

<https://osi-ngo.org/agir-vous-memes/centre-de-ressources/cellules-de-pilotages/accompagnement-et-reperes/article/innover-dans-le-systeme>



Innovate Within the System

- Act Yourself - Resources Center - Pilot cells - Accompagnement et Repères -



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Innovation enables us to reduce effort or achieve better outcomes. However, it can quickly create internal disruption within a project. Organizational choices can satisfy both extremes, bringing fluidity and success.

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With a historical perspective, we often see that change arises from the peripheries, from the borders. New ideas do not necessarily emerge from the centers of power, but rather often result from interactions and diversity.

In biology, too, we observe that adaptations in living systems (such as the human body) are triggered by external interactions.

In both cases, however, certain innovations develop locally, sometimes causing tensions (political competition, uprisings... local mutations, cancer, death), while others emerge across the entire system (pilot projects implemented nationwide, systemic mutations throughout an organism, evolution...).

How does OSI aim to promote the capacity for innovation within the system?

Countless businesses and NGOs, large and small, have either succeeded in integrating innovation into their operations or have struggled to do so.

OSI envisions internal innovation with three guiding principles:

- **Communicate**, not only with those who already agree with you, but with others—ask questions,
- **Preserve what exists**, avoid introducing change during active operations, but take notes and sketch out an alternative model to prepare for the future, and
- **Present ideas at the right time**.

It's also important to remember that a new team member does not necessarily warrant a procedural change. Médecins Sans Frontières, Greenpeace, Apple, Amnesty International, Sony... do not modify their graphic materials, accounting software, or production procedures each time someone with good ideas or professional experience joins their ranks. Yet, these fresh perspectives will be valuable when it's time to update systems (new graphic collections, procedural updates...), bringing fresh insight when the moment calls for it.

OSI promotes establishing channels to welcome and direct innovation suggestions promptly while ensuring that ideas can be presented at the right time.

Indeed, unless a situation is critical (your team leader can help you assess this), the middle of an operation is generally not the best time for innovation. However, every operation offers the best opportunity to identify needs, ideas, or updated solutions... that can be introduced during the post-operation meeting.

Here are some of the many channels dedicated to fostering innovation within the system at Objectif Sciences International:

You are:

- **A Science Educator:**
 - During an operation, stay connected with your Scientific Stay Center Director, who can play an essential role in facilitating relationships and collaboration.
 - Familiarize yourself by reviewing OSI's [Charters, the Educational Charter \(Educational Project\), the Research Code of Ethics, the Ethical Charter](#).
 - Take time to read the [Center Code of Conduct \(Operational Project for a Stay\)](#).
 - Check whether the Operation's Pedagogical Project you're leading includes a section that could incorporate your suggestion.
 - **A new idea that emerges during an operation** can be proposed at the end of the season during the [Post-Camp Review](#).
 - If you want to introduce an activity or a goal within the projects, engage in discussions on the [Pedagogical Project Design Forums](#) so that your ideas remain accessible over time (unlike email or spoken exchanges which quickly fade), and above all, can be found by other OSI educators worldwide who are leading the same operation as you.
 - **If you wish to get involved in the direction of a Program**—whether it's Participatory Development, Pedagogy and Sustainable Development Logistics, or Research and Science Education—connect with the Program Leader to discuss your interest in joining their Strategic Committee.
- **Director of a Scientific Stay Center / Single Stay Leader:**
 - During an operation, stay connected with your Operations Director, who can play an essential role in facilitating collaboration.
- **Educator, Center Director, Program Leader:**
 - If you want to contribute to optimizing an aspect of OSI, invest time in one of the [Communities of Practice](#) or [request the creation of a new Community of Practice theme](#).

Your Turn!

This list is not exhaustive and is regularly updated.

Please feel free to cite and describe an existing channel within the OSI system that welcomes and directs innovation, using the forum feature on this page. Your contributions will then be accessible to all other readers of this page.