

Preface

The Bundesministerium für Bildung und Forschung (BMBF) [German Federal Ministry for Education and Research] established the funding issue “Innovation strategies that go beyond traditional management” in the frame of the funding program “Working, learning, competence development – Innovation capacity in a modern world of work” in 2007. The finding that new concepts for managing innovations and an extended understanding of innovation are necessary in order to promote the innovation capacity of enterprises in a sustainable manner was decisive for this. The KES-MI project was created in this framework: artistic, experience-based, playful – management of the informal promoting innovative work.

Three scientific institutions, four production and service companies and two companies with a focus on consulting participated in this project. The scientific institutions were: the University of Augsburg (social economics of work and profession), the Institut für Sozialwissenschaftliche Forschung e.V. (ISF Munich) and the Gesellschaft für Ausbildungsforschung und Berufsentwicklung (GAB München). The industrial and service companies are active in the fields of measurement and control technology, software development, secondary contract work and engineering services. The companies with a focus on consulting were spiel & sport team GmbH/eo ipso Konzept & Training GmbH and SportKreativ-Werkstatt GmbH.

The KES-MI project drew on long-term studies focusing the management of aspects that could not be planned in work processes and lasted 3 years. The results of this research project will be presented in this book.

We would like to thank the employees and the management of these companies, whose commitment and willingness to try out new ideas made this project possible. We would like to thank the project management organization at the center for Deutsche Luft- und Raumfahrt e.V. (DLR), particularly Ms. Dr. Aulerich, for the cooperative accompaniment of the project. We would like to thank Karla Kempgens for her assistance in graphic design and Frank Seiß for his professional editorial work. We would also like to thank PD Dr. Annegret Bolte, who initiated

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