

## LEADING INNOVATION

### **Program Overview:**

In today's fast-changing world, innovation has become a critical skill for organizational growth and survival. Innovation isn't always about new devices, ideas, or methods, but it is also the process of uncovering new ways to do things.

Embedding innovation into the core strategy of the organization requires a deep understanding of the approach, challenges, and the process of innovation. Successful innovations are often a result of innovative problem-solving, creative experimentation, and the right culture that allows divergent thinking to come together to create innovative products, processes, services, or solutions.

### **Key Benefits:**

The workshop has been designed to enable participants to build a sound understanding of the processes that aid innovation at an individual and group level, appreciate the challenges and risks involved, and finally create a blueprint that would help them deliver on their organizational change and innovation mandates.

Through the course of it, participants will learn:

- Why innovation works and fails
- How to make innovations successful
- Managing the innovator's dilemma
- Building teams and cultures that foster innovation

### **Individuals and Organizations that can benefit from the program:**

#### **Individuals:**

- Executives who initiate, drive, and lead innovation strategies in their organizations
- Multiple participants from the same organization/ team who share innovating responsibilities or are working on an innovation project
- Senior executives whose responsibilities include leading innovation and change

#### **Organizations:**

Organizations that are currently in the midst of change or are running innovation projects could find it useful to run this workshop for entire teams.

\*Workshop design can be customized for homogenous teams working on a single project

## **Content Highlights:**

### ***Shifting Paradigms:***

- Breaking away from old paradigms and exploring new ways
- dealing with ambiguity/ uncertainty and complexity

### ***Creative Thinking:***

- The innovators duality – divergent and convergent thinking
- The power of curiosity, exploration and experimentation
- Identifying the right market need/ opportunity that the innovation can address
- Generating and managing ideas
- Ideation – sensing embedded value
- Balancing creative ideation with a methodical approach

### ***Building Sponsorship and Leveraging Resources:***

- Socializing the idea amongst relevant stakeholders to manage risk appetites and gain sponsorship
- Getting the required resource commitment
- Building a robust case to drive early adoption

### ***Creating an innovation culture:***

- Selecting the right team -bringing in diverse ideas and skill sets  
Building a culture for innovation to thrive -Know when, how and why to reward risk and failure as well as success
- Understanding and managing creative abrasion, creative agility, and creative resolution
- Institutionalizing experimentation, risk-taking, and a tolerance of failure

## **Our Design:**

The workshop has been designed to be highly experiential with small-group exercises, structured simulations, deep-dive case studies and curated interviews with innovators. A proprietary psychometric tool will give participants an insight into their own abilities to embrace, deliver and drive innovation.

As a part of the program, we urge participants to identify one live innovation project from their organizations that they are/ would be working over the next 4-6 months and post workshop mentoring on the project is available at an additional fee.

## **Duration:**

This is a three - day workshop in its current design. Based on specific needs of a group/ organization this can be customised in content and duration