

Innovation Action Plan (IAP) for RFD 2013-2014 of Indian Institute of Sugarcane Research, Lucknow

1. What will be done to produce innovations in the Institute

It is proposed to create the following institutional framework to produce innovations in the Institute:

- A system will be created in the Institute to encourage, receive, collate, evaluate, implement and incentivize new ideas aimed at performing organization's activities with better speed, at less cost and with greater transparency.
- Innovation Cell will be created in the Institute including AICRP (S) and one Krishi Vigyan Kendra under its jurisdiction.
- Every individual employee working in the Institute will be the primary unit of the Innovation Cell. Participation in its activities will be voluntary. Other stakeholders of the organization will also be relied upon for introducing innovative practices in the organization.
- The Innovation Cell will create awareness about the value of innovating in the organization, create a culture where innovation is encouraged, evaluate suggestions received and implement those that meet the criteria laid down in this regard.
- The Innovation Cell in the Institute will coordinate with the working of the Innovation Cells of ICAR/DARE and other ICAR Institutes to know about/ disseminate innovative practices in ICAR system across the country. The Institute website, ICAR's website, Facebook page and in-house newsletters will be utilized to broadcast the innovative practices.

2. Why is it expected to produce a sustainable culture of innovations

On the basis of the following, the Institute believes that the above mentioned institutional framework will produce a sustainable culture of innovations in the organization:

- Creation of a work culture where innovation is encouraged and rewarded will free the mind from treading the beaten track and encourage fresh thinking. Such a work culture will assure that no idea is stupid. This will also remove fear of failure leading to innovative thinking.
- Voluntary nature of the functioning of the Innovation Cell will elicit genuine participation in its activities and better outcomes.
- Involvement of stakeholders in providing inputs for securing better service delivery by the organization will create a win-win situation and produce a sustainable culture of innovation.
- Innovations will lead to systemic improvements in the functioning of the organization and provide momentum for efforts at continuing improvements and innovative working.

3. How will it all be done

The action plan conceived will be implemented as follows:

- An awareness programme on ‘Innovation’ will be formulated and suitable educators will be identified to kindle an interest in the subject in the Institute employees so as to spur them to start thinking differently.
- Innovation Cell will be formed on voluntary basis at the Institute including All India Coordinated Research Project on Sugarcane and Krishi Vigyan Kendra, Lucknow. The Cell will meet on a periodical basis, identify innovative practices, study them with rigour and, if found meeting the criteria, disseminate them within their target audience and also to the apex Innovation Cell at the ICAR Headquarter. **It is expected that apex Innovation Cell will test market the idea in couple of other appropriate institutes and, on the basis of the inputs received, disseminate the idea for adoption across the organization as a whole.**
- Suitable innovative ideas accepted in a financial year that result in speedier action or reduced cost or leading to greater transparency in working will be recognized at the Institute in its Foundation Day. These will also be communicated to ICAR for being rewarded in the ICAR Annual Day celebrated in New Delhi on 16th July every year. The achievement will also be taken note of in the Annual Performance Appraisal of the concerned employee or group of employees, as may be the case.
- The Institute’s website and Facebook page will also provide a forum to suggest and comment on innovative ideas and practices.
- The Institute, AICRP (S) and Krishi Vigyan Kendra, Lucknow will set apart time in their regular interactive sessions held with the customers to discuss suggestions for improvement in their working and service delivery.

4. Who will do it

Activities identified to implement the Innovation Action Plan will be undertaken by the following:

- The Institute envisages ‘Innovation’ to be voluntary movement in the organization. The senior-most employee in the meeting convened will chair the meeting.
- The Institute has Agricultural Knowledge Management Unit (AKMU), which is inter alia committed to information dissemination for quick, effectual and cost-effective delivery of messages to all the stakeholders in agriculture. The AKMU will host the movement and be a vehicle for disseminating innovative work practices emerging in the organization.
- A team under the senior most HOD will monitor the implementation of emerging ideas, identify innovations meriting recognition by Foundation Day awards and recommend the same for approval by the Director of the Institute.
- The Institute in consultation with ICAR Headquarter or National Academy of Agricultural Research Management, Hyderabad will prepare an awareness programme, both for the class-room and one for on-line.

5. When will it all be done

The Innovation Action Plan will be implemented in the Institute in the following time-frame:

2014-15

April – June	Issue of circular introducing the concept in the organization. Discussion on the topic through Institute website and Facebook.
July – December	Formulation of class-room and online programme in consultation with ICAR/ National Academy of Agricultural Research Management
January – March	Formation of Innovation Cell in the Institute

2015 – 16

April – September	Announcement of a scheme to incentivize Innovation in the Institute
October – March	Commencement of receipt, collation, evaluation, dissemination and implementation of Innovations in the organization.

2016 – 17

April – September	Review of Activities envisaged
October - March	Evaluation of innovations implemented in 2015-16 for recognition on IISR Foundation Day Awards
February 2017	Award Function at the Institute
March 2017	Recommending Innovations for recognition in the ICAR Annual Day Awards function