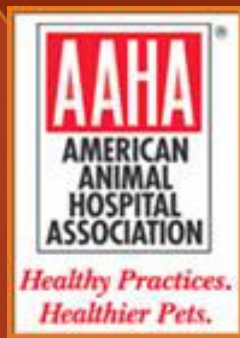


THE INNOVATION CHALLENGE



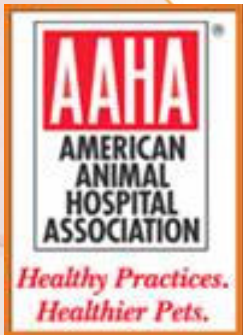
DIANE KESSEL – KESSEL PERFORMANCE CONSULTING
www.dkleadership.com

She's not new – but she is a Challenge!



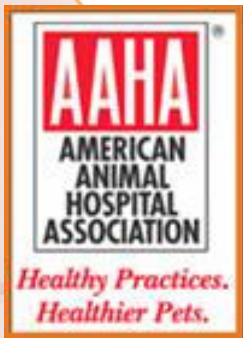
Objectives

- Understand why it is important to make innovation part of your practice culture
- Learn to seek out ways to change, grow and improve
- Learn to implement changes with a minimum of disruption to your practice
- Write an action plan for 3 follow up steps to take to build a more innovation-friendly culture



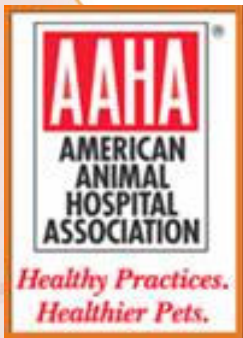
Just for Fun...

- What do a cat and a refrigerator have in common?



Fundamental Messages

- Leadership (and responsibility for change) is everyone's business
- Leadership is a relationship
- Leadership is learned
- Leadership development is not an event – it's an ongoing process



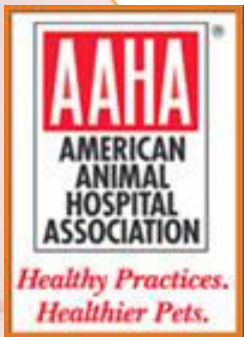
Context for Leadership

- How has the context of leadership changed in the last 10 years?



New Context

- Heightened uncertainty
- People first
- More connected
- Social capital
- Global economy
- Speed
- Changing workforce
- Search for meaning



New Ways to Lead

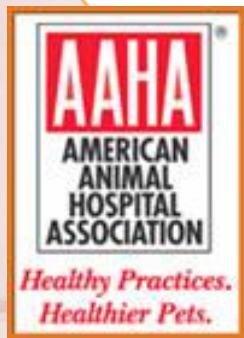
To provide more of what employees need:

1. To make a difference
2. To be treated as individuals with something to offer
3. To do work that has meaning
4. To be a part of changing the way things are



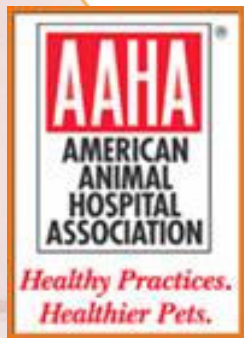
Research of Kouzes and Posner

- Research began in 1983
- More than 11,500 data points
- Book in third edition
- More than 1,000,000 copies sold



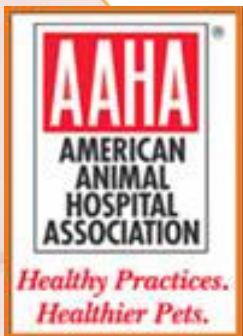
Self Assessment

- Answer the six questions on page 4
- Use the scale at the bottom of the page
- Be honest!



Five Practices

- Model the Way
- Inspire a Shared Vision
- **Challenge the Process**
- Enable Others to Act
- Encourage the Heart



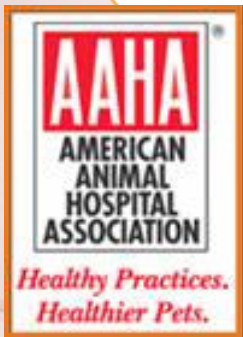
Challenge the Process

- **Search for opportunities** by seeking innovative ways to change, grow and improve
- **Experiment and take risks** by constantly generating small wins and learning from mistakes



Applying the Concept

Can you think of something in your practice that would benefit from an innovative approach?



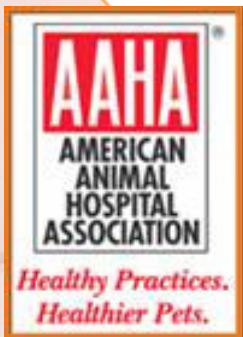
Proactive not Reactive

- Some change is *imposed* from the outside
- Some change is *imposed* from the inside
- True leaders *proactively search* for ways to innovate



Where Can You Look?

- What are some of your best sources for new ideas?
- Where are some places you would never think of looking?
- How can you develop more “outsight?”



Key Points

- Create an open-source approach to searching for opportunities
- Send everyone shopping for ideas
- Have fun!

