Didactic and content-based planning of the course "Innovation Management"

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As initiated by the qualification program on "Research-based learning at the TUHH", the improvements on both the content and the didactic levels were formulated for the module “Innovation Management”. The module is based on 2 hour lectures with the total workload of 60 hours and is attended by 30-40 students in the summer semester. Recent scientific literature on innovation management and the practices in modern organizations highlight the ever growing role of creativity in innovation process and the importance of team management competences for a successful management of innovation projects. All together this points out to the need of introducing new topics, such as "Creativity in Innovation Process” and “Innovation Team Management" to the module “Innovation Management”. Consequently, two teaching units covering these topics have been conceptualized to be implemented in addition to the existing course topics. Introduction of problem-based and research-based learning to otherwise theoretical lecture-based course is at the core of the suggested didactic improvements to the module. It will be implemented by dividing the 2 hour long lectures that cover newly introduced teaching units into two interconnected parts, i.e. theoretical presentation by the lecturer and more active practice-oriented problem and research-based learning.

Newly introduced teaching units will specifically lead to the following learning outcomes:

- Assess and interpret innovation process
- Develop and formulate managerial strategies to shape innovative performance and innovative outcomes of innovation teams
- Diagnose different challenges in innovation team management and make recommendations for resolving them

The table below details theoretical part of each lecture content wise, that will be oriented towards active learning via presentation and open discussion in the class. The problem and research-based learning is represented by learning activities, which include mini-case analysis, participation in the in-class group experiment, working in peers, group work, peer-evaluation in terms of the involvement of the group members and final presentations of other groups. On the basis of peer-evaluations the bonus points will be calculated for each student as the assessment for the activities and outputs presented during the newly introduced teaching units. These bonus points will be added to the total bonus points available of being collected during the whole course.

The wrap-up lecture at the end of the course will enable to assess whether the goals set by introducing these new teaching units are reached and the learning outcomes are actually achieved. This will also indicate what updates content wise are necessary.

Didactic planning for the newly introduced teaching units:

Topics	**Creativity in Innovation Process**	**Innovation Team Management**	
Presence	1st lecture	1st lecture	2nd lecture
Content	- Innovation process and its stages - The role of creativity in innovation process	- The influence of team composition on its performance and the outcomes	- Managing team composition in innovation process
Methods	Presentation, Open discussion	Presentation, Open discussion, Work in peers	Presentation, Open discussion, Group work, Peer-evaluation
Learning activities	Analyzing the case	Participating in the group experiment, Working in peers to present personality types and roles in the team	Group work to analyze potential challenges their team could face in terms of their composition and strategies on how to manage such team
Materials and Media	Presentation, video, literature, the case, working sheets	Presentation, personality type descriptions, canvas	Presentation, canvas, peer-evaluation sheets
Self-study time	***Pre-lecture preparation***	***Pre-lecture preparation***	***Pre-lecture preparation***
Learning activities	-	-Taking Big Five personality test -Taking Belbin team role test	- Evaluating the potential innovativeness of their team with online AI tool
Resources and Tools	-	Online personality tests	- Online AI tool for team performance prediction - Active presenter software
Assessment		- The presentation (video) on their team and strategies on how to manage it for the optimal results - Peer evaluation of strategies presented by other groups - Anonymous evaluation of each other's contribution to the group work	