

For most people, the creative process is a random event. Unpredictable and unsustainable, a long shot or an occasional flashes of brilliance. Organizations, however cannot afford to rely on such random acts of innovation. A more conscious, collaborative, coherent approach to innovation that ensures greater dependability is required.

This unit describes the performance outcomes, skills and knowledge required to create an environment that enables and supports the application of innovative practice, through time-tested innovation principles and practices.

Designed for:

This unit applies to individuals working in leadership or management roles in any industry or community context. The individual could be employed by the organisation, but may also be an external contractor, the leader of a cross organisation team or of a self formed team of individuals. The work group could be permanent or temporary in nature.

The unit focuses on the skills and knowledge required to develop and implement a holistic approach to the integration of innovation across all areas of work practice. It also acknowledges the importance of wider contextual evaluation for potential innovations to ensure their value and benefit.

Duration: 1 day

Elements of Competency and Performance Criteria

Lead innovation by example

- Make innovation an integral part of leadership and management activities
- Demonstrate positive reception of ideas from others and provide constructive advice
- Establish and maintain relationships based on mutual respect and trust
- Take considered risks to open up opportunities for Innovation
- Regularly evaluate own approaches for consistency with the wider organisational or project context

Establish work practices that support innovation

- Regularly evaluate own approaches for consistency with the wider organisational or project context
- Consult on and establish working conditions that reflect and encourage innovative practice
- Introduce and maintain workplace procedures that foster innovation and allow for rigorous evaluation of innovative ideas
- Facilitate and participate in collaborative work arrangements to foster innovation
- Build and lead teams to work in ways that maximize opportunities for innovation

Promote innovation

- Acknowledge suggestions, improvements and innovations from all colleagues
- Find appropriate ways of celebrating and promoting innovation
- Promote and reinforce the value of innovation according to the vision and objectives of the organisation or project
- Promote and support the evaluation of innovative ideas within the wider organisational or project context



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NATIONALLY RECOGNISED
TRAINING



Create a physical environment which supports innovation

- Evaluate the impact of the physical environment in relation to innovation
- Collaborate with colleagues about ideas for enhancing the physical work environment before taking action
- Consider potential for supporting innovation when selecting physical resources and equipment
- Design, fit-out and decorate workspaces to encourage creative mindsets, collaborative working and the development of positive workplace relationships

Provide learning opportunities

- Pro-actively share relevant information, knowledge and skills with colleagues
- Provide or encourage formal and informal learning opportunities to help develop the skills needed for innovation
- Create opportunities in which individuals can learn from the experience of others



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