

# **Innovation in Organisations - How Surveying Professionals can Change the World from within**

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## **ABSTRACT**

Operating in a continually changing world creates a challenge for people and organisations. The pressure to innovate is high otherwise organisations may find they are irrelevant. However some organisations find it hard to change which is frustrating for those within who are keen to promote change. This is especially so when new graduates enter older organisations ready to make a difference but the organisation doesn't seem to respond. Their innovative ideas seem to fall on deaf ears resulting in frustrated professionals and good ideas lost. A number of questions arise from the situation outlined above. Why are some organisations hard to change ? How can surveying professionals make a difference in larger organisations? What sort of skills are needed to be a change agent or 'intrapreneur'? Are there ways to find a path that will lead to successful innovation and change ? This paper will explore the barriers and blockages to innovation and change that exist in large organisations and identify the sorts of skills that successful intrapreneurs possess. It will aim to answer the questions posed by examining research studies world wide and exploring case studies of innovation and change activities across a range of projects and organisations. It will identify models that are or have been found successful.

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