

Innovative Culture



Human Resource Development

CRITICAL HRD



Espoused theory that questions the status quo of organizational performativity and worker oppression.
No actions to challenge or change practice!

Critical Human Resource Development



Critical Management Studies



Critical Theory, i.e., Frankfurt School

Impact on innovation in organizations & employees...
NO PRACTICAL APPLICATION

Tim Hatcher
Tina Irvine



Theory in

use: Impacts the status quo of organizational performativity and worker oppression.
Actions exist to challenge or change culture!

Critical Human Resource Development

Informs



Culture



Impact

Informs



innovation



Impact

DISSENT
(Practical application)

Tim Hatcher
Tina Irvine



LIFE

A GENIUS AND HIS MAGIC CAMERA

Dr. Edwin Land of Polaroid
demonstrates his
new invention



OCTOBER 27 • 1972 • 50c

Innovation







Innovative culture





EXPLOITATION


not lovin' it



Voices can't be stifled

1. Although critical theories such as CHRD serve to observe and criticize the *status quo* within organizations, to effect real change they must also suggest and support actions that impact practice.



A group of business professionals in a meeting room, seated around a table, looking at documents and laptops. The scene is brightly lit, suggesting a modern office environment.

2. Innovation is related to organizational performativity but the creation of an innovative culture requires employee voice, freedom of expression, engagement and participation.



3. Dissent through employee voice and free exchange of ideas and opinions without repercussions or condemnation is a necessary practice to create an innovative culture.





