing
- Integrated transport system
- High quality products

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Strengths

in Germany

- Positive Image referring to high-tech
- Education system for workers is special
- Punctual and thorough
- Respect for research
- Commitment for research
- Reputation for quality
- Employee commitment as a result of working conditions
- High status in the USA
- Networking culture
- Implement innovative products

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Strengths

in Israel

- Good in improvisation
- Passionate to “do it”
- Technical expertise, learning in military leverage in high-tech

Strengths

in the Netherlands

- Very flexible
- Good language skills
- Networking with social partners, companies and government

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Strengths

in Canada

- Multicultural education
- Non-stratified schools

Strengths

In the United States of America

- Innovation factor research
- Learning software
- Customer oriented
- Networking culture

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Weaknesses

Germany is:

- monochromic (vs. polychromic U.S.A)
- less flexible (U.S. and China more flexible)
- bureaucratically and hierarchically
- Adversary of technique: we need to work on the acceptance of technical innovation & the gap between what is needed and what is possible should get overcome
- slow in accepting changes

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Weaknesses

Germany:

- Study fees (political influences decreases)
- Still “ossis vs. “wessis” – problem
- Education in traditional subjects are very good
- Fundamental oriented research has again to be increased
- Engineering seems to be weakening
- There is an ambivalence between the affinity with nature and technology, a romantic point of view is popular in German thinking
- Risky adversity
- Too much specialism

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Weaknesses

World wide:

- We need more exchange programs, not just between students also between professors
- There is no commonsense, where Germany wants to be 2020 (Stuhler), there is no social vision, we need to create a special identity?
There is a lack of values
- Dr. Dvir: Is Germany too “western“? Here Western Europe and Northern America are meant

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Weaknesses

World wide:

- A human weakness in general can be summarized in one sentence: “Never change a running system!” because humans are comfortable

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In Germany

- Collaboration
- Conservative methods
- Informal learning, flexible learning
- Learn from the artists
- Recognition of competencies instead of qualification
- Formal qualification certificates
- Collaboration in virtual terms
- Knowledge as a social values

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In Germany

- Willing to work in these new days
- Task oriented behavior
- Engineering skills
- Increase exporting-rate of engineering skills
- Using elderly experts

pportunities

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In Germany: Learning

- Learn from artists
- Combination of learning and practice in schools
- Conservative learning methods
- Formal qualification methods
- Informal learning, flexible learning
- Experience based learning
- Recognition of competencies instead of qualifications
- Use experience (e.g. polytechnical schools)
- Female engineers
- Use and get knowledge

pportunities

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In Germany: Collaboration

- Explore the creative class, in areas such as Berlin
(maybe Mimic/replicate areas elsewhere)
- Collaboration in virtual teams
- Willing to work in these new days

Economy:

- Increase-rate of engineering skills

Demography

- Using elderly experts
- A new social demographic vision is needed

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In Germany

- Cultural change
- Conservative attitude of trade unions (could abstract necessary changes)
- Very formal
- Very complicate thinking
- Bureaucracy
- Limited horizons

Threats

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In Germany

- Lack of integration of foreigners
- Lack of development of non-provisional workers
- Language
- Intellectual theft
- Don't have enough young people
- Lack of engineers

Threats

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In Germany

- Uncertainty avoidance
- Quality can disappear
- Trying to compete on cost (rather than on quality)
- Society levels
- Skill-training for small and middle companies
- More supply of knowledge than demands
- Lack of pragmatic
- Old fashioned culture of the German society
- Lack of curiosity we experience

Threats