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## HOW DOES NEW SPACE ACCELERATE MANAGERIAL INNOVATION. A SOCIOLOGICAL ANALYSIS OF THE “AGILE TRANSFORMATION” IN THE EUROPEAN SPACE INDUSTRY.

**Abstract**

The emergence of New Space in the early 2010' combined to the booming of digitization has strongly influenced the Space oligopolistic market. In the European space industry, this change of paradigm has progressively led to a reflection towards new work organization types in order to increase the companies agility. Through digitization and flexibilization policies, the actors of the Space industry are experimenting new ways of working, relying on the collaborators empowerment through autonomization and responsabilization.

Based on a two-years ethnographical investigation following collaborators involved in managerial innovation processes, this communication aims at presenting how a space company like Thales Alenia Space has been facing this revolution and how New Space working paradigm has inspired the everyday work of the companies collaborators. We will first identify the main managerial innovation forms, from networks organization types to freedom-form companies inspired initiatives, then analyze how the autonomization and responsabilization dynamics are progressively questioning collaborators' roles and functions, and finally explore the notion of “positive transgression” as a main lever to agility.

We will conclude this communication on the concept of ambidexterity, which currently appears to industrials actors as a relevant governance model, insuring the upholding of the historical recurrent activities through exploitation while endowing the company with an increasing innovation capacity through exploration.