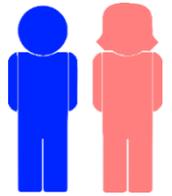


CIO Corporate innovation online Innovation management best practices

Gender issues; delegation.

Males and females both appear more content than not with their managements' approach to 'delegation.'



Several Factors in CIO's on-line survey relate to **'delegation' in an organization**. CIO has analyzed registrant's opinion and sought to discern differences of opinion between male and female responses. There are very few differences¹.

Registrants to the on-line survey provide their opinion on the 'Ideal' which they would like to have in their organization and next, register their 'Reality', capturing their current situation. CIO refers to the difference between the 'Ideal' and 'Reality' as the 'Delta'. A smaller 'Delta' suggest satisfaction while a larger gap does not.

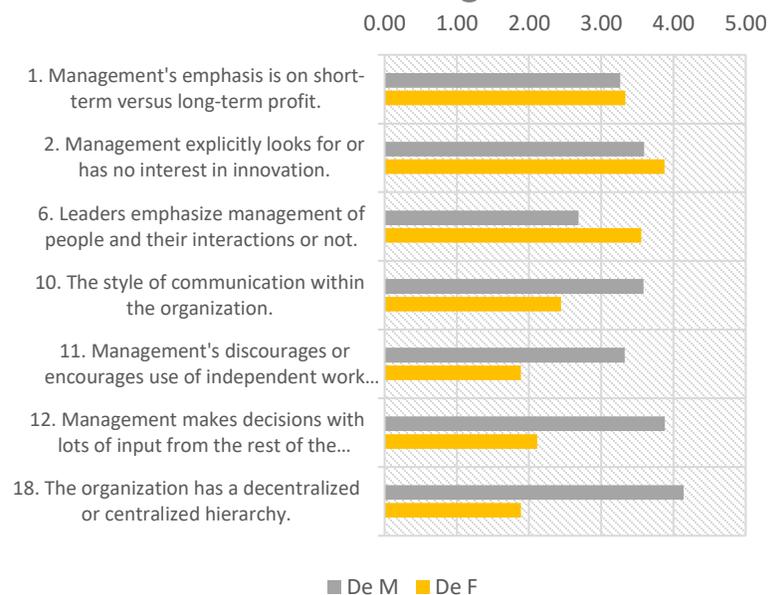
All four 'Factors' relate to aspects of delegation, a key characteristic² of the management of innovative companies. Responses for 'Factors' #10, #11, #12, and #18 indicate **that males, on average, are more dissatisfied with their situation than females**.

Results for Factors #1, #2, and #6, as reported elsewhere on the web site, and **show little difference between male and female opinion**.

To CIO's knowledge, this is **the only on-line survey** which provides the registrant with the ability to register their relative importance of a Factor (i.e. an innovation practice) and, at the same time, provide their opinion on the situation within their own organization and, at the same time, compare results with other registrants.

Each question has two facets. The top row is **"Your Ideal"** – i.e. how you think things *should be according to your ideal* – and the bottom row is **"Your Reality"** – how things *actually are* in your own organization. Registrants receive a **'Score'**, the sum of all 'Deltas', immediately on completing the survey. If the **'Score' is above 60**, the registrant should be concerned about how the organization manages innovation! You can compare your opinion on the 'Ideal' situation with other registrants.

'Delta' (DE); male versus female ratings



¹ Go to the web site for further discussion of male versus female registrants

² Reference CIO's paper on delegation and its importance in an organization; now backed up by data from the World Economic Forum