



Leading Teams for Innovation - full outline

Program Description:

Leading Teams for Innovation is a specialised managerial training program designed to equip participants with the essential skills and knowledge to unlock their team's innovative potential.

Participants will be exposed to a diverse toolbox of creative techniques to foster innovation among employees.

This course integrates follow-up innovation coaching sessions tailored to address specific challenges faced by managers. The 2 x 45-minute online coaching sessions will build on the training and customise the outcomes to individual managers' situations. The innovation coaching goes beyond traditional coaching in that it promotes alternative ways of thinking about problems and implementing measures to encourage the leadership of teams conducive to creativity and innovation.

Who Should Attend:

This course is suitable for managers, team leaders, and aspiring leaders who are responsible for driving innovation within their teams or organizations.

Course Delivery:

This course is delivered through classroom learning including interactive discussions, case studies, and innovation coaching sessions. Participants will engage in practical exercises to apply learned concepts and techniques.

Duration:

The course spans over a day followed by 2 coaching sessions over the next few months, allowing participants ample time to absorb the content and implement strategies within their teams.

Takeaway:

Upon completion of this course, participants will possess the skills and knowledge necessary to effectively lead teams for innovation. They will also receive a toolbox of creative techniques and strategies to ignite and sustain a culture of innovation within their team.

Course Outline:

Introduction to Leading Teams for Innovation

- Understanding the importance of innovation in managerial roles

- Overview of the course structure and objectives

Expanding Perspectives on Innovation

- Rethinking the scope and definition of innovation

- Understanding the diverse forms and applications of innovation

Building Creative Mechanisms

- Embedding creativity-generating mechanisms into policies and procedures

- Exploring incentive systems, meeting formats, evaluations, goal structuring, and success metrics

Language of Innovation

- Utilizing innovation language and questioning techniques

- Incorporating words like "creating value" to communicate the essence of innovation

Shifting Mindsets

- Cultivating a mindset focused on seizing opportunities

- Encouraging exploration of new possibilities versus adhering to traditional methods

Deliberate Efforts Towards Innovation

- Recognizing the need for intentional innovation leadership

- Strategies for fostering innovation as a deliberate organizational effort

Challenging Assumptions

- Embracing the practice of leaving assumptions behind to explore new possibilities

Opening avenues for innovative solutions by challenging preconceived notions

Spreading Innovation Responsibility

Promoting a culture of innovation across all levels of the organisation

Strategies for effectively communicating and disseminating innovation initiatives

Self-Assessment and Reflection

Utilizing an online self-assessment tool to evaluate managerial effectiveness in leading innovative teams

Using self-reflection as a benchmark for future growth and development