

# USTVARJALNOST IN INOVATIVNOST UPRAVE

## UČNI NAČRT PREDMETA/COURSE SYLLABUS

<b>Predmet:</b>	USTVARJALNOST IN INOVATIVNOST UPRAVE
<b>Course title:</b>	CREATIVITY AND INNOVATION IN ADMINISTRATION
<b>Članica nosilka/UL Member:</b>	UL FU

Študijski programi in stopnja	Študijska smer	Letnik	Semestri	Izbirnost
Uprava, prva stopnja, visokošolski strokovni (od študijskega leta 2022/2023 dalje)	Poslovna uprava (smer)	3. letnik	1. semester	obvezen

<b>Univerzitetna koda predmeta/University course code:</b>	0060901
<b>Koda učne enote na članici/UL Member course code:</b>	1628

Predavanja /Lectures	Seminar /Seminar	Vaje /Tutorials	Klinične vaje /Clinical tutorials	Druge oblike študija /Other forms of study	Samostojno delo /Individual student work	ECTS
45		30		45	60	6

**Nosilec predmeta/Lecturer:** Sabina Bogilović

**Vrsta predmeta/Course type:** Obvezni/Core

**Jeziki/Languages:**

Predavanja/Lectures:	Angleščina, Slovenščina
Vaje/Tutorial:	Angleščina, Slovenščina

**Pogoji za vključitev v delo oz. za opravljanje študijskih obveznosti:**

**Prerequisites:**

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### Vsebina:

1. Opredelitev inovativnosti in ustvarjalnosti v organizacijah
2. Opredelitev ustvarjalnosti in ustvarjalnega razmišljanja pri delu
3. Posameznikova ustvarjalnosti pri delu
4. Skupinska ustvarjalnosti pri delu
5. Vpliv vodje na ustvarjalni in inovativni proces
6. Razvoj ustvarjalne ideje na osnovi metodologije razmišljanje kot dizajn
7. Generiranje in razvoj ustvarjalnih idej
8. Ocenjevanje in udejanjenje ustvarjalnih idej
9. Vpliv organizacijskih dejavnikov na ustvarjalnosti in inovativnosti
10. Tehnološke inovacije
11. Ne tehnološke inovacije
12. Inovacije in ustvarjalnost v javnih in nepridobitnih organizacijah

### Content (Syllabus outline):

1. Definition of innovation and creativity in
2. Definition of creative and creative thinking at work
3. Individual creativity at work
4. Team creativity at work
5. Leaders impact on creativity and innovation process
6. Development of creative idea based on design thing methodology
7. Creative idea generation and development
8. Creative idea evaluation and implementation
9. Organizational impact on creativity and innovation process at work
10. Technological innovation
11. Non-theological innovation
12. Innovation and creativity in public and non-profit organisation

### Temeljna literatura in viri/Readings:

- M. Škerlavaj, M., Černe, A. Dysvik, A. Carlsen (Ed.). Capitalizing on Creativity at Work: Fostering the Implementation of Creative Ideas in Organizations (2006). Cheltenham, UK: Edward Elgar Publishing Limited.
- Kelley, T., & Kelley, D. (2013). Creative confidence: Unleashing the creative potential within us all. Crown Business.
- Amabile, T. M. (1988). A model of creativity and innovation in organizations. Research in organizational behavior, 10(1), 123-167.
- Bogilović, Sabina. A multilevel approach in examining cultural intelligence and creativity: doctoral dissertation. Ljubljana: [S. Bogilović], 2016.
- SETNIKAR-CANKAR, Stanka (urednik), PETKOVŠEK, Veronika (urednik, prevajalec), DURNIK, Mitja (urednik, prevajalec), LEBIČ, Miha (urednik, prevajalec). *NEXT4PA - Kreativna javna uprava : kreativnost in inovativnost za javno upravo : [poročilo mednarodnega projekta NEXT4PA - Creativity and innovation for public administration]*. 1. natis. Ljubljana: Fakulteta za upravo, 2014. 143 str., ilustr.

### Cilji in kompetence:

#### Cilji

#### Študent:

- Prepozna razliko med inovativnostjo in ustvarjalnostjo v zasebnih, javnih in neprofitnih organizacijah.
- Zazna in razvije svoje ustvarjalno razmišljanje in inovativni proces.
- Razvije kritično razmišljanje, da spodbudi ustvarjalno razmišljanje ter inovativni proces v skupini.
- Osvoji metodologijo razmišljanje kot dizajn.
- Praktično uporabi pridobljeno znanja in implementira svojo ustvarjalno idejo (prototipiranje) in tako reši konkreten poslovni problem v izbrani organizaciji.

#### Kompetence

- Sposobnost poznavanja teorije in prakse inovativnosti v javnih in neprofitnih organizacijah.
- Sposobnost razložiti in strokovno argumentirati inovativnost v organizaciji in ustvarjalnost na različnih ravneh (individualni, timski, organizacijski).
- Sposobnost razložiti in strokovno argumentirati vpliv vodje na ustvarjalnost in inovativnost pri delu.
- Sposobnost poznavanja in izvajanja tehnik spodbujanja ustvarjalnosti in inovativnosti pri delu.
- Sposobnost oblikovanja predlogov za reševanje ustvarjalnih in inovativnih problemov v javnih podjetjih in nepridobitnih organizacijah.

### Objectives and competences:

#### Objectives

#### Student:

- Distinguishes the differences between innovation and creativity in private, public, and not-for-profit organizations.
- Identifies and develops their own creative thinking and innovation process.
- Develops critical thinking in order to enhance creative thinking and innovation process in teams.
- Applies design thinking methodology.
- Applies knowledge gained during the course and implements his creative idea (prototyping) in order to solve business problems within given organisation.

#### Competences

- to generalize theory and practice of innovation in public enterprises and not-for-profit organizations
- to explain and theoretically argue about innovation in an organization and about creativity at different levels (individual, team, organizational)
- to explain and theoretically argue about leader's impact on creativity and innovation at work
- to apply techniques that enhance creativity and innovation at work
- to solve creative and innovative problems in public and not-for-profit organizations.

### Predvideni študijski rezultati:

#### Znanje in razumevanje:

- Študent osvoji teoretične osnove znanja inovativnosti v javnih podjetjih in nepridobitnih organizacijah.

### Intended learning outcomes:

#### Knowledge and understanding:

- Student acquires the theoretical knowledge of innovation in public and non-profit organizations.

<ul style="list-style-type: none"> <li>• Študent osvoji teoretične osnove znanja ustvarjalnega procesa v javnih podjetjih in nepridobitnih organizacijah.</li> <li>• Študent je zmožen prepoznati poslovni problem v organizaciji ter možnosti za inovativnost in ustvarjalnost na različnih ravneh organizacije.</li> <li>• Študent je zmožen rešiti poslovni problem v organizaciji z uporabo tehnik spodbujanja ustvarjalnosti in inovativnosti.</li> <li>• Študent je zmožen udeležiti svojo ustvarjalno idejo in jo pretvoriti v inovacijo (prototipiranje).</li> </ul>	<ul style="list-style-type: none"> <li>• Student acquires theoretical knowledge of the creative process in public and not-for-profit organizations.</li> <li>• Student is able to recognize a business problem in organization and possibilities for innovation and creativity at different levels of organization.</li> <li>• Student is able to solve business problem in organization, using techniques of enhancing creativity and innovation.</li> <li>• Student is able to implement his creative idea into an innovation (prototyping).</li> </ul>
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<b>Metode poučevanja in učenja:</b>	<b>Learning and teaching methods:</b>
1. priprava študenta na predavanja	1. student preparations for lectures
2. predavanje	2. lecture
3. priprava študenta na vaje	3. student preparations for tutorials
4. vaje	4. tutorials
5. e-učenje	5. e-learning
6. projektno delo	6. project work

<b>Načini ocenjevanja:</b>	<b>Delež/Weight</b>	<b>Assessment:</b>
1. pisni ali ustni izpit	50,00 %	1. written or oral exam
2. sprotne naloge in aktivno sodelovanje na predavanjih in vajah	10,00 %	2. assignments and active participation in lectures and tutorials
3. projektno delo	40,00 %	3. project work

#### **Reference nosilca/Lecturer's references:**

<ul style="list-style-type: none"> <li>• BOGILOVIĆ, Sabina, BORTOLUZZI, Guido, ČERNE, Matej, GHASEMZADEH, Khatereh, ŽNIDARŠIČ, Jana. Diversity, climate and innovative work behavior. <i>European journal of innovation management</i>, ISSN 1460-1060, 2021, vol. 24, iss. 5, str. 1502-1524.</li> <li>• ŽNIDARŠIČ, Jana, BOGILOVIĆ, Sabina, ČERNE, Matej, KUMAR GUPTA, Roopak. Leadership-promoted diversity climate and group identification : the role of followers' identification with a leader. <i>Leadership &amp; organization development journal</i>, ISSN 0143-7739, 2021, vol. 42, iss. 7, str. 1018-1036.</li> <li>• BOGILOVIĆ, Sabina, PEVCIN, Primož. How small cities are stimulating creativity and innovation : case study of Ljubljana and select European cities. <i>Dynamic relationships management journal</i>, ISSN 2232-5867, May 2020, vol. 9, no. 1, str. 67-78.</li> <li>• BOGILOVIĆ, Sabina, ŠKERLAVAJ, Miha, ČERNE, Matej. Hiding behind a mask? : cultural intelligence, knowledge hiding, individual and team creativity. <i>European journal of work and organizational psychology</i>, ISSN 1359-432X, 2017, vol. 26, iss. 5, str. 710-723.</li> <li>• BOGILOVIĆ, Sabina, ČERNE, Matej. The intellectual structure and outlooks for individual creativity research : a bibliometric analysis for the period 1950-2016. V: REITER-PALMON, Roni (ur.), KENNEL, Victoria L. (ur.), KAUFMAN, James C. (ur.). <i>Individual creativity in the workplace</i>, (Explorations in creativity research). London [etc.]: Elsevier, Academic Press. cop. 2018, str. 153-188.</li> <li>• BOGILOVIĆ, Sabina, ŠKERLAVAJ, Miha, WONG HUMBORSTAD, Sut I. Idea implementation and cultural intelligence. V: ŠKERLAVAJ, Miha (ur.), et al. <i>Capitalizing on creativity at work : fostering the implementation of creative ideas in organizations</i>. Cheltenham; Northampton: Edward Elgar. 2016, str. 39-50.</li> </ul>
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