

Social Innovation in Industry 4.0
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Lecture 42
Social Innovation Team & Hierarchy

Welcome to the next lecture on Social Innovation Team and Hierarchy. If any big success has to happen there has to be a team, and in a team there has to be hierarchies. So, if you are looking for a Social Innovation start up company to run, you should know who all should be there in your team and what is their roles and responsibilities.

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In this lecture we will first see the Introduction, then Types of Teams in Social Innovation, Team Dynamics in Social Innovation, Key Elements of Effective Team Dynamics, Benefits of Strong Team Dynamics, Team Hierarchy, hierarchy in Social Innovation, Challenges of Hierarchy in Social Innovations and finally, Balancing Hierarchy and Collaboration.

Introduction

Social innovation teams are groups of people who work together to create social innovations.

Hierarchy is the way that a team is organized, with some members having more power and authority than others.

Team dynamics and hierarchy can have a significant impact on the success of social innovation initiatives.

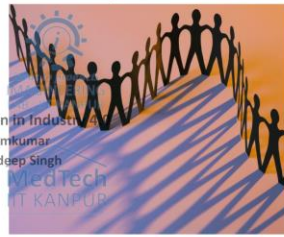


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Social innovation teams are groups of people who work together to create Social Innovation. Hierarchy is the way that a team is organized, with some members having more power and authority than others.

This is only to make sure the success happens at the end of the day. Hierarchy is the way the team is organized, where more power is given to some people and authority than others. So, there is a leader, there are team members. Leader has more power and it he has more authority.

Now, if you make it like a project based team for example, if for project 1 he becomes the team leader, project 2 he becomes the team leader, project 3 she becomes the team leader. So, the team will have 10 members. One among them will always become a leader who will have more power and authority. Team dynamics and hierarchy can have a significant impact on the success of Social Innovation initiatives. Social innovation team is required.

I have told you innovation cannot happen individually, there has to be a team with complementary knowledge. So, hierarchy must be there and few people will have more power and authority. It can be financial power, it can be the leave sanctioning power or whatever it is.

Types of Teams in Social Innovation

Understanding the various types of teams in social innovation enables organizations to assemble teams that

- Complement the nature of the project
- Optimize their potential for success.

Different types of teams exist within social innovation initiatives, each with its unique characteristics and purpose, like

- Flat teams *(No hierarchy, all team members have equal status)*
 - Promotes creativity and collaboration.
 - Suitable for projects emphasizing collective input and innovation.
- Hierarchical teams *(clear hierarchy with varying levels of power + authority)*
 - Emphasizes structure and decision-making.
 - Suitable for projects requiring a defined chain of command.

Understanding the various types of team in Social Innovation enables organization to assemble teams that complement the nature of the project, and optimize their potential for success, complement and optimize. Different types of team exist within Social Innovation initiatives, each with the unique characteristics and purpose for example, flat team, hierarchical team.

Types of Teams in Social Innovation

- Flat Teams *(Equal power to all)*
 - Promotes creativity and collaboration.
 - Suitable for projects emphasizing collective input and innovation.

Flat team means everybody in the team has almost equal power and if one person is not there, the other person takes over and behaves like a leader. So, flat team means it promotes creativity and collaboration, nobody is the boss. Today's start up culture is successful because of flat team. Lot of younger generation people would like to work on flat team culture. So, here it promotes creativity and collaboration because everybody feels they are part of the team, and everybody feels that they are the boss.

Suitable for projects emphasizing collective input and innovation can happen through flat teams. Hierarchical teams emphasizes structure and decision-making. It is suitable for projects requiring a defined chain of command. So, here there is 'No Hierarchy', all team members have equal status. Moment, everybody is equal creativity and collaboration can happen.

When you say, you are a leader, then there are a followers. When we talk about hierarchical team, it is clear hierarchy with varying levels of power and authority. Hierarchical team, it emphasizes structure and decision-making. So, flat team, I have already said all team members are equal power to all. It promotes creativity collaboration, it is suitable for projects emphasizing collective input and innovation.

Team Dynamics in Social Innovation

Team dynamics play a crucial role in the success of social innovation initiatives.

Effective team dynamics enable

- Collaboration
- Creativity
- Resilience

allowing teams to navigate challenges and seize opportunities.

Teams with high levels of trust, cooperation, and communication are more likely to be successful than teams with low levels of these factors.



image source: <https://images.app.goo.gl/Qz1GR1Aozh6pw19>

What is Team Dynamics in Social Innovation? Team dynamics play a crucial role in the success of Social Innovation initiatives. Effective team dynamics enables collaboration, creativity, and resilience. Collaboration give everybody a power, or give everybody's voice and work with each other, collaboration. Creativity is something which comes out of collaboration. Resilience means sustenance, allowing teams to navigate through challenges and seize opportunities.

Team with high levels of trust, cooperation, and communications are more likely to be successful than teams with low level of these factors. Trust, cooperation, and communication are very very important.

Key elements of effective team dynamics

Key elements of effective team dynamics include

- Communication (Foster idea exchange + problem solving)
- Collaboration (Leverage diverse skills for innovative solutions)
- Trust (Creates a safe space for risk-taking + idea-sharing)
- Diversity (Brings fresh perspectives + enhances creativity)

These elements can:

- Drive creativity
- Overcome challenges
- Promote social innovation

The Key Elements of Effective Team Dynamics include communication, foster idea exchange and problem solving. This is communication. Collaboration is leverages diverse skill for innovative solutions.

And, trust is creates a safe space for risk-taking and idea-sharing. And, the diversity is brings fresh ideas, fresh perspective and enhances creativity. So, these are the four key elements of effective team building is communication, collaboration, trust and diversity. So, communication fosters the idea, collaboration diverse link skills, we are trying to join hands, trust is create a safe space for risk-taking is the trust, and diversity is bring fresh perspective and enhance creativity is diversity. So, these elements can drive creativity, overcome challenges, and promote Social Innovation.

Benefits of Strong Team Dynamics

Advantages of strong team dynamics in social innovation projects:

- Enhanced creativity and innovation
- Increased productivity and efficiency
- Improved problem-solving
- Higher motivation and engagement

Real-life example of successful social innovation team with strong dynamics:

- Ashoka's Strong Team Dynamics
 - Commitment to social entrepreneurs.
 - Effective collaboration and teamwork.
 - Identification and support of social innovations.
 - Scaling of social impact.
 - Over 3,500 social entrepreneurs supported.



Image source: <https://images.app.goo.gl/2yYBdC235oc3F48>

What are the Advantages or the Benefits of Strong Team Dynamics? What is team dynamics, we saw here? Team dynamics communication, collaboration, trust and diversity are the elements. So, if you have a strong team dynamics, then the advantage is going to be enhanced creativity and innovation can happen, increased productivity and efficiency can happen, improved problem-solving and higher motivation and engagement.

So, these are some of the Advantages of Strong Team Dynamics. Real-life examples of successful Social Innovation team with strong dynamics is Ashoka's strong team dynamics. Here, it is committed to social entrepreneur, it is effective collaboration and teamwork, it talks about identification and support of Social Innovation, scaling of social impact, and overall 3500 social entrepreneurs are getting supported through Ashoka's Strong Team Dynamics. It is an example of Strong Team Dynamics.

Team Hierarchy

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Team hierarchy is the way that a team is organized, with some members having more power and authority than others.

A well-defined hierarchy can help to ensure that everyone on the team knows what their responsibilities are and that decisions are made in a timely and efficient manner.

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Different levels of hierarchy and their responsibilities in a team:

- Top-level - Project leaders or managers responsible for overall decision
- Middle-level - Team leads or coordinators responsible for specific tasks
- Lower-level - Individual team members contributing their expertise & skills.

When you are trying to have hierarchy, the team hierarchy is the way that a team is organized with some members having more power than authority than the other. A well-defined hierarchy can help to enhance ensure that everyone on the team knows what is their responsibility, everyone on the team knows what is their responsibility, and that decisions are made in a timely and efficient manner. So, we talk about roles and responsibilities when we try to talk about hierarchy. Different levels of hierarchy and their responsibilities in a team are top-level, middle-level and lower-level.

So, top-level means here project leaders or managers responsible for overall decision. Middle-level is team leads or coordinators responsible for specific areas or tasks. Lower-level is individual members contributing their expertise and skills. So, these are the different levels of hierarchy, top-level means project leaders, middle-level means team leads, lower-level means individual teams. So, everybody tries to do their role and

responsibility perfectly to make sure the team finally wins. So, hierarchy is also followed in certain organizations the success story is flat teams.

Hierarchy in Social Innovation

Hierarchy in social innovation teams fosters efficiency, accountability, and effective resource utilization, ultimately driving progress and positive social impact.

Benefits of having a hierarchy in social innovation teams

- Clear Roles and Responsibilities:
 - Efficient task allocation
 - Accountability
- Streamlined Decision-making:
 - Structured decision-making process
 - Faster decision-making in critical situations
- Enhanced Efficiency:
 - Enhanced Co-ordination & Communication
 - Streamlined workflow management



Hierarchy in Social Innovation, the hierarchy in Social Innovation team fosters efficient and accountable effective resource utilization, ultimately driving progress and positive social impact. Benefits of making hierarchy in Social Innovation team are clear roles and responsibilities. One is efficient task allocation, and the second one is accountability for assigned responsibility. So, that is the benefit of hierarchy.

So, clear roles and responsibilities are given. Streamlining decision-making is structured decision-making process. And then, you have faster decision-making in critical situations. The third one is going to be efficiency. So, enhanced efficiency is enhanced coordination and communication.

Next one is streamlined workflow management. So, these are the benefits when we are trying to follow hierarchical in Social Innovation, the roles and responsibilities are clearly drafted, streamlined in decision-making. So, structured decision and faster decisions can be made. Enhanced efficiency is enhanced coordination and communication, streamlining the workflow. So, hierarchy in Social Innovation is also very important, so that you try to foster efficiency accountability effective resource utilization ultimately driving progress, and positive social impact.

Challenges of Hierarchy in Social Innovation

Potential challenges and limitations of hierarchy in social innovation:

- Power Dynamics - Concentration of decision-making authority at the top
- Limited Participation - Discouragement of active collaboration from lower-level team members.
- Stifled Creativity - Rigid hierarchy may hinder new ideas, may hinder innovative thinking.
- Slow Adaptability - Ideas to products

Addressing Hierarchy-related Challenges

- Empowering Participatory Decision-making
- Creating a Culture of Openness and Inclusion.
- Encouraging Flexibility and Adaptability.

What are the potential Challenges and Limitations of Hierarchy in Social Innovation? So, the power dynamics is concentration of decision-making authority at the top, that is a challenge.

Next one is limited participation, it discouragement of active collaboration from lower-level team members. Stifled creativity is rigid hierarchy may hinder new ideas, may hinder innovative thinking. And, the last one is slow adaptability, it decision-making process may impede quick adoption to change. So, slow adoption will start happening. These are some of the potential challenges and the limitations of hierarchy in Social Innovation, power dynamics, limited participation, stifled creativity, and slow adoption.

Addressing hierarchical-related challenges, you have to empower participatory decision-making, creating a culture of openness and inclusion and encouraging, flexibility and adaptability are some of the ways, you can address the hierarchical related challenges.

Balancing Hierarchy and Collaboration

Importance of Balancing Hierarchy with Collaboration:

- Effective Collaboration - Pool diverse perspectives for innovation
- Inclusive Decision-making - Engage team members for ownership + shared responsibility
- Adaptability and Agility - Balance hierarchy with collaboration for flexibility + less prone to change.

Successful Examples:-

Example1 - Topsy Farms: Flat Hierarchy and Collaboration

- Flat Hierarchy
- Strong Culture of Collaboration
- Encouragement of Idea Sharing and Suggestions.
- Focus on Providing Fresh, Healthy Food to Low-Income Communities in NYC.



Image source: <https://images.app.goo.gl/3uPlyX3R0U1ueqM66>

Importance of balancing hierarchy with collaboration. So, effective collaboration can happen. So, here it is trying to pool diverse perspectives for innovation. The next is inclusive decision-making.

So, engage team members for ownership and shared responsibilities. And then, the adaptive and agility we have already seen, balancing hierarchy with collaboration for flexible and response to change. So, the importance of balancing hierarchy is very important effective collaboration, inclusive decision-making, and adaptability and agility are very very important. Example one, let us see a Topsy farm, a flat hierarchy and a collaboration, this company works on flat hierarchy strong culture of collaboration happens. The encouragement of idea sharing and suggestions are most welcome. Focus on providing fresh, healthy food to low-income communities in New York City.

Balancing Hierarchy and Collaboration



Example 2:- The Wikimedia Foundation: Hybrid Hierarchy and Collaboration

- Hybrid Hierarchy
- Strong Culture of Collaboration.
- Encouragement of Idea Sharing and Suggestions.
- Focus on Operating Wikipedia and other Wikimedia projects.



image source: <https://images.app.goo.gl/v%3DPRZubmeCXZur6>

The next example is Wikimedia foundation which is a hybrid of hierarchy and collaboration. Hybrid hierarchy is the most important buzz word here it has a strong culture of collaboration, encouragement of idea sharing and suggestions are very much accepted. It focuses on operating Wikipedia and other Wikimedia projects. So, this is a balancing of hierarchy and collaboration happens.

The first example is completely flat hierarchy and collaboration. Topsy and here Wikimedia are hybrid hierarchy and collaboration.

Summary

- Strong team dynamics and balanced hierarchy are essential for successful social innovation.
- Effective team dynamics: communication, collaboration, trust, and diversity.
- Balancing hierarchy fosters efficiency, inclusivity, and adaptability.
- Address challenges: power dynamics, limited participation.
- Examples: Wikimedia Foundation and Topsy Farms.
- Different team types: Hybrid Teams, Hierarchical Teams and Flat Teams
- Leverage team dynamics, hierarchy, and structures for sustainable impact

Assignment (10 pages)
College to run which method do we follow of why. (5)
• more examples for Flat + hierarchy system.

To Summarize, this lecture a strong team dynamics and balance hierarchy are essential for successful Social Innovation. Effective team dynamics, communication, collaboration, trust, and diversity is very very important. Balancing hierarchy fosters efficiency, inclusivity, and adaptability.

Address challenges, power dynamics, and limited participation are the challenges, which we face. Examples of Topsy and Wikimedia foundation are dealt with, Topsy is flat and hybrid. The different team types are hybrid team, hierarchical team, and flat teams. Leverage team dynamics, hierarchy, and structures for sustainable impact is one of the major contributors in Social Innovation. So, the assignments for a college to run which method do we follow and why.

So, you have to write the assignment on this. The next one is more examples for flat and hierarchy system. So, here at least more examples means 5 more examples you have to write about flat and hierarchy then the other thing is college to run which method do we follow and why. So, these are the two assignments which are supposed to go through material, and then write the assignment for 10 pages. These are some of the references.

Thank you very much.