



Competencies that are addressed:

PRIMARY COMPETENCY CATEGORIES:

- **Adaptability—**
Open-minded.
Demonstrates flexibility when faced with changes at work.
- **Change Management—**
Seeks opportunities to redirect self, others, and the organization to achieve results.
- **Creative Thinking—**
Incorporates existing ideas and new ideas to resolve issues and capitalize on opportunities.

RELATED COMPETENCY CATEGORIES:

- **Vision—**
Future-oriented.
Develops an exciting picture of what could be.
- **External Awareness—**
Sees things from multiple points of view. Keeps up to date with issues that affect responsibility.
- **Interpersonal Skills—**
Displays a consistent ability to build solid relationships inside and outside the organization.
- **Decision Making—**
Obtains and understands facts, weighs risks, and objectively prioritizes alternatives.

Innovation

SUMMARY

Many people don't feel they are creative, so helping people see opportunities for innovation in both breakthrough leaps and continuous improvement can generate new ways of thinking. Key concepts to do this include creating idea fluency, applications of red and green light thinking, and using group participation to apply a nine step innovation process.

CONTEXT

Leaders tap into the power of human potential. They accept that they alone don't have all the answers, customer knowledge, and new ideas needed to move an organization forward. The Innovation Process moves a leader through the steps necessary to turn vision into reality. This process applies where innovation and better methods of doing things are needed.

After completing this module, you will be able to identify and encourage idea fluency and facilitate an Innovation Process that moves from possibilities to solutions.

At the completion of this module, participants will be able to:

- Become proactive instead of reactive in change management
- Recognize and encourage idea fluency
- Facilitate an Innovation Process for problem solving and continuous improvement
- Create a safe environment for the exchange and flow of ideas

“More important than change itself is the speed of change we face today. The amount of time it takes to double our knowledge in many fields has gone from being measured by centuries to being measured in months.”

—Anonymous