

# Practical Innovation

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For leaders who want to mobilise their teams to be the best they can be and sustain great performance.

For organisations that want to find and adopt their hidden potential to go further and meet their goals.

For teams who want to liberate themselves from ineffective practices that weigh them down and hold back their potential.



## Overview

Developing innovation and business improvements is more than systems analysis and expert advice. It can tap into the experience and imagination of your people, who live and breathe the business daily.

How can this powerful resource be tapped?

It requires special opportunities and processes to get people off the short-term, task and problem solving treadmill that is daily operations. Carefully constructed processes tap into their experience and professional insights. They combine the team's decision-making ability with practical planning steps to provide leaders with a menu of options for improving operational performance.

This program is combines research into the dynamics of innovation with the *Design* hexagon of the *Business Alignment Panel*. Participants are introduced to key concepts about ways innovation unfolds and how it realigns existing practices and elements of technology. Using the *Design Triangle* framework, participants explore their work to find ways to reduce costs, increase the usefulness of products and services for customers, and increase product and process reliability.

The process elements deployed in this process have been used with different groups over many years. Their effectiveness has been demonstrated by the results they generated and the benefits to client organisations and teams.

## Outcomes

- Unite your people around the agenda of business innovation
- Draw out hidden or unrealised opportunities for better practice
- Turn ideas, feelings and stress into positive steps forward
- Address the steps needed to make improvements real
- Focus your effort where people are most likely to make it succeed.

### BASIC DETAILS

LENGTH

**2 PART DAY SESSIONS**  
conducted in close proximity  
with a possible third session if  
required

GROUP SIZE

**Scalable to need**  
**Can run in parallel sessions**

OFFERED AS

**Managed and facilitated in-  
house process**

FOR MORE INFORMATION

VISIT

**[www.grevilleaconsultants.com.au](http://www.grevilleaconsultants.com.au)**

or call: 0421 080 311



**Grevillea Consultants**

*Bringing you over two decades  
of leadership and leadership  
development experience*

“Innovation is not just the job of corporate technologists, but of all major functional areas of the firm. And the support of radical innovation by these areas must be managed with boldness and persistence from the top. Here the responsibility of management is nothing less than corporate regeneration in the face of radical innovation. Little success will result from any program of innovation, of course, unless the people of the firm are properly deployed, given sufficient resources, and provided with a climate that encourages and rewards new thinking and risk taking.”

James M. Utterback

## PROGRAM ELEMENTS



- structured conversations
- processes grounded in experience
- design and innovation frameworks
- peer innovation and support
- leader and team engagement
- practical steps forward
- real world decision making

## Session Themes

### Session 1 (part day) *Innovation and Improvement Opportunities*

Opportunities to design improvements

- Discontinuity as the doorway to innovation
- Incremental improvement as the maximiser of progress
- Cost, use and reliability in processes, products and services
- Finding the next best opportunity
- Uniting people around their passion to get results
- Selecting options people are confident in
- Developing proposals for improvements
- Exploring concepts with leaders

### Session 2 (part day) *Decision and Next Steps*

Presenting proposals and selecting a way forward

- Sharing options with peers and leaders
- Understanding whether or not to proceed
- Deferring complex decisions for further consideration
- Planning next steps for decisions to implement
- Owning responsibility for making progress
- Setting a process for tracking and delivering

### Session 3 (Optional 1-2 hour meeting) *Decision Confirmation*

Optional regroup to address deferred decisions

(Note: This step can be done locally without facilitation)

- Sharing outcomes of deferred decisions
- Confirming responsibilities for implementing decisions
- Update on progress for existing decisions

## PROGRAM DELIVERY

This program is scalable to a wide range of group sizes.

Programs are delivered at your premises or a suitable workshop venue of your choosing.

Programs are adjusted as needed.

Regional programs can be provided for groups distributed across rural and remote regions.

The program is part of Grevillea Consultants' commitment to provide affordable, experience based leadership development that focuses on people and results.

## EXPERIENCE BASED DEVELOPMENT

Our programs are focused on practical outcomes for leaders, teams and organisations. We combine research, theory and experience to help people take a lead in building effective and positive organisations. The evidence is clear, positive organisations and the well-being of people lead to productivity and results. Our method also includes opportunities for senior leaders and stakeholder representatives to interact with participants so their development connects to the practical requirements of their organisations.