



UNIVERSITY
OF WOLLONGONG
AUSTRALIA

University of Wollongong
Research Online

Faculty of Engineering and Information Sciences -
Papers: Part A

Faculty of Engineering and Information Sciences

2015

Creativity training programs in the UAE government sector: lessons from the literature

Mardeya Al Balooshi
mdaa030@uowmail.edu.au

Payyazhi Jayashree
University of Wollongong in Dubai, payyazhijayashree@uowdubai.ac.ae

Scott Fargher
University of Wollongong, scottfar@uow.edu.au

Publication Details

Al Balooshi, M., Jayashree, P. & Fargher, S. 2015, 'Creativity training programs in the UAE government sector: lessons from the literature', 27th Annual Australian and New Zealand Academy of Management Conference (ANZAM) : Managing on the Edge, p. in press.

Research Online is the open access institutional repository for the University of Wollongong. For further information contact the UOW Library:
research-pubs@uow.edu.au

Creativity training programs in the UAE government sector: lessons from the literature

Abstract

Creativity training has been recognized in literature as impacting divergent thinking capabilities as evidenced through varied indicators such as idea generation and innovation. This conceptual paper reviews literature on creativity training and examines its impact on organizational performance. Second, it examines the effectiveness of different tools that measure the impact of creativity training. This paper proposes that there is a need to customize measurement of creativity training instead of using generic models. The UAE public sector, focussing on the Dubai Government, forms the context for this paper as it has recently started investing heavily in creativity training programs as part of Dubai's strategic vision 2021 and thus would benefit substantially from customized tools for examining the impact of creativity training.

Keywords

uae, training, government, creativity, literature, sector, lessons, programs

Disciplines

Engineering | Science and Technology Studies

Publication Details

Al Balooshi, M., Jayashree, P. & Fargher, S. 2015, 'Creativity training programs in the UAE government sector: lessons from the literature', 27th Annual Australian and New Zealand Academy of Management Conference (ANZAM) : Managing on the Edge, p. in press.

11. ORGANISATIONAL CHANGE AND DEVELOPMENT

319

CREATIVITY TRAINING IN THE UAE GOVERNMENT SECTOR: LESSONS FROM THE LITERATURE

Al Balooshi, Mardeya

Jayashree, Payyazhi

Fargher, Scott

Creativity training has been recognized in literature as impacting divergent thinking capabilities as evidenced through varied indicators such as idea generation and innovation. This conceptual paper reviews literature on creativity training and examines its impact on organizational performance. Second, it examines the effectiveness of different tools that measure the impact of creativity training. This paper proposes that there is a need to customize measurement of creativity training instead of using generic models. The UAE public sector, focussing on the Dubai Government, forms the context for this paper as it has recently started investing heavily in creativity training programs as part of Dubai's strategic vision 2021 and thus would benefit substantially from customized tools for examining the impact of creativity training.