



# Leading And Managing Breakthrough Innovation

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## Why Attend

Constant innovation is the only insurance against increasing global competition. It is critical for organizations to have leaders that understand the process of innovation and who can successfully navigate their organization through change. Those who are able to innovate and manage organizational transformation will be in a better position to capitalize on the opportunities presented by the ever-changing environment and influence the future that is being created today.

This course includes the use of ExperienceChange™ simulation software which is an expert-guided program designed to help participants execute ideas while teaching the essentials of successful change.

## Course Methodology

This course includes the use of the ExperienceChange™ software that uses a customized case study to demonstrate the different components of innovation and organizational transformation. In addition, the course utilizes individual debriefs, group discussions, role-playing scenarios, videos, and presentations.

## Course Objectives

**By the end of the course, participants will be able to:**

Demonstrate understanding of the linkage between innovation and organizational transformation

Quickly turn powerful ideas and solutions into reality

Lead organizations and teams through the different steps of organizational transformation

Align and engage stakeholders around new ways of doing things

Build a highly engaged culture of innovation and execution

## Target Audience

All leaders, managers and senior professionals who are involved in influencing, formulating or supporting innovation and organizational transformation in their department or organization, as well as those who are interested in learning more about innovation leadership and change management.

## Target Competencies

Innovation leadership

Creative thinking

Critical thinking

Conceptual thinking

Stakeholder management

Managing organizational transformation

### **Innovation and organizational transformation**

- The journey to impact
- Creating a great solution
- Realizing the full potential of the solution
- The solution focus
- The organization focus

### **Leading innovation**

- Co-creating the future
- Involving relevant stakeholders
- Problem solving methods
- Creating something new
- Design thinking
- Optimizing what exists today
- Optimizing using Lean
- Optimizing using Six Sigma

### **Leading organizational transformation**

- The definition of organizational transformation
- Organizational transformation as a discipline
- Organizational transformation lessons
- Assessing the situation
- Interviewing stakeholders
- Driving forces
- Restraining forces
- Force Field
- The journey from challenge to impact
- Feeling the dip
- Moderating the dip
- Realizing great solutions through transformation
- The organizational transformation process

### **Aligning key stakeholders**

- Step 1: Understand the problem
- Step 2: Enlist champions
- Step 3: Envisage the future

### **Engaging the organization**

- Step 4: Motivate
  - Articulate the vision
  - Vision characteristics
  - Measure success
- Step 5: Communicate
- Step 6: Act
- Step 7: Consolidate
  - Models and tools
  - Human-centered mindsets
  - Reflexes: ask and say
  - Continuous improvement