

Propositions

1. Humans are considered to be a valuable resource for firms and are reasoned to be a key determinant for a firm's success.
2. Technological innovations such as drones, robotics and FinTech demand changes in processes and practices in organizations and require investments in human-centered innovation such as strategic human resource (SHR) practices.
3. SHR practices can be contributive to R&D activities because the practices stimulate the willingness and motivation of employees to participate in developing organizational knowledge.
4. The sooner a firm becomes aware of the urgency and importance of both human-centered and technological innovation, the better the innovation performance is of such firms.
5. In an era when technologies are changing rapidly and industry boundaries become increasingly blurred, firms need employees with the flexibility to integrate novel insights and to improve the firm's existing practices.
6. Both strategic skill flexibility and employee empowerment are important in helping firms to realize integrative value of their exploitative and exploratory innovation and thus to achieve organizational ambidexterity.
7. Organizations need to be aware that actors within hybrid partnerships can serve as powerful means to produce and reproduce institutional rules, practices or norms, which could eventually result in a novel institutional logic or environment.
8. Collaboration provides organizations, small and large, young and matured, with an opportunity not only to be involved in the renewal of institutional environments but also to strategically influence the direction of such renewal.
9. It is essential that the (local) government, the business world and scientific community collaborate closely to create policies for a regional workforce that is capable of dealing with social-, technological- and environmental changes.
10. Ports can be considered as knowledge-hubs, where several individuals of firms operating in different sectors, share knowledge, collaborate and create ideas.
11. In a COVID-19 period where certainty is an intellectual vice, the one sure source of competitive advantage is to learn how to deal with uncertainty.
12. As long as people are not trained to restrain conclusions in the absence of objective proof, it is likely that they will become ignorant radicals or mendacious hoaxers.