

Article title: Employee-Driven Innovation in Health Organizations: Insights From a Scoping Review

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Supplementary file 3. Overview of EDI Methods

Table S6: Top-down EDI methods

Components Methods	Team-based (n=7)	Learning-based (n=10)	Digital (n=6)	No mention of learning, team, or digital components (n=11)
Participatory (n=9)	1. A working group was set up and used the Search conference methodology ⁹⁰	1. Learning employee-driven innovating process ⁷⁷ 2. Participatory deliberative approach with a logic of training ³⁵	1. Computer-mediated communication that created a discussion forum ⁵¹ 2. Digital approach: workshop on text-mining from digital hand-note ⁹⁵	1. Focus group with healthcare workers in the targeted long-term healthcare unit ⁸⁰ 2. Participatory action research ⁸¹ 3. Integration of various stakeholders in decision-making ⁹¹
Design tool (n=7)	-	1. Trained to use a design process ⁹⁴ 2. Teaching Design-Thinking ⁶⁵	1. A technology-assisted design methodology via the user-driven product/activity design (UPAD) approach ⁵⁹	1. User-centered collaborative design ⁶³ 2. Design Thinking ⁷¹ 3. Design Thinking ⁷⁰
Participatory (n=1) and design (n=1)	1. Creating “future groups” and combining focus group and design-led techniques ⁹²	-	-	-
Competition-based (n=7)	1. Multidisciplinary teams invited to apply to The Brigham Care Redesign Incubator and Startup Program ²⁰	-	1. Idea contest using a crowdsourcing platform ⁷⁵	1. Innovation contest ⁵⁰ 2. Solicitation of brief innovation proposals ⁸³ 3. Grant application at the Innovation & Digital Health Accelerator ⁸⁸ 4. Grant-based method for research and innovation project ⁸⁹ 5. Innovation tournament ⁴³
Quality improvement (n=5)	1. Seven teams were formed to use the Knowledge Translation Toolkit ⁹³	1. Trained to lead local improvement portfolios while following Plan-do study-act (PDSA) cycles ⁷² 2. Innovation community meeting for learning were established along the use of PDSA cycles ³	1. Kaiser’s quality improvement program using video-ethnography ⁸⁵	-
	1. Creation of Unit-Based Teams that are trained to use improvement tools ⁷⁹			
Others (change management, social entrepreneurship) (n=2)	1. A working group led by clinicians was set up and the process was inspired by managerial change techniques ⁶⁹	1. To innovate following the Social Entrepreneurship programme ²⁴	-	-

Table S7: Hybrid EDI methods

Components Methods	Team-based (n=5)	Learning-based (n=0)	Digital (n=0)	No mention of learning, team, or digital components
Participatory methods (n=2)	-	-	-	1. Regularly scheduled meetings to discuss and explore challenges ⁶¹ 2. Positive Deviance technique ⁸²
Quality improvement methods (n=1)	1. Hiring of a multidisciplinary team using the PDSA model ⁶⁴	-	-	-
Indistinguishable methods	1. Formation of a Nursing Practice Committee ⁷³ 2. Formation of a multidisciplinary committee ⁸⁶ 3. Formation of a domestic violence working group ¹⁵	-	-	-
	1. Building a team and using evidence-based review ⁶⁸	-	-	-

Table S8: Bottom-up EDI methods

Components Methods	Team-based (n=1)	Learning-based (n=0)	Digital (n=0)	No mention of learning, team, or digital components
Quality improvement methods (n=1)	1. Using quality improvement tools in teams ⁷⁹	-	-	-
Indistinguishable methods	-	-	-	1. Experimental process ^{56,97} 2. Social innovation theory ²⁵