

INNOVATION LEADERSHIP

INNOVATORS@WORK

Fostering creativity, collaboration, & continuous improvement is a fundamental strategy of innovation.

- Take risks & adapt
- Be curious & open-minded
- Make iterating ideas a habit
- Collaborate with diverse groups

BENEFITS

An innovative mindset allows the team to ...

- *Explore new avenues of thinking*
- *Adopt more creative problem solving*
- *Strategically leverage emerging trends*
- *Advance the organisation's impact*

SUPPORT SYSTEMS

Great innovation can start with conversation...

- **Clarify:** what are you innovating, why and what question(s) must be answered
- **Diverge:** Seek out people who think differently & solicit their point of view
- **Risk it:** Consider new ideas. Expose yourself to new experiences & situations

FUTURE SCENARIOS

Scenario planning allows participants to look beyond the 'present & actual'.

Look at trends that could impact your organisation/product/service. Review developments in other industries. Ask the team to consider & list worst-case & best-case scenarios. Develop 'watch-points' that can inform future action.

TOOLS 4 INNOVATION

Use different collaboration approaches to spark perspective shifts & innovation:

1. **(Silent) Brainstorming with Post-its:** take 10 minutes to generate as many ideas individually on post-its as possible. Post them & ask everyone to read through the post-its before opening the discussion. This gives team members who are reluctant to speak in crowds a chance to contribute.
2. **Mind-map or Fishbone:** using any type of approach that activates both sides of your brain leads to broader, more robust thinking.
3. **Both/And thinking:** Instead of using an 'either/or' perspective, use a 'both/and' approach that allow the group to visualise combining 2 solutions to improve the solution.
4. **Head Stands:** Take a position that the current situation is created only by assumptions. Consider that some assumptions could be wrong.
5. **SCAMPER¹:** Consider what can be substituted, combined, adapted, modified, eliminated, or reversed.

STRATEGIC VIEWING

Take a strategic approach to innovation...

1. Keep an 'ideas book'. Jot down ideas as they come to you & then when you have time, review, reflect, & activate
2. Use technology that supports brainstorming, creative problems solving & process refinement
3. Try new things, put yourself in unfamiliar environments, study something novel
4. Use the 20-20 rule. Spend 20 minutes writing down as many solutions to the problem as possible. Switch papers with someone on the team. Spend the next 20 minutes developing your colleague's ideas.

¹ Alex Faickney Osborn (1953), further developed by **Bob Eberle** (1971)