Embrace innovation

BACKGROUND

GAPS
- *Innovation isn't a part of our culture*
- *Innovation doesn't have a common working definition*

TARGETS
- *Make change possible*
- *Support striving and embrace failure*
- *Innovation is encouraged and allowed*
- *Focus on being better, not more efficient*
- *Capture ideas….such as a Big Idea Board*

CURRENT CONDITIONS

- *We hold ourselves back*
- *Innovation is not normal*
- *Change is hard*
- *What is innovation??????*
- *Few opportunities to express ideas*
- *Just doing what we have been doing*
- *Work load hinders or prohibits innovation*
- *Contracts hinder or prohibits innovation or is a roadblock*
- *Acceptance of the status quo*
- *Don't know how to embrace innovation*
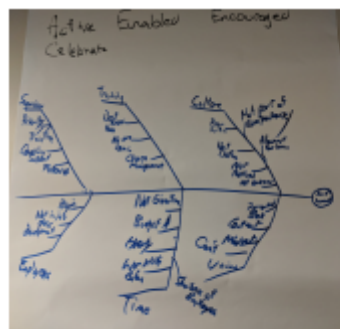- *The value of innovation is not seen, felt, or understood*

GOAL

- *Create a working definition of innovation, set expectations about embracing innovation, and provide tools and methods for being innovative.*

ANALYSIS

1. Why is there lack of innovation?
   a. We don't know what it is
2. Why don't we know what innovation is?
   a. Nobody told us...not commonly defined
3. Why isn't it commonly defined?
   a. Wasn't part of the culture
4. Why isn't it a part of our culture?
   a. It isn't a part of our regular job duties structure
5. Why isn't there a structure in our duties for innovation?
   a. Not expected...Not a priority...fear of failure

METRICS

- *Presenting new ideas at conferences (leading)*
- *Create an innovations "Points of Pride" list (lagging)*
- *Improved financial dashboard results over previous period (Lagging)*

PLAN

DEFINE
- *A small inclusive group shall propose a working definition of innovation for VP-Admin by July 1, 2018*

EXPECTATIONS
- *Unit leaders will communicate to each employee that encouraging, allowing, and embracing innovation is an expectation.*

TOOLS AND METHODS
- *Through coaching……*
  - *Brainstorm tools and methods for innovation*
  - *Provide examples of innovation – what has been vs. what is happening*
  - *Understand best practices for embracing innovation*
  - *Understand how to manage innovation*

FOLLOW UP

Initial definition: INNOVATION IS……
Any idea which improves productivity or service
Exploring ways to be better
Continuous improvement in action
Creative expression in the workplace
Translating good ideas into better service
Introducing new action and ideas
    ….AND….IS __ENCOURAGED__ AND __ALLOWED__!!!