

BUSI5906D – Creativity, Innovation and New Product Development Winter 2022

Professor: Dr. Robert Helal
Email: robert.helal@carleton.ca
Room: Nicol Building 1020
(room may change in response to public health recommendations)
Office Hours: by appointment

Class Schedule: Wednesday 18:05-20:55
Modality: In-Person.
Note: Modality may change in response to local public health guidance.

BUSI5906 Special Topics [0.25 credit]

At the discretion of the School, a course dealing with selected topics of interest to students in the MBA program. Topics will vary from year to year, and will be announced in advance of the registration period. Prerequisite(s): permission of the School.

Course Description

An organization's viability depends on its ability to deliver offerings that create value for the market and differentiate them from competitors in their space. An organization's competitiveness depends on their ability to identify and deliver new offerings that not only create new business for the organization, but also contribute to overall competitive advantage. In reality, many organizations are challenged in successfully delivering winning offerings in a repeatable way.

New products management (NPM) is the process of bringing new products and services to market. Effective new products management requires that organizations understand and harness their innovation capabilities, leverage cross-functional resources, and their current market presence to identify, scope, develop, and launch offerings of value. This requires a keen understanding of potential markets, customer needs, and to develop synergies across resources. In turn, organizations harness this understanding to deliver their new offering value proposition within shrinking windows of opportunity.

Organizations that are effective in delivering new product offerings to market repeatedly, understand their dependencies and the systems approach in both bringing new products to market and growing them into high contributing offerings in their portfolio. Organizations that are

challenged in bringing new products to market often find themselves missing the value needed to win in the market, wasting valuable resources, and ultimately impacting other parts of their portfolio.

This course will examine the role of new offerings in a business strategy, the new product development process, and the various stages in bringing winning offerings to market. It will examine the journey from identifying market need, idea generation, and offering design, through new offering scope and roadmaps, development and launch to market.

Course Learning Objectives:

At the conclusion of this course, students should be able to do the following:

1. Understand the market-centric new product development process: This includes developing elements from new product definition through to launch, preparing strategies for each stage in the new product development cycle.
2. Analyze potential target markets and the competitive landscape for new offerings. This includes a focus on client dynamics related to new product adoption. This includes assessing new market potential and targeting strategies, assessing offering readiness and MVP assessment, and determining early offering concept validation and launch strategies.
3. Apply idea generation strategies, cross-team validation and determining first offering scope and roadmap. This includes identifying key stakeholders, achieving table stake offering requirements, and determining tradeoffs between scope-time-resources-risk.
4. Identify, develop and communicate the new product value proposition and positioning in the marketplace. This includes assessing the key elements of developing a competitive branding strategy.

Course Prerequisite None

Required Text and Other Readings

Textbook(s): C. Merle Crawford, C. Anthony Di Benedetto (2020), *ISE New Products Management 12th Edition*, ISBN-13: 978-1-260-57508-8

Cases and Journal Articles: Our case studies for this semester will be draw from the HBR and Ivey collections. Cases may be procured directly from Ivey Publishing (<https://www.iveycases.com/>) or Harvard Business Publishing (<http://hbr.org/case-studies>).

Do not purchase cases in advance of them being confirmed either in the syllabus (below) or in class/on Brightspace.

Drop Course Policy

The deadline for academic withdrawal is the last day of classes (each term).

Grading Scheme

Individual Case Analysis #1	20%
Individual Case Analysis #2	20%
Group Project	35%
Group Project Presentation (deck/presentation)	15%
Contribution to Class Discussion	10%
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TOTAL	100%

Requirements for each deliverable will be posted on Brightspace and discussed in class.

While group discussion is encouraged for many aspects of this course, the written case analyses (#1, #2) are individual deliverables to be completed on your own. Group discussion or any collaboration is not permitted on these assignments.

Criteria for Evaluation and Grading

Submissions: For this seminar, all submissions are electronic, in PDF form, submitted on Brightspace by stated deadlines.

Grading: Each component of a student's grade will be assigned a letter grade score. A student's final course grade will be a weighted average of each of these components.

Late Penalties: For any assignment and report, late penalties will be decided at the professor's discretion. For the take home exam, no late submission will be accepted without medical certification.

If you are unable to attend class on the day an assignment is due, it is your responsibility to ensure that you have submitted your assignment on Brightspace prior to the deadline. Submissions sent via e-mail will not be accepted. To ensure fairness for all students, penalties will be applied to late assignments: Failure to submit an assignment on time will result in a penalty of five (5) percentage points per day late as determined by the timestamp of your Brightspace submission. For example, an assignment that would normally merit a grade of 80% would receive a grade of 75% if submitted after the deadline on the due date, 70% if submitted the following day, and so on.

Semester Deliverables

Written Case Analyses (#1, #2)

Two cases will be assigned during the semester as written case analysis assignments. Your task is to prepare a consultant's report for the company. Details of the evaluation criteria for each case analysis will be provided on Brightspace and discussed in class at the beginning of the semester.

Group New Product Strategy Project - Proposal

Working in a group of three to five, you will identify a client organization and new product opportunity (both the client and the product opportunity must be approved by the professor). You will then prepare a 1-2 page proposal that summarizes the project scope, and describes the process you will use to evaluate these alternatives and make recommendations.

All projects must be approved by the professor before undertaking as the group project.

Eligibility of Firms for Project

- Firms/topics researched in other classes are not eligible. Students are reminded it is a violation of academic plagiarism policy to submit substantially the same analysis used for multiple courses.
- It is the group's responsibility to ensure that there is sufficient information to complete all the required analyses for the capstone report. Particular attention should be given to ensuring the availability of market information, competitor information and/or industry data for various metrics (a sufficient number of publicly listed and comparable firms) to perform industry analyses.
- Selecting a firm/topic of interest to the group is encouraged.
- ***The scope for this assignment will be reviewed in the first class of the semester. Please note that the information above may be subject to revision and/or additional requirements may apply.***

Group New Product Strategy Project

Working from your proposal, your group will prepare a 5,000-word consultant's report for the client presenting a new product strategy. This will include completing and environmental analysis and assessment of opportunity, identifying viable alternatives, and proposing a specific course of action with respect to target market /positioning and new product scope, go-to-market and launch.

Further Information for Client Organizational Studies

There are significant research resources available to students at Carleton. Students are encouraged to become familiar with the various databases available through the library as well as financial tools such as Bloomberg and Datastream (a tutorial will be offered during class).

Students are also expected to read recent business articles concerning the market/industry, its competitors, as well as articles on the macro business environment (i.e., markets, technology, economic trends). All assignments, the presentation and final report MUST include supporting metrics and data.

Company/Firm Selection Policy:

When a group choose a topic to study, it is the students' responsibility to undertake the research necessary to determine if sufficient information is available. The selection of a topic is an assurance by the students to the professor, that there is sufficient information available to complete the assignment and strategic analysis.

Authorization by the professor is to ensure that groups do not choose a clearly ineligible topic. Should it subsequently become apparent that there is insufficient information to adequately complete the assignment, it is the students' responsibility to change topics and obtain approval for the new proposal. .

Authorization by the professor is not a guarantee that there is sufficient information. Each student is responsible for selecting his/her partners and the business firm to be analyzed, having ensured the adequacy of information available to complete the required comprehensive strategic analysis.

Each group is required to hand in a list of group members, the name of the company chosen, and a list of potential data sources for the research project. A form will be provided on Brightspace for the group, project and sources. Deadlines are highlighted on the syllabus.

Group Project Presentations and Presentation Decks

Presentation scheduled for the end of the semester (see course calendar). Depending on class size and the number of groups, adjustments may be made to the course calendar and presentation schedule as necessary. Further details on presentation dates and order will be discussed in class.

Group Presentation Decks:

All groups will be required to submit their project presentation deck for review. Submissions will be considered as part of the group presentation grade.

Policy for Group Presentations:

Attendance during presentation weeks is mandatory for all students.

All group members must participate in their team presentations. Any student unable to do so because of illness or other circumstances beyond their control must contact the professor via email prior to the start of the class for which the presentation is scheduled. The professor may allow an alternative individual assignment when the absence is supported by a medical certificate and or appropriate document(s) to support the reason for the inability to be present. Any student missing the presentation would not obtain any grades for that portion of the group work. The other group members must make the entire presentation as scheduled.

Group Project: Forming Groups

Students will be required to form groups this semester for the capstone project. Depending on class size, groups will include 3 to 5 students. *Exceptions* may be permitted whereby for instance, a student without a group may be assigned to a group or a student may be asked to switch groups, all at the professor's discretion. These groups will collectively carry out group assignments with the major deliverable being the capstone report.

Students are responsible for selecting their group partners and the group is expected to *self-govern* to ensure the quality of all deliverables, independently resolving any conflicts within the group. It is strongly recommended that students seek diversified and complementary skill sets in their prospective group partners, ideally students from different academic concentrations with varied work experiences and backgrounds. Further information on effective group formation and processes will be discussed at the first class.

The group assignments provide students with opportunities to develop and enhance interpersonal, communication, leadership, follower-ship and other group skills. The resources at <http://sprott.carleton.co/wp-content/files/Group-Work-Resources.pdf> are recommended.

Students are particularly encouraged to maintain evidence of their contribution to the group performance, including estimated research time, working papers, etc. The keeping of a group log of meetings, commitments, decisions, etc. is also a valuable organizational tool. It is in each group member's best interest to ensure an equitable sharing of the research and work.

A peer evaluation for the final project report will be required from all students and will be taken very seriously in assigning grades. For instance, up to 5% may be deducted from a student's final grade on the assignment if he or she received a poor peer evaluation from the majority of members in the group.

Contribution to Class Discussion

Students are encouraged to actively participate in all classes by being adequately prepared (i.e., having attentively read and reflected on the text chapters and any other assigned readings/ cases). In a seminar regular attendance, participation and contribution from all class members is expected and essential for effective discussion. It is student contribution to peer learning that constitutes a contribution, including encouraging colleagues, building on earlier comments without repeating, listening attentively to speakers and being respectful of differences of opinion.

While attendance is a pre-requisite to participation, it is the quality, not the quantity, of remarks that earns the grades. Meaningful contribution requires that you teach your peers something useful that might otherwise have gone unnoticed. A discrete use of electronic devices for note-taking is permitted, however no distractions will be tolerated.

It is also recognized that on some days there may be insufficient time for me to call upon each student who wishes to speak. Any such demonstration of desire to participate will also be considered in the overall assessment of class contribution.

In addition, students may be asked at time to form groups to discuss cases in class. Class discussions will include a combination of case study, current events, presentation of individual work and group project learnings. For example, a group may be asked to present a short summation of the case situation, provide the highlights of their analysis using a particular framework, debate from the perspective of various stakeholders, etc. Also, to provide an opportunity to more closely interact with other classmates, students may be assigned to case discussion groups which will vary from class to class.

Video Recording of Presentations:

As part of the Assurance of Learning process of AACSB accreditation, the School may periodically evaluate, among other things, presentation skills. Accordingly, student group presentations may be recorded to provide material for such assessment; however, this has no impact at all on the course grade.

Missed Course Deliverables

Late Assignments:

To ensure fairness for all students, penalties will be applied to late assignments: Failure to submit an assignment on time will result in an initial penalty of five (5) percentage points per day. Time past due will be based on the timestamp of the submission to Brightspace. For example, an assignment that would normally merit a grade of 80% would receive a grade of 75% if submitted after the deadline on the due date, 70% if submitted the following day, etc.

Missed Assignments and Deferred Examination:

In cases where students are not able to meet a course requirement (i.e., contribute to a group project, submit an individual assignment, or write the midterm case) due to a certified illness, these situations will be addressed following university guidelines. In all such cases, students will be required to provide an official medical certificate/documentation at least two weeks before the end of the semester.

Deferred Final Assignment:

Students unable to complete the final project due to illness or other circumstances beyond their control must contact me in writing to request a deferral. Permission may be granted if the absence is supported by a medical certificate and or appropriate document(s) to support the reason for the deferral.

Contribution to Program Learning Goals ([MBA](#)):

MBA Learning Goal	Not Covered	Introduced	Taught but Not Assessed	Taught and Assessed
MB1 Leadership and Collaboration <i>Graduates will be equipped for leadership and collaboration.</i>				✓
MB2 Communication <i>Graduates will be effective communicators</i>				✓
MB3 Critical Thinking and Problem Solving <i>Graduates will be skilled in critical thinking and problem solving.</i>				✓
MB4 Functional Knowledge <i>Graduates will have functional knowledge of all areas of business.</i>				✓
MB5 Global Business <i>Graduates will have an appreciation of the global environment of business.</i>			✓	
MB6 Ethical Reasoning <i>Graduates will be skilled in ethical reasoning and decision-making.</i>		✓		

ADDITIONAL INFORMATION

Course Sharing Websites:

Materials created for this course (including presentations and posted notes, labs, case studies, assignments and exams) remain the intellectual property of the author(s). They are intended for personal use and may not be reproduced or redistributed without prior written consent of the author(s).

Recommended Calculator for Examinations:

If you are purchasing a calculator, we recommend any one of the following options: Texas Instruments BA II Plus (including Pro Model), Hewlett Packard HP 12C (including Platinum model), Staples Financial Calculator, Sharp EL-738C & Hewlett Packard HP 10bII

Group Work:

The Sprott School of Business encourages group assignments. They provide you with opportunities to develop and enhance interpersonal, communication, leadership, followership and other group skills. Group assignments are also an effective way to learn integrative skills for putting together a complex task. Your professor may assign one or more group tasks, assignments, or projects in this course. Before embarking on a specific problem as a group, it is your responsibility to ensure that the problem is meant to be a group assignment and not an individual one.

Peer Evaluation for Group Work

To deter social loafing and ensure fairness in grading, you will be asked to assess the contribution of your fellow group members. This information will be used when assigning the grade for the final project. The procedure is as follows: Each student should take 100 points and allocate those points to the various members of the group (including him/her/themself) to reflect the contributions made by each member. For instance, if there are four members in a group and everyone contributed equally, each individual would receive 25 points. Conversely, if an individual contributed relatively little, the remaining group members might allocate few points to that member. To ensure that these peer evaluation scores are reasonable and free from personal bias, you will be asked to provide a detailed written explanation for your point allocation.

Letter Grades:

In accordance with the Carleton University Undergraduate Calendar, the letter grades assigned in this course will have the following percentage equivalents:

A+ = 90-100	B+ = 77-79	C+ = 67-69	D+ = 57-59	F = Below 50
A = 85-89	B = 73-76	C = 63-66	D = 53-56	
A - = 80-84	B - = 70-72	C - = 60-62	D - = 50-52	

Grades entered by Registrar:

WDN = Withdrawn from the course

DEF = Deferred

Academic Regulations:

University rules regarding registration, withdrawal, appealing marks, and most anything else you might need to know can be found on the university's website, here:

<http://calendar.carleton.ca/undergrad/regulations/academicregulationsoftheuniversity/>

Requests for Academic Accommodation:

You may need special arrangements to meet your academic obligations during the term. For an accommodation request, the processes are as follows:

- **Pregnancy**

Please contact your instructor with any requests for academic accommodation during the first two weeks of class, or as soon as possible after the need for accommodation is known to exist. For more details, visit the Equity Services website:

<https://carleton.ca/equity/wp-content/uploads/Student-Guide-to-Academic-Accommodation.pdf>

- **Religious Obligations**

Please contact your instructor with any requests for academic accommodation during the first two weeks of class, or as soon as possible after the need for accommodation is known to exist. For more details, visit the Equity Services website:

<https://carleton.ca/equity/wp-content/uploads/Student-Guide-to-Academic-Accommodation.pdf>

- **Students with Disabilities**

If you have a documented disability requiring academic accommodations in this course, please contact the Paul Menton Centre for Students with Disabilities (PMC) at 613-520-6608 or pmc@carleton.ca for a formal evaluation or contact your PMC coordinator to send your instructor your Letter of Accommodation at the beginning of the term. You must also contact the PMC no later than two weeks before the first in-class scheduled test or exam requiring accommodation (if applicable). After requesting accommodation from PMC, meet with your instructor as soon as possible to ensure accommodation arrangements are made. <https://carleton.ca/pmc/>

- **Survivors of Sexual Violence**

As a community, Carleton University is committed to maintaining a positive learning, working and living environment where sexual violence will not be tolerated, and its survivors are supported through academic accommodations as per Carleton's Sexual Violence Policy. For more information about the services available at the university and to obtain information about sexual violence and/or support, visit: <https://carleton.ca/sexual-violence-support/>

- **Student Activities**

Carleton University recognizes the substantial benefits, to both the individual student and the university, that result from participating in activities beyond the classroom experience. Reasonable accommodation will be provided to students who compete or perform at the national or international level. Please contact your instructor with any requests for academic accommodation during the first two weeks of class, or as soon as possible after the need for accommodation is known to exist.

<https://carleton.ca/senate/wp-content/uploads/Accommodation-for-Student-Activities-1.pdf>

For more information on academic accommodation, please contact the departmental administrator or visit: <https://students.carleton.ca/course-outline/>

Academic Integrity:

Violations of academic integrity—presenting another’s ideas, arguments, words or images as your own, using unauthorized material, misrepresentation, fabricating or misrepresenting research data, unauthorized co-operation or collaboration or completing work for another student—are a serious academic offence, weaken the quality of the degree, and will not be tolerated. Penalties may include; a grade of Failure on the submitted work and/or course; academic probation; a refusal of permission to continue or to register in a specific degree program; suspension from full-time studies; suspension from all studies at Carleton; expulsion from Carleton, amongst others. Students are expected to familiarize themselves with and follow the Carleton University Student Academic Integrity Policy which is available, along with resources for compliance at: <https://carleton.ca/registrar/academic-integrity/>

Centre for Student Academic Support:

The Centre for Student Academic Support (CSAS) is a centralized collection of learning support services designed to help students achieve their goals and improve their learning both inside and outside the classroom. CSAS offers academic assistance with course content, academic writing and skills development. Visit CSAS on the 4th floor of MacOdrum Library or online at: <https://carleton.ca/csas/>

Other Important Information:

- Students must always retain a hard copy of all work that is submitted.
- All final grades are subject to the Dean’s approval.
- For us to respond to your emails, we need to see your full name, CU ID, and the email must

be written from your valid CARLETON address. Therefore, in order to respond to your inquiries, please send all email from your Carleton cmail account. If you do not have or have yet to activate this account, you can do so by visiting <https://carleton.ca/its/get-started/new-students-2/>

Additional Guidance on Citations/Bibliography:

Bibliography:

It is important that you follow a recognized style to present a comprehensive bibliography that ensures an integrated alphabetical order and recognizes multiple citations to same year documents from a common source.

Be consistent when ordering your citation sources so that like items are grouped together. For example, Natural Resources Canada may also be referred to as NRC (both of which are acceptable), however in ordering citations from multiple NRC documents select one format and list consecutively by date (from oldest to most recent).

Guidance provided by the Academy of Management in its Style Guide may be found at: <http://aom.org/uploadedFiles/Publications/AMR/AMRstyleguide.pdf> (disregard the *in-text*, *in-parenthesis* identification, as the required use of footnotes replaces this format).

Footnotes: Every source for citations, statistics, tables, etc. should be sequentially referenced to a footnote at the bottom of the page. Full information should be provided to allow a reader to know exactly where you obtained the data, remembering that direct quotations require the specifics of page number. When a subsequent citation is made to the exact same one that proceeds you may identify it as *ibid* (for more details see

<https://www-chicagomanualofstyle-org.proxy.library.carleton.ca/home.html>

Example of Declaration of Academic Integrity

**BUSI5906D – Creativity, Innovation and New Product Development
Winter 2022**

_____ Draft/ _____ Final Report on Company: _____

The University Senate defines plagiarism in the regulations on instructional offenses as: “to use and pass off as one’s own idea or product work of another without expressly giving credit to another.”

I/we declare that the work submitted herewith is my/our work. All sources have been referenced in the footnotes and listed in the bibliography. This work has not been shared with anyone outside this group. This work is the intellectual property of each of the group members and will be returned to any one of the group members to be shared with the other group members.

Student Number	Student Name	Signature of Student (Everyone must sign to receive a grade)

Date Submitted: _____

Instructional offence cases must be communicated to the Associate Dean, MBA programs, who then refers the allegation to the Associate Dean, Faculty of Graduate and Postdoctoral Affairs; individual solutions are not permitted.

BUSI5906D (Winter 2022)
CREATIVITY, INNOVATION AND NEW PRODUCT DEVELOPMENT
CLASS SCHEDULE

2021/2022 dates and deadlines: <https://calendar.carleton.ca/academicyear/>

Week	Date	Topics	Chapters	Due
1	Jan 12	Course Overview New Products: Opportunity Identification and Selection	1-3	<i>Submit: Groups and Member Names</i>
2	Jan 19	Generating New Product Concepts	4-6	<i>Submit: Group Study Proposals</i>
3	Jan 26	Evaluating the New Product Concept	7-10	<i>Submit: Individual Case #1</i>
4	Feb 2	The New Product Development Process	11-13	
5	Feb 9	New Product Launch	14-17	<i>Submit: Individual Case #2</i>
6	Feb 16	NPD Review: An Integrated Perspective Group Project Presentations		<i>Submit: Group Presentation Decks</i>
	Feb 23	Study Week – No Classes (Feb 21 – 25)		<i>Submit: Group Projects</i>
	Mar 2	Exam Week – No Classes (Feb 28 – Mar 4)		

*** Speakers, Schedule and Readings:**

This semester may include guest speakers, and additional readings on a particular topic may occasionally be assigned.

While every attempt will be made to keep to the schedule listed above, unforeseen circumstances and availability of guest speaker(s) may necessitate modifications throughout the semester (including assignments, readings and topics). I will keep you informed of changes via Brightspace.