

To Professor Cloutier

I thank you very much for the feedback. I will next specify in detail how I integrated it in the research.

In the introduction I adjusted and moved a paragraph about research objectives below the research and sub-research questions to specify what their purpose and reasoning is.

In the theoretical background, I have moved figure 2-2 and the section: A comparison with the knowledge spiral, that it was a part of, in the methodology below section 3.4.3 Results of coding, so the discussion on the main codes is made after they are listed. I also rewritten the paragraph about deductive and inductive methods, so it is now clear that this research follows an inductive approach as it is concerned with collecting data and constructing a theory from the patterns that result.

In the methodology, the data sources are moved up and placed in the Research Strategy section under heading 3.3.2. The mentioning of "simulating models" has also been removed from the chapter.

In the discussion, a section called: The generative mechanisms of the innovation process, has been introduced. This allows the research to be more in line with the critical realism paradigm. It also links critical realism with the importance of a context needed for a mechanism to produce a change. This reinforces the need to consider the organization and its structure as a framework that can support or hinder the innovation process. The generative mechanisms are factors that have the potential to produce a result or a change depending on other factors and the context. The generative mechanisms of innovation are identified as: creativity, flexibility, communication and feedback. They conform to the results and with the narrative thread of this research.

To make the research more readable and less dense, a number of 20 pages have been removed that mentioned theory that was not closely linked to the research subject and that was not used in later chapters. Some paragraphs from the methodology have also been removed that included within-case and cross-case analysis and other surplus information and some repetitions. The punctual mistakes in spelling have also been fixed according to the list in the report.

The bibliography has been adjusted to make sure that all the references have the same formatting. The missing volume and issue numbers that could be found have been included. Not all books that were consulted were the latest edition, but I specified what edition they were.

I hope that I didn't overlook any of your comments and that the changes are done according to the requirements.