



Research

Dr Karen Manley – Innovation Analyst and leader of the BRITE Project of the CRC for Construction Innovation

Check your innovation readiness here

Are you ready to take action for innovation?

The following checklists are designed to assist businesses wishing to develop or improve an Innovation Program. The checklists will help you:

- assess current innovation readiness; and
- assess the value of existing staff-related practices

The checklists are based on the results of a large-scale industry survey and 12 innovation case studies which have formed the basis of a new industry guide Innovate Now!. The guide was developed by the BRITE Project of the Cooperative Research Centre (CRC) for Construction Innovation.

Each question in the checklists is based on an element of 'best practice' as revealed in Innovate Now!.

Checklist 1 Assessing current innovation readiness

	Level 1	Level 2	Level 3	Level 4	Level 5
	I haven't thought about it	I am thinking of doing something	Yes	Yes, and we are constantly improving	Yes, we are best practice
1. Do you have robust relationships with key industry participants (e.g. clients, manufacturers, consultants and technical support providers)?					
2. Do you actively monitor international best practice in your field?					
3. Do you actively monitor advances in related industries that might be applicable to your business?					
4. Do you have a formal system for transferring project learnings into your continuous business processes?					
5. Do you view problems or failures as opportunities for learning and growth?					
6. When you make changes, do you measure how well the changes have worked?					
7. Do you seek to win projects with 'demanding' clients?					
8. Do you allow sufficient time for value management, planning and review activities?					
9. Do you invest in R&D?					
Sub-totals					
Final score					

* Checklist rating system based on work by the Construction Excellence in the UK in 2001 (<http://www.constructingexcellence.org.uk/>).

Score '1' for each 'Level 1' response, through to '5' for each 'Level 5' response. Add the sub-totals for each level to calculate your final score.

FINAL SCORE INNOVATION READINESS

36 or more	Your business has excellent innovation practices compared to best practice
18-35	Your business is demonstrating average performance against best practice
17 or less	Your business is currently underperforming compared to best practice

Any business achieving a score of 35 or less can use their results to guide improvement strategies, while higher scoring businesses can seek to capitalise on their experiences.

Checklist 2 Assessing the value of existing staff-related practices

	Level 1	Level 2	Level 3	Level 4	Level 5
	I haven't thought about it	I am thinking of doing something	Yes	Yes, and we are constantly improving	Yes, we represent best practice
1. Are staff rewarded for maintaining networking linkages with other industry participants with complementary skills?					
2. Are staff rewarded for sharing ideas with management?					
3. Are staff rewarded for using organisational knowledge bases?					
4. Do you have a plan to retain key staff?					
5. Do you employ university graduates?					
6. Are you providing staff training to develop new skills and competencies to support organisational innovation?					
7. Do you directly employ staff, on an ongoing basis, to capture the benefits of staff loyalty?					
Sub-totals					
Final score					

* Checklist rating system based on work by the Construction Excellence in the UK in 2001 (<http://www.constructingexcellence.org.uk/>).

Score '1' for each 'Level 1' response, through to '5' for each 'Level 5' response. Add the sub-totals for each level to calculate your final score.

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FINAL SCORE VALUE OF EXISTING STAFF-RELATED STRATEGIES

28 or more	Your business has excellent innovation practices, compared to best practice
14-27	Your business is demonstrating average performance against best practice
13 or less	Your business currently underperforming compared to best practice

Any business achieving a score of 27 or less can use their results to guide improvement strategies, while higher scoring businesses can seek to capitalise on their experiences.

Having rated your current practices between levels 1 and 5, you can use the associated questions below to plan future action:

- Level 1: Is it in our interests to ignore these activities?
- Level 2: Am I putting in the effort or resources needed to support these activities?
- Level 3: Which of these activities should I make even better?
- Level 4: How can I identify the strengths on which to build and improve even more?
- Level 5: How can I capitalise on these successes?

The results of these checklists can be used to develop an Innovation Program tailored to meet your specific needs. In addition to the ideas that have been provided here, you will need to consider the structure of your business and the industry you operate in.

How will your competitive environment and the current status of economic cycles mould your response to the challenges presented here? Are you familiar with all the government programs that may support your efforts? Additional resources to help businesses structure an Innovation Program are available from the Australian Government (<http://www.ausindustry.gov.au/>), (www.industry.gov.au/); the BRITE Project (www.brite.crci.info/); the Cooperative Research Centre for Construction Innovation, Australia (www.construction-innovation.info/); and the Constructing Excellence program in the UK (<http://www.constructingexcellence.org.uk/>).

This abridged guide of Innovate Now! was prepared by the BRITE Project of the CRC for Construction Innovation. The full version, available at www.brite.crci.info/, provides detailed steps for businesses wanting to improve their innovation performance, along with detailed checklists to help businesses develop an innovation program. For further information, contact Dr Karen Manly, BRITE Project Leader, at k.manley@qut.edu.au.

The CRC for Construction Innovation (www.construction-innovation.info/) is a national collaboration of 21 industry, government and research partners focussed on creating technologies, tools and processes for the property, design, construction and facility management sectors. The BRITE Project is one of over 20 research projects managed by the CRC for Construction Innovation.