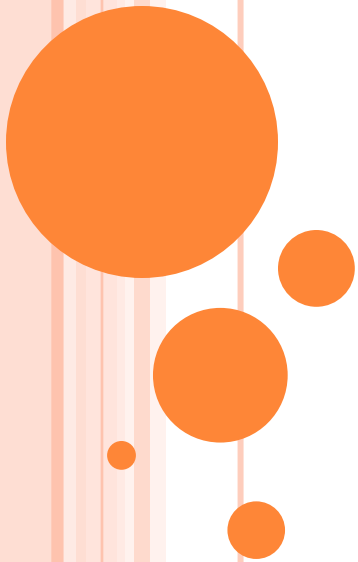
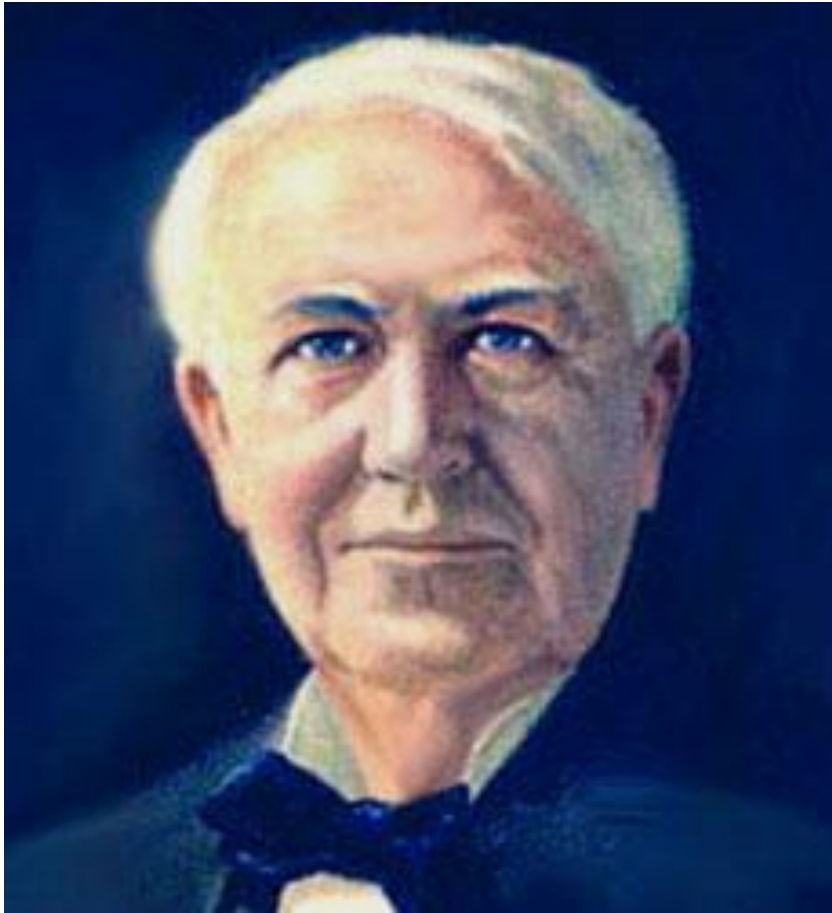


INNOVATION
CREATIVITY
LEADERSHIP





Thomas Edison

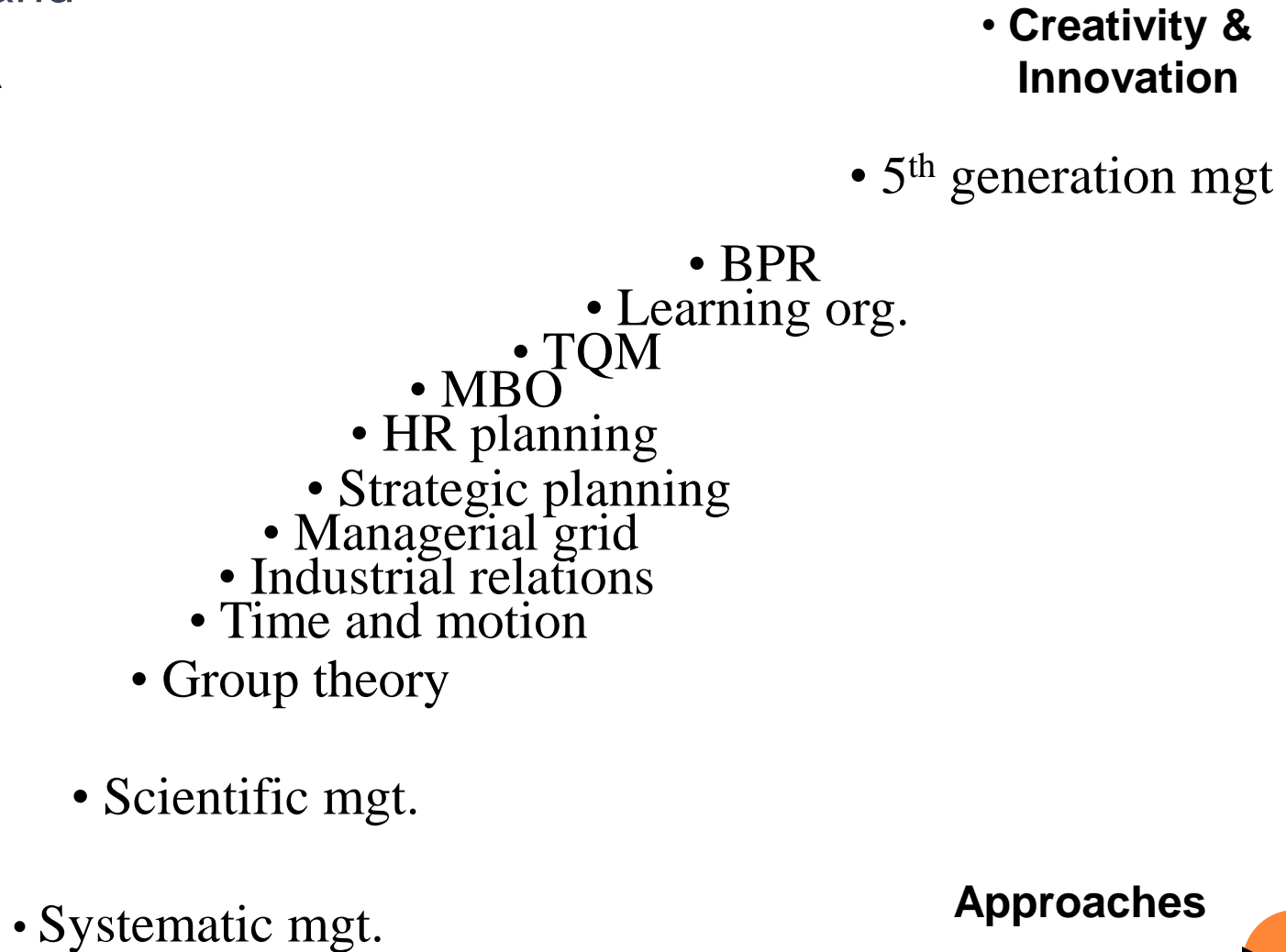
“I have not failed, I’ve just found 10,000 ways that won’t work”.



Sources of Competitive Advantage Over Time

Knowledge and Ideas

2000
1990
1980
1970
1960
1940
1920
1900
1850

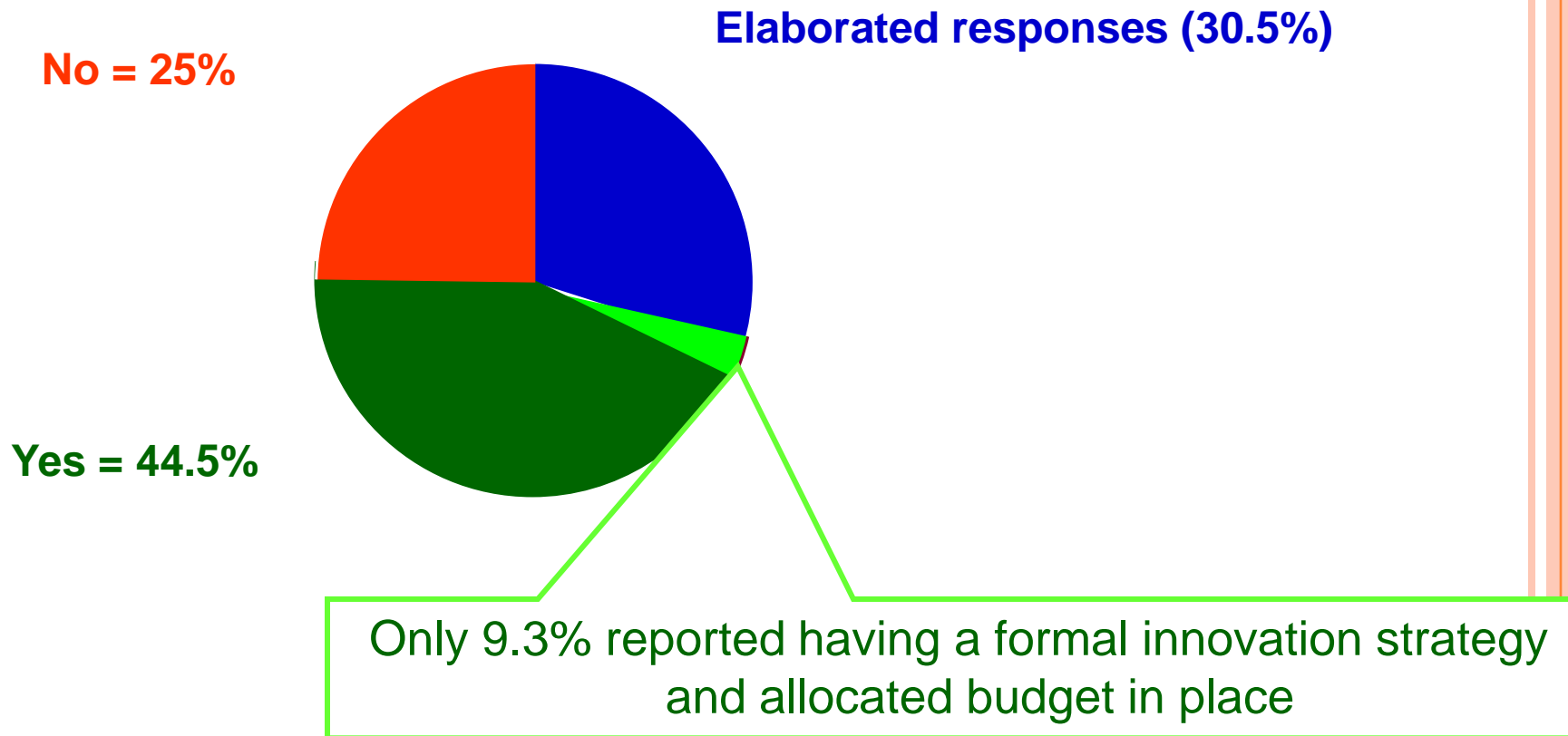


Capital

Command and control / Individual focus
Fixed reward / hard systems
Bureaucracy

Coach and develop / Team Focus
Flexible benefits / Soft values
Networked teams

'The Innovation Gap'



Supporting factors and barriers

Supporting factors	Barriers
Leadership and support from top management	Resistance to change
Culture, climate and identity	Org culture and climate
Rewards and recognition	Corporate structure
Competition and deregulation, need and diversity	Workloads and Lack of skills



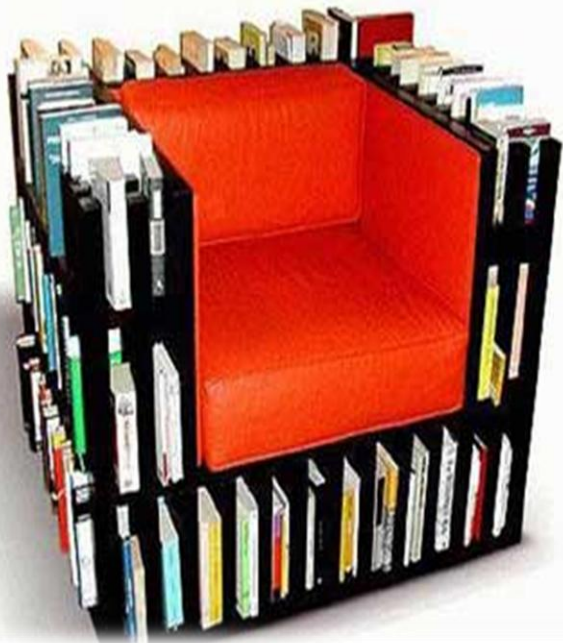


**POCKET
SHOWER**













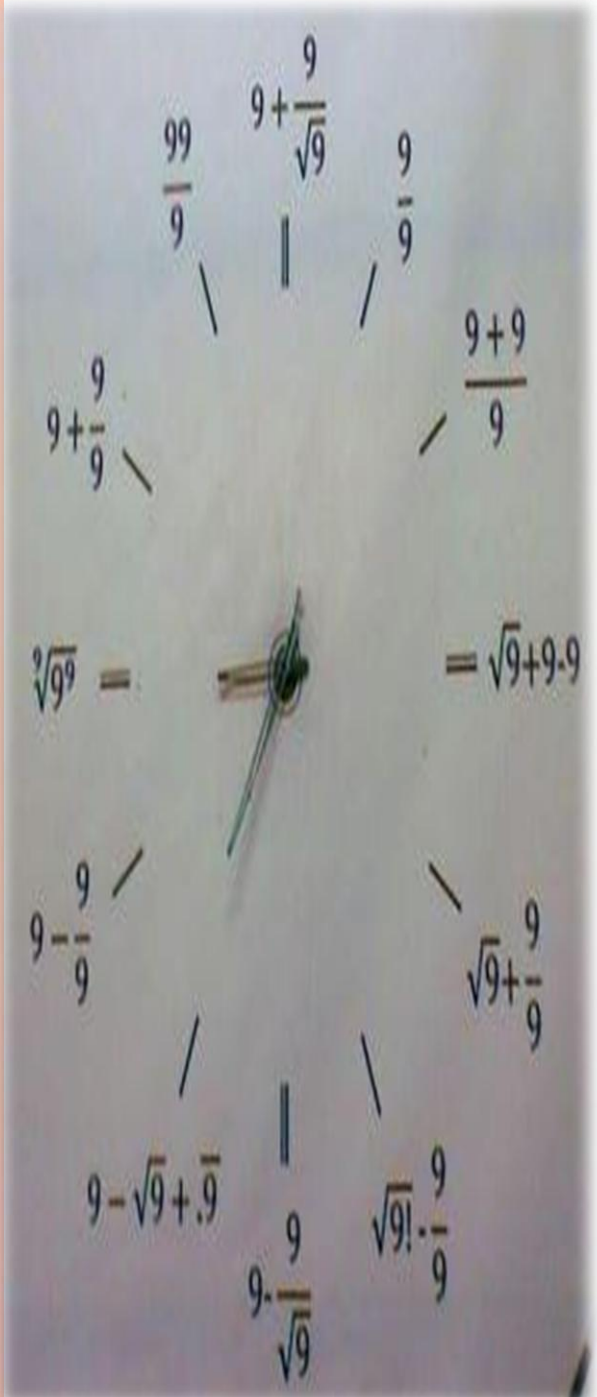
FOR STRONG
TEETH.



FOR STRONG
TEETH.















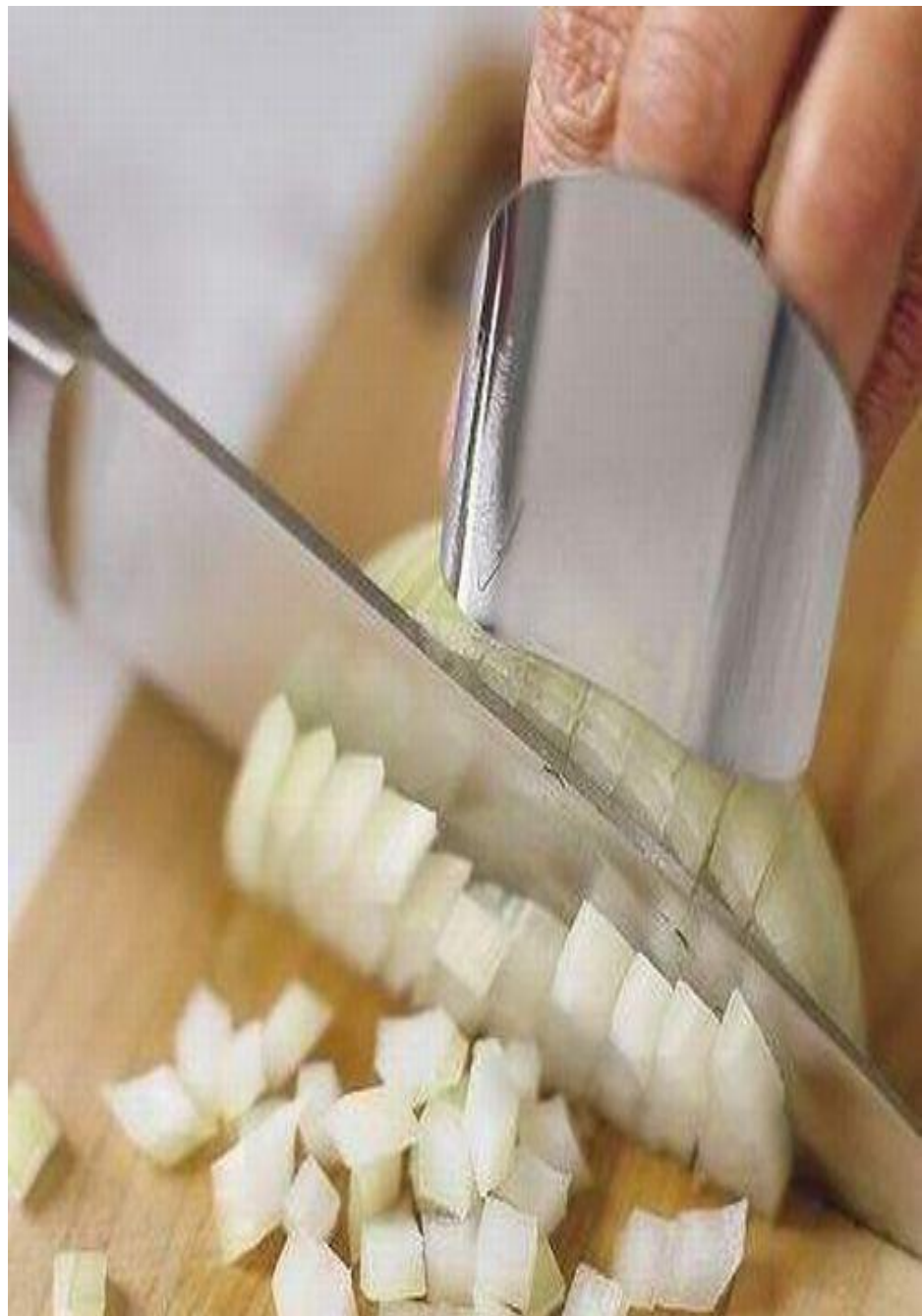




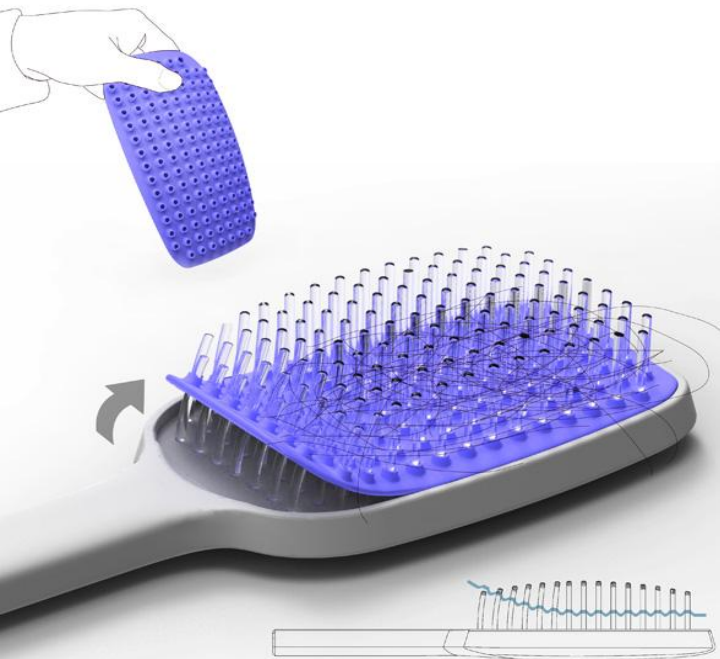














solar lap top personal computer

SOLAR PANEL

double hinge

screen control button set

emergency (i.o.a.) button

rubber palmrest

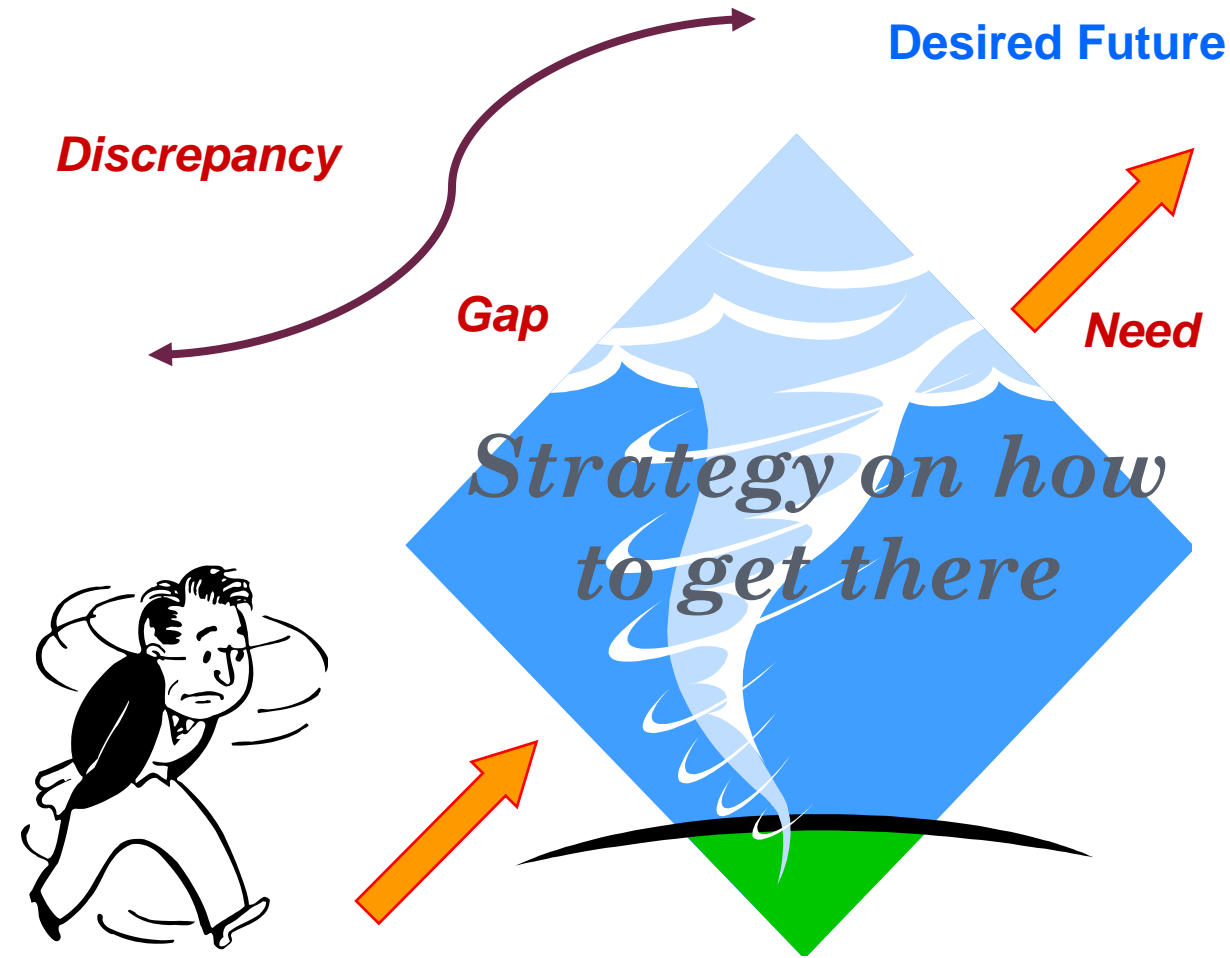
waterproof joints and keyboard

touchpad



colors





Current State

Desired Future

Discrepancy

Gap

Strategy on how to get there

Need

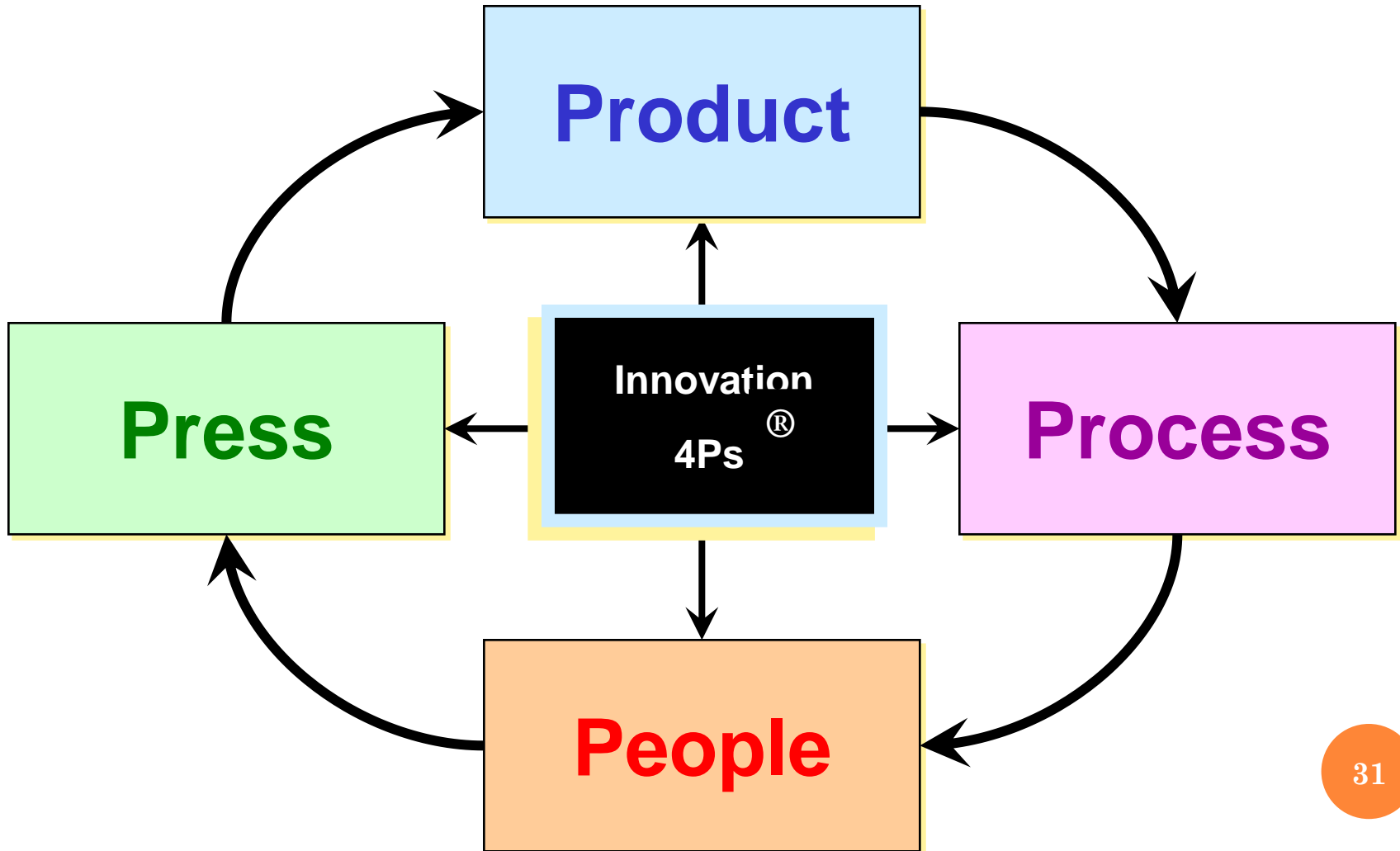


**Innovation
Champion**

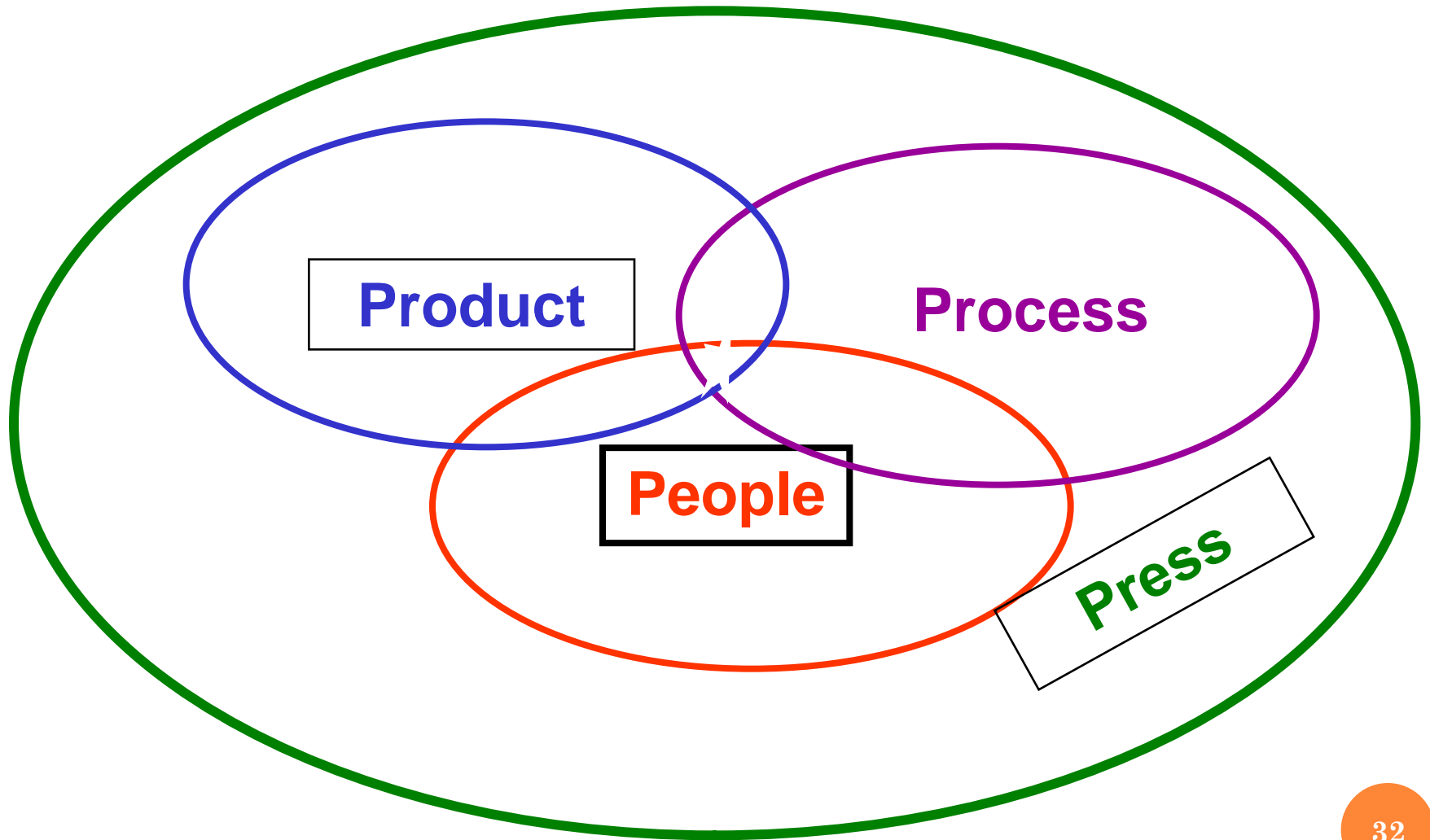


- Lack of useful ideas
- Lack of skills or support for creative and strategic breakthroughs
- Perhaps, other challenges and problems

BUSINESS CREATIVITY & INNOVATION FRAMEWORK (BCIF)



INNOVATION 4Ps: A WHOLE SYSTEM INNOVATION



**10 Steps to achieve
organisational innovation**

1

Strategic Corporate Direction

2

Business/Operation Planning

3

Cultural Alignment

4

Innovation Education

5

Ideas Management System

6

Innovation Metrics

7

Rewards & Recognition

8

Organisational Support & Process

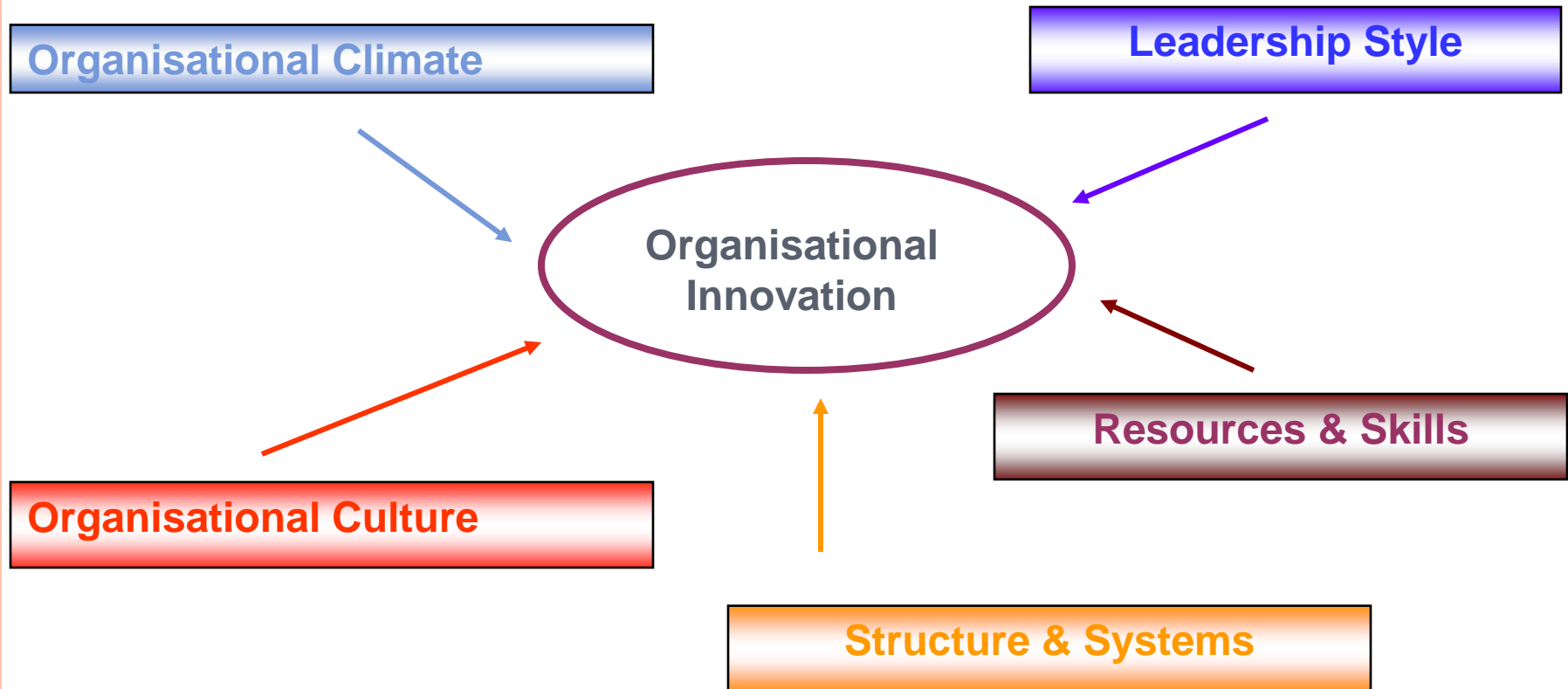
9

Finance & Commercialisation

10

HR Strategies

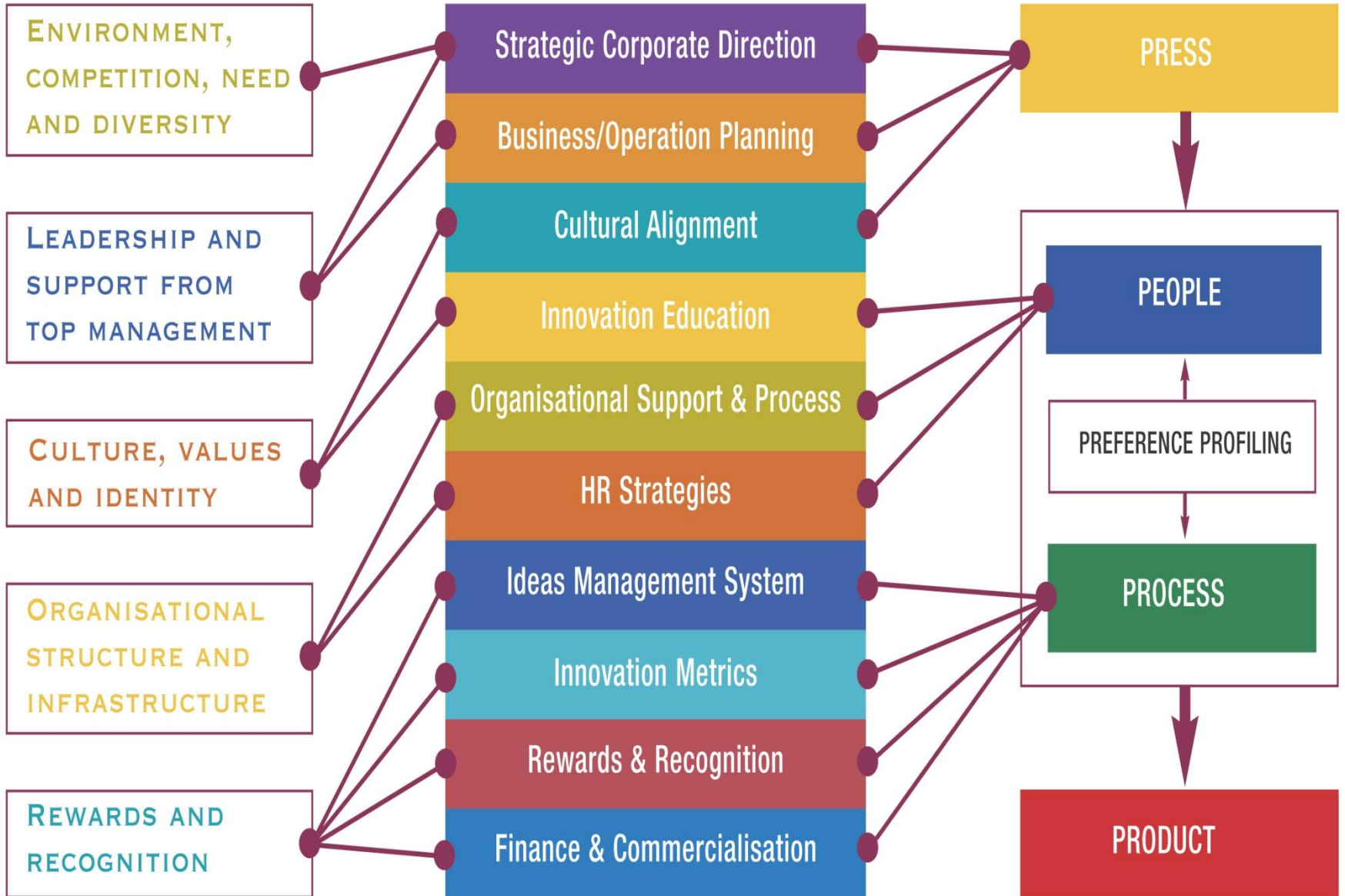
Determinants of Organisational Creativity and Innovation



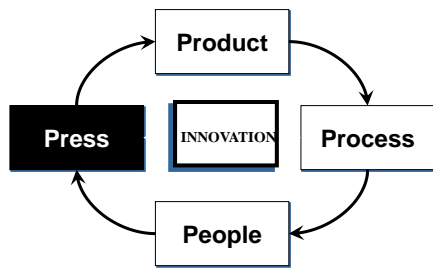
KEY DRIVERS

10 STEPS

INNOVATION 4Ps[®]



Innovation 4Ps[®]



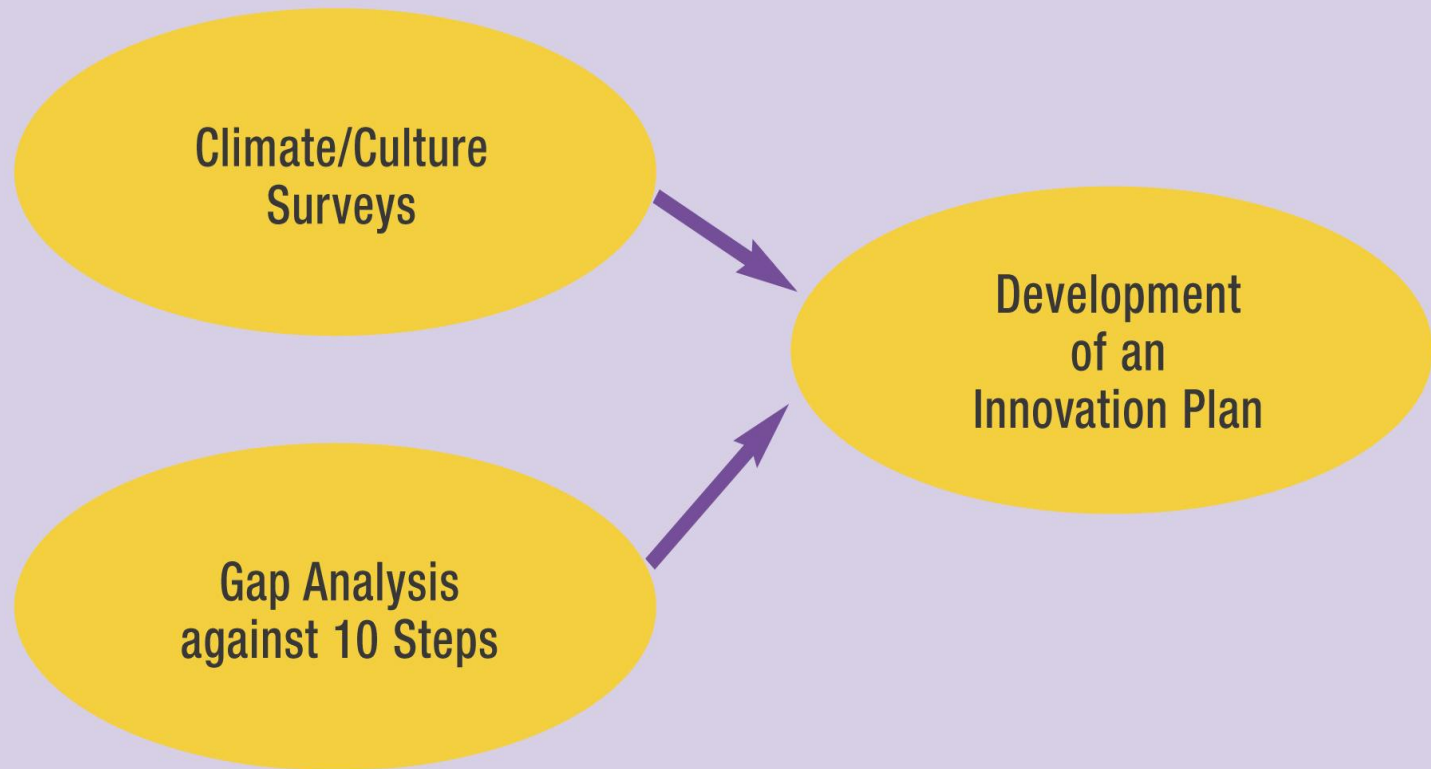
THE FIRST P OF INNOVATION

*Refers to the context
(ie: climate, culture and environment)*

Press

Press is short for pressure - that is, the context within which people, process and product operate. The environment, both internal and external to the organisation, presses in on and out from the organisation.

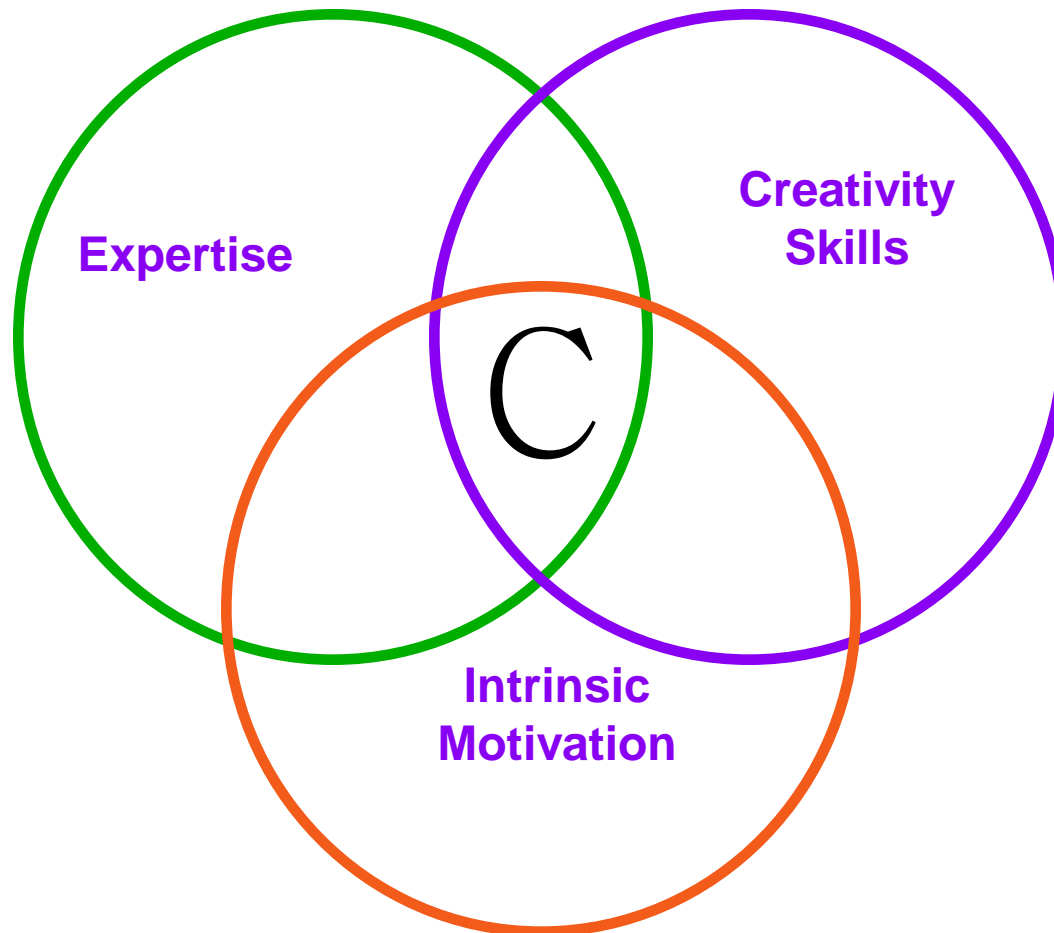
CRITERIA TO EVALUATE PRESS



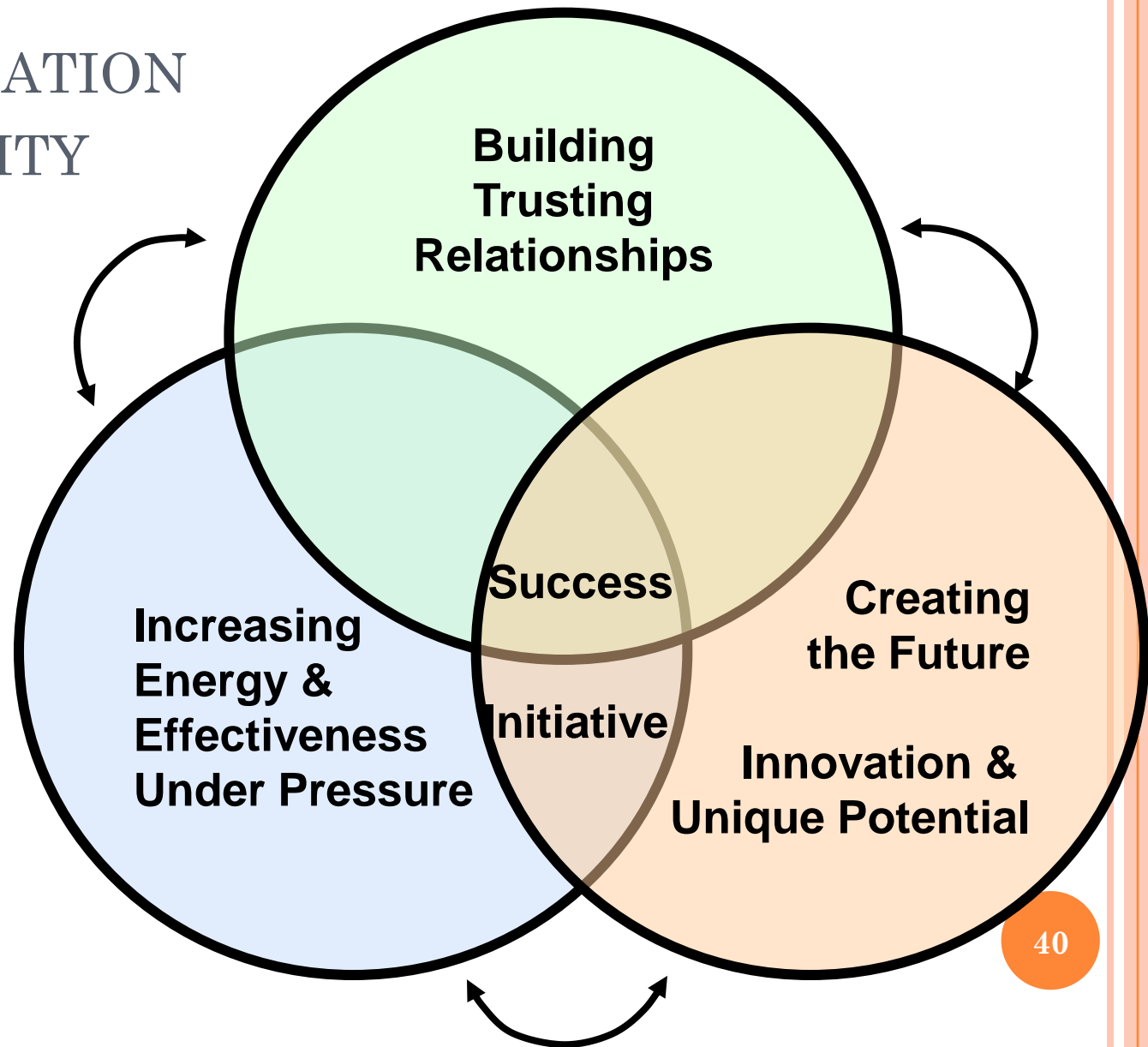
CLIMATE SURVEY - IMPACT OF THE WORK ENVIRONMENT (KEYS) *INNOVATION WITHIN THE ORGANISATION DEPENDS UPON:*

- **Organizational Motivation** – the basic orientation of the organization toward innovation
- **Resources** – everything the organization has available to aid in the area targeted for innovation
- **Management Practices** – supporting freedom and autonomy in the conduct of work; challenging interesting work;
- **Expertise** – knowledge, talent and skill
- **Creativity Skills** – having a flexible problem-solving approach,.
- **Intrinsic Motivation** – the desire to solve the problem or accomplish a task

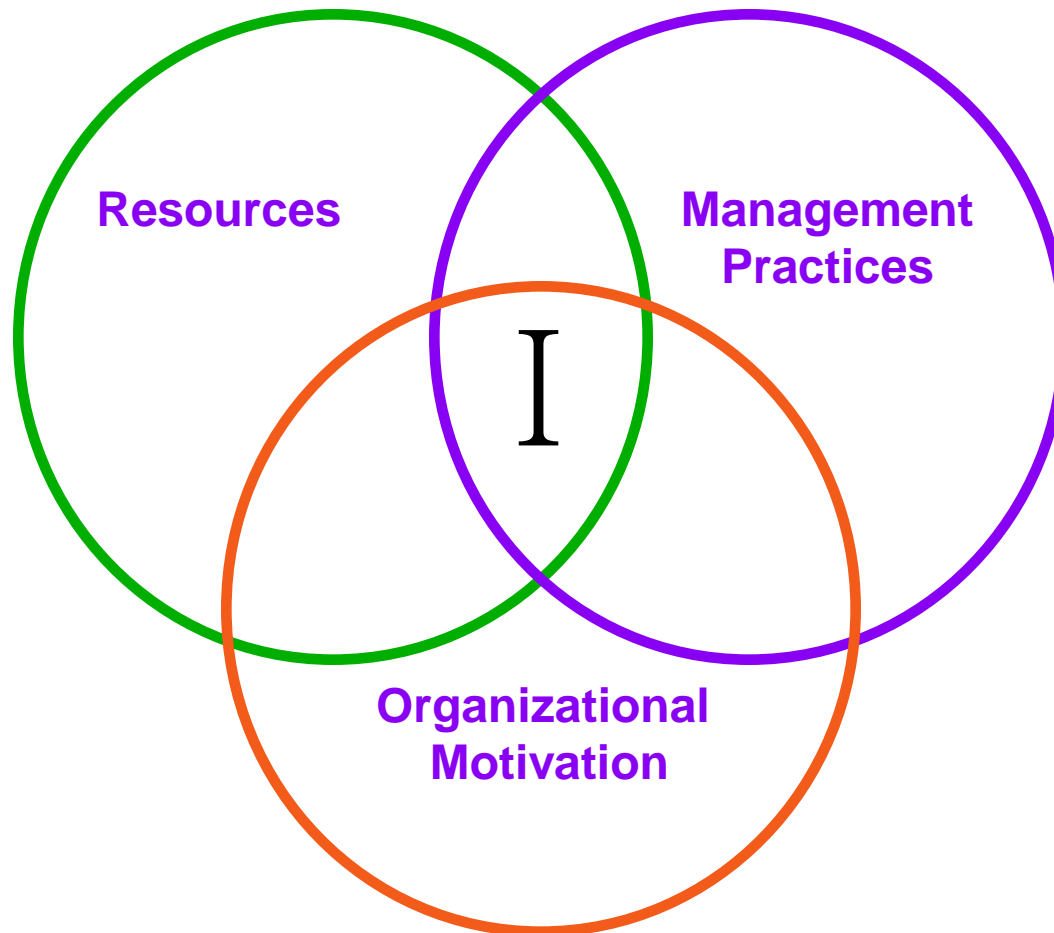
COMPONENTS OF INDIVIDUAL CREATIVITY



ORGANISATION CREATIVITY



INNOVATION WITHIN THE ORGANIZATION

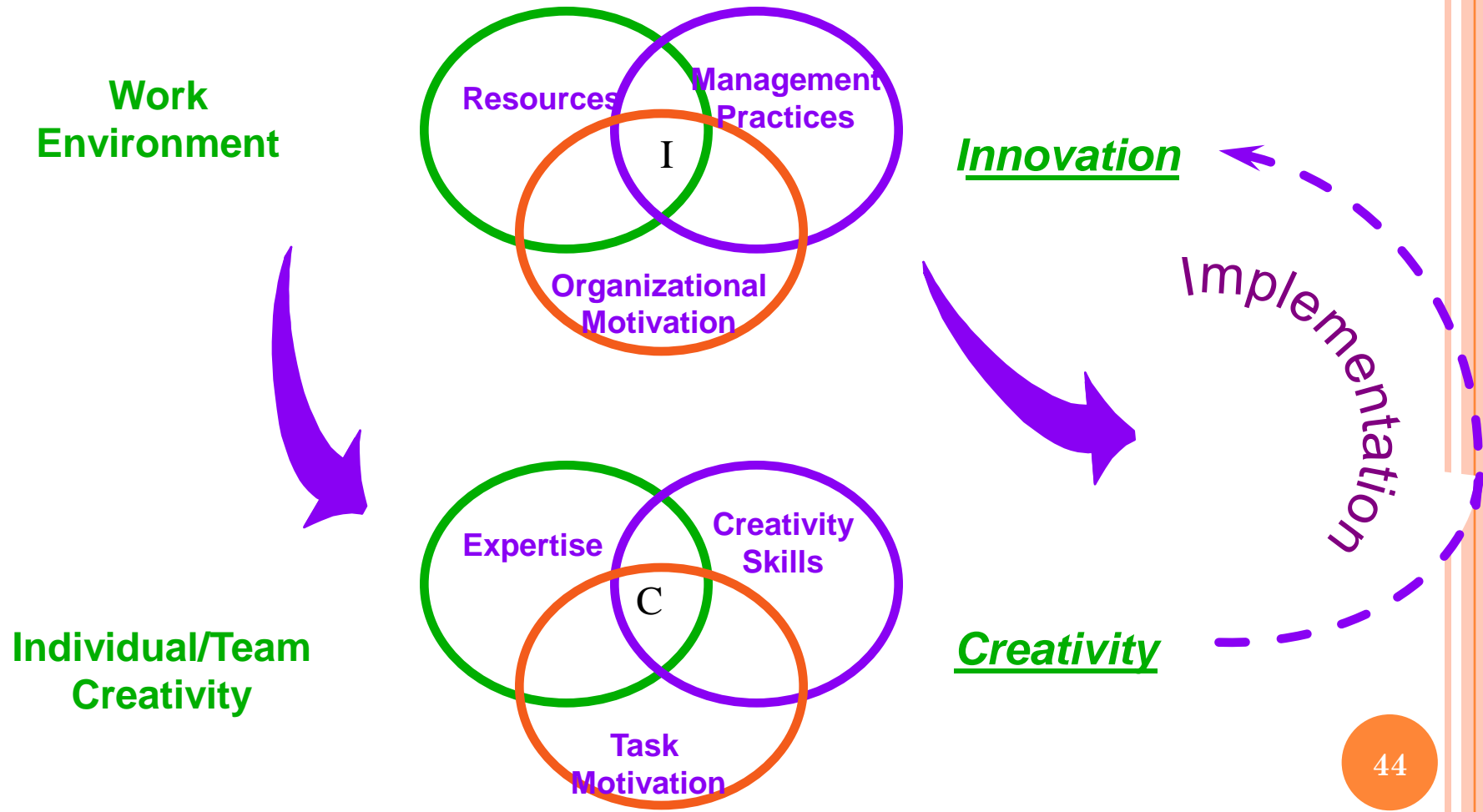




INNOVATION WITHIN THE ORGANIZATION DEPENDS UPON:

- **Organizational Motivation** – the basic orientation of the organization toward innovation; shared vision; providing rewards and recognition; lack of internal politics, and lack of overemphasis on the status quo.
- **Resources** – everything the organization has available to aid in the area targeted for innovation, including time, funding, information and materials.
- **Management Practices** – allowing freedom and autonomy in the practice of work; providing challenge; specifying clear strategic goals and forming work teams comprised of individuals with diverse skills and perspectives.

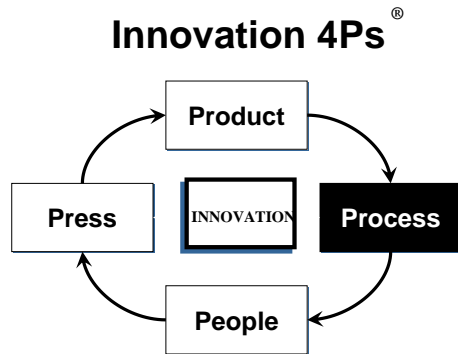
IMPACT OF THE WORK ENVIRONMENT



IMPACT OF THE WORK ENVIRONMENT ON PERFORMANCE

- What you CAN do: Talent
- What you WILL do: Motivation
- HOW you will do it depends upon your intrinsic motivation

THE SECOND P OF INNOVATION



Process

What are the mechanisms and processes that lead to innovative products, services, processes or procedures?

4-POWER INNOVATION

Clarify

Pinpoint the problem to solve



Ideate

Come up with new ideas



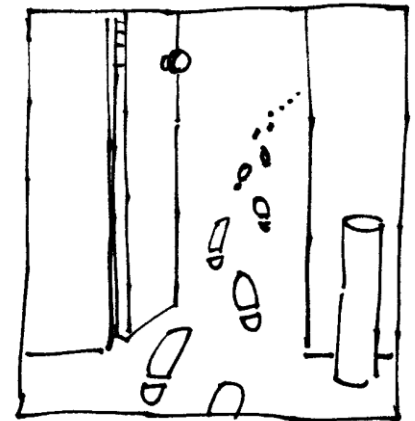
Develop

Refine ideas into strong solutions



Implement

Put the plan into action





DIVERGING AND CONVERGING

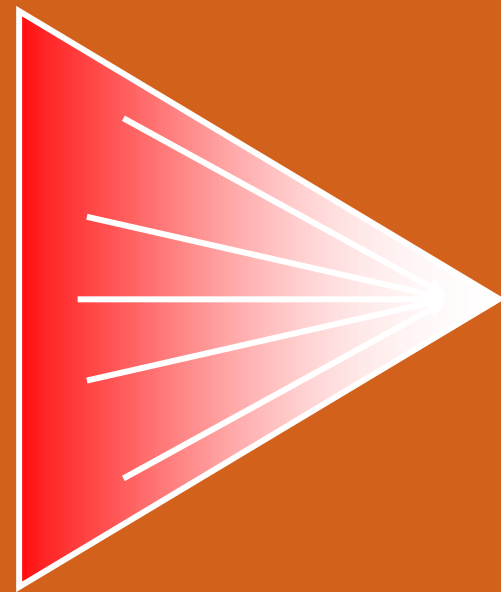
Diverging thinking



Generating lots of options and ideas, making lists.

Green light = speed

Converging thinking

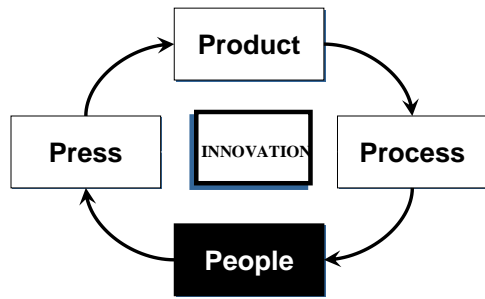


Judging, assessing options, focusing, making decisions.

Red light = brakes on!

These are two mutually exclusive mental activities

Innovation 4Ps[®]

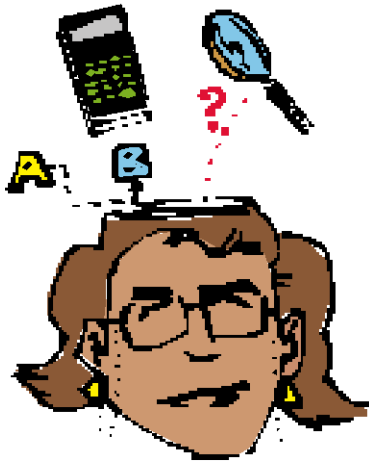


THE THIRD P OF INNOVATION

Addresses the issues related to PEOPLE, such as individual differences and teamwork

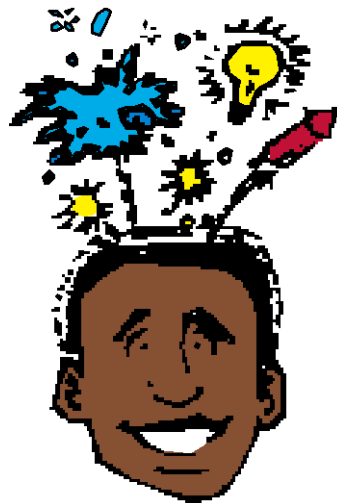
People

FOUR *SIGHT* PREFERENCES



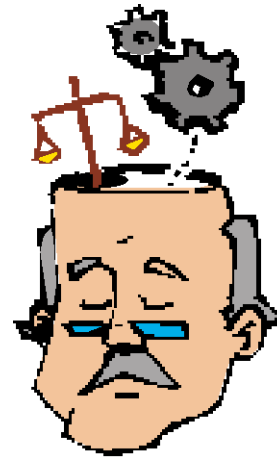
Clarifier

Diagnostic
Thinking



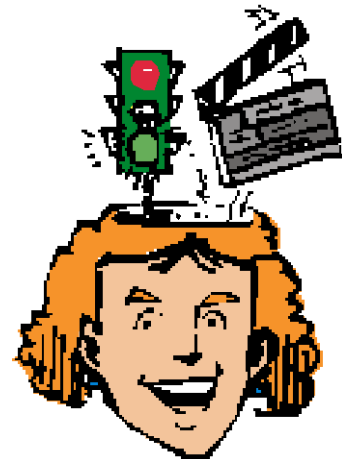
Ideator

Visionary
Thinking



Developer

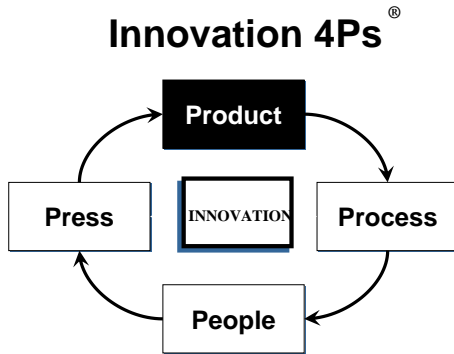
Evaluative
Thinking



Implementer

Tactical
Thinking

THE FOURTH P OF INNOVATION



What makes products, services, practices or procedures innovative?



IDEAS MANAGEMENT

- Ideas need to be:
 - ❖ Generated
 - ❖ Captured and Retrievable
 - ❖ Evaluated
 - ❖ Developed
 - ❖ Implemented
 - ❖ Rewarded
 - ❖ Measured



INNOVATION LEADERSHIP: INNOVATION COMPETENCE

- Model and coach for innovation and creativity
- Develop innovation teams and leaders
- Generate breakthrough ideas
- Capitalise on intrapreneurship
- Customer Service
- Insight into drivers and opportunities



Thankyou

