

Results-Driven Innovation

an Executive Roundtable Series

“If an organization values innovation, you can assume it’s safe to speak up with new ideas, leaders will listen, and your voice matters.” – Adam Grant

Cultivating an Innovative Culture

How leaders can unlock workforce potential and create an environment for creativity

The **Results-Driven Innovation Roundtable Series** explores how leaders can leverage their in-house talent in considering alternative solutions, seeking fresh perspectives, and questioning the current state. Discussions will focus on the value of divergent thinking up, down, and across levels of an organization; and the realities, pitfalls, and opportunities associated with employee innovation.

- What are the behaviors leaders must model to enable innovation in their organizations?
- What organizational processes have to change or scale in order to encourage fail-forward risk-taking (e.g. governance, org structures, recognition, methodologies)?
- Where are the “pockets” of innovation in an organization and what characteristics of these mini-cultures that can be taken to the larger enterprise?
- Is creating dedicated innovation teams within the organization the right approach?

Do you want to learn more about Innovation and how you can embed it in your organization?

We can help.



PETER KAHN
Head of NE Region
(201) 721-8652
pkahn@envision-bc.com



ANITA JIVANI
Consulting Director, NE Region
(404) 547-7866
ajivani@envision-bc.com



DIANA PALMIERI
Sr. Consultant, NE Region
(917) 365-5370
dpalmieri@envision-bc.com



TRAITS OF INNOVATIVE ORGANIZATIONS



Cross-functional collaboration is key in promoting and sparking new ideas.



A growth mindset is encouraged, and employees learn to view **problems as opportunities**.



Leaders walk the talk to mirror the behaviors they want to drive and cascade to the rest of the organization.



A careful eye is kept on **navigating the current-state** while executing and pivoting the planned **strategy for the future**.



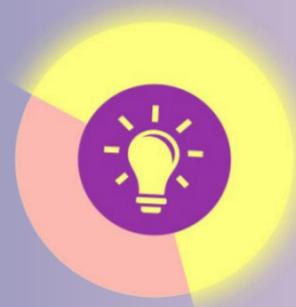
Employees have the safe space to take **informed risks**, relentlessly **question**, and productively **disrupt** the current-state.



Continuous improvement is sought to create something new or to enhance what already exists.

CREATIVE THINKING CAN BE LEARNED

The ability to think innovatively can be cultivated over time. A study shared in Harvard Business Review noted that creative capability isn't pre-determined.



1/3

of the ability to be creative is determined by **genetics**.

2/3

of the creative mind stems from **learned experiences**.

Where to start? To trigger and enhance skills associated with innovation, treat it like strengthening any other capability.

- 1 Conceptualize and define what can be improved.
- 2 Actively seek opportunities to experiment and gain confidence until it becomes a natural extension of how you think and work.

Efforts to cultivate a culture of innovation need to be rooted in intentionality with a focus on leadership capability to infuse the desired behaviors and traits into the rest of the organization.

A LEADER'S ROLE IN UNLOCKING CREATIVE POTENTIAL

LEAD BY EXAMPLE. Actively seek opportunities to model the behaviors yourself to ultimately drive the culture for the rest of the organization.

PROVIDE THE SPACE, TIME, AND RESOURCES FOR EMPLOYEES TO EXPERIMENT. Provide employees with development opportunities and make sure time is set aside to research.

SET CLEAR EXPECTATIONS FOR FAIL-FORWARD RISK-TAKING. Make sure your team knows that they are encouraged to take informed risks. Communicate that observing, thinking, making connections - basic creativity - is part of every employee's job at all levels.

HELP EMPLOYEES MAKE THE CONNECTIONS BEYOND THEIR DAY-TO-DAY WORK. By getting employees excited and helping them tangibly see how their work impacts other departments, customers, and organizational goals, you're giving them more perspective to generate ideas, as well as a deeper sense that their work matters.

CELEBRATE SUCCESSES AND TAKE THE TIME TO DERIVE LESSONS LEARNED FROM FAILURES. Ask employees what they learned and what they can do better next time. Sometimes the best and most successful ideas come from failures and the valuable insight attained.