



# Innovation Development Program

Organisations face changing markets, competitive landscape, regulations, economic environment, technologies and social environments. "Innovate or die", a quote made famous by Tom Peters holds true. Organisations need to innovate not only to thrive, but also to survive.

Our innovation development program is designed to help the innovators of organisations to understand and explore opportunities to bring growth and development in an organisation's offering. We help uncover and facilitate the translation of good ideas into profitable products and services.

We conduct an Innovation Assessment to understand an organisation's capacity to innovate as well as specific aspects that need development in order for innovation to flourish.

Every person has strengths that they are able to apply to opportunities to create new or improved plans. We help people to identify their strengths (which are at the intersection of their abilities and passions) and apply these strengths to internal and external opportunities. We help people to identify these opportunities through the use of organisational frameworks.

Every organisation has or can develop strengths (core competencies which bring them competitive advantage) that they can apply to opportunities in their environment. Core competencies are not necessarily what an organisation does, but can be how it does its work or the resources it uses (including people and experience). Opportunities always exist and we bring environmental frameworks to help people to develop these opportunities.

We help to evaluate opportunities to determine whether they have enough potential to proceed.

## Innovation Assessment (IA)

The IA gives the values and the culture of the "Innovation" and "Empowerment" dimensions of our organisational culture diagnostic. A sample of the empowerment dimension is given below. The innovation dimension shows the participant's view of those organisational characteristics that contribute to its ability to innovate. The empowerment dimension shows the participant's view of their ability to bring changes. As a result of this assessment, we can target our development at those areas that are weaker.

## Innovation Training Workshops

We cover how to think "outside the box" as well as "inside the box". We bring frameworks for understanding personal and organisational strengths as well as how to find opportunities inside and outside the organisation. We help people to innovate by applying their strengths to opportunities inside and outside the organisation. The innovation training workshops also focus on aspects highlighted by the innovation assessment.

## Innovation Planning

We help organisations to innovate by applying their core competencies or competitive advantage to opportunities inside and outside the organisation. The best innovation ideas are presented and evaluated according to a set of innovation criteria.

