

## **Innovations under neopatrimonialism?**

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This article examines the claim that a neopatrimonial and authoritarian management culture is one of the reasons for the lack of innovation in Russia. The research method is a literature review and thematic interviews. As a conclusion, the article states that management culture is only one aspect that makes the development of innovation slow. The larger problem is the Russian system itself. The state has turned inwards since 2014, leading to a situation where start-up companies can only grow inside Russia, where the core customers consist of state organisations. The Russian system is very bureaucratic on the one hand, and on the other hand the leadership style is not consistent: the expectations of the state from the innovation sector are not always realistic and failures are not accepted. At the same time, there are major differences between sectors. In the private sector, management culture is more dynamic and modern and the change of generation is likely to change the situation even more. The big question is the future of the *sistema* and whether the state control of business will increase in the future.