

Innovation Leadership

What if your people could solve your intractable problems and create new solutions for improvements every day ... and made that happen?

In businesses today, the challenging environment needs creativity and breakthrough thinking ... by everyone across the organisation.

AIC's innovation leadership training will help you develop the type of leadership that will foster the creativity of your people, create better teams and deliver innovations that will improve every facet of your business.

Create a culture of innovation including...

- Developing effective leaders of innovation in your organisation
- An agreed plan for developing a culture that will easily support innovation across the organisation
- Clarity about the role of leaders and specific leadership behaviours that will create an innovative culture
- Understanding of each person's thinking style and ways to enhance team problem-solving and cohesion
- A team experience of problem solving, using different methods
- Clear measurement of the productivity gains produced by innovation

Innovation leadership development program (one or two full days)

Purpose

To embed creativity and innovation within all leaders and develop a culture of innovation across the organisation, so the business will improve, become more sustainable and achieve its strategic goals.

Outcomes

By the end of the session, the participants will have:

- reviewed and clarified their vision for innovation in their business
- identified opportunities for innovation and creativity at work
- identified ways they can measure the benefits of innovation
- understood their own thinking style and that of each team member, and experienced how this impacts on the cohesion and problem-solving of the leadership group
- used creative problem solving techniques and applied them to a current and pressing organisational issue.
- identified how they can enhance their leadership behaviour and empower their teams to be innovative at work

Pre-work

Prior to the session, the participants will complete the following:

- The Business Innovation and Creativity Index (BICI) – an on-line innovation benchmarking tool. The results will be summarised and provided by the AIC consultants.
- The FourSight thinking styles profile. This will be completed on-line and each person will receive their own results by email. Group results will be presented at the training program.

The Business Innovation and Creativity Framework (BICF) will be provided to all participants as a reference in e-format.

The workshop Outline

We will create an informal and energetic space for the session. The focus will be on assisting the group to develop their leadership and cohesion around innovation. While each of the topics listed below will be covered the focus will be on the FourSight profile, the 10 Step innovation plan, the BICI and innovation leadership.

Brief introduction to innovation and key concepts

The nature of and difference between, innovation and creativity

Two types of innovation: adaptive/incremental vs revolutionary/breakthrough.

Brief overview of the 4Ps: Key elements of Innovation

Product, process, people and press (pressure)

The FourSight thinking profile

Application to the leadership group – how do these styles currently impact on the group? How can this be applied to enhance the group's functioning and decision-making?

The 10 step strategic innovation plan

Over view of the 10 step plan to achieve comprehensive organisational innovation.

Feedback from the Business Innovation and Creativity Index (BICI)

Apply this to the business and develop and prioritise innovation goals

Creative problem-solving

Using a real work place problem, apply the CPS process as a group. Use the FourSight thinking styles and specific problem-solving techniques for each stage of the process. Use the results of the BICI to provide additional ideas.

Indicators and measurement of the benefits of the innovation strategies

Identify at organisation, business, team and individual levels

Leadership behavior that supports innovation throughout the organisation

Plan for the future

Leadership group plan and individual leadership plans

Other ways to create your innovative workplace

- Two-hour taster for your team
- Half day and full day workshops for workplaces
- Innovation leadership development
- Key note presentations and breakout workshops
- Innovation consulting – create an innovation culture in your organisation