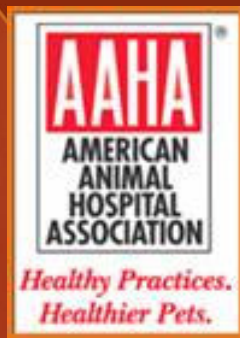


THE INNOVATION CHALLENGE

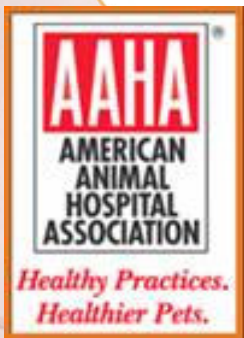


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Experiment and Take Risks

- Initiate incremental steps and small wins
- Learn from mistakes



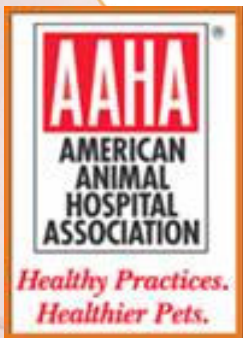
Success breeds failure?

- Success can sometimes lead to complacency
- Failure can often breed success



Learning from mistakes

- How do you demonstrate that it's OK to make mistakes?



Making change accepted

- What can you do to make change more readily accepted to team members?
- What systems do you have in place for evaluating the changes you have made?



A View of the Change Process

An Ending

- Deny
- Detach
- Loss
- Old Reality

New Beginning

- The Company's Vision
- The Employee's Vision
 - Options
 - Decision

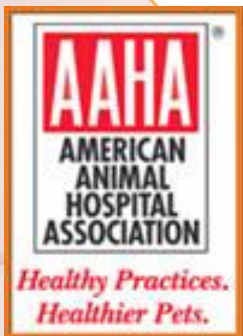
Limbo

- Confused
- Frustrated
- Resistant
- Anxious



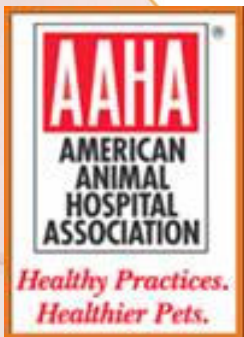
Four Responses to Change

- Victim
- Critic
- Bystander
- Navigator



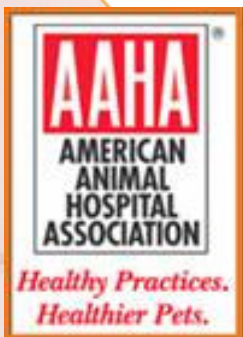
Moving to Navigator

- How can you move victims, critics and bystanders to navigators?



Key Points

- Set up little experiments
- Make it safe for others to experiment
- Give people choices
- Move forward incrementally
- Admit your mistakes
- Conduct pre- and postmortems for every project



Personal Action Plan

- What status quo would you like to challenge?
- What experiment would you like to try?
- Where will you look for new ideas?
- What are obstacles to trying things differently?
- How can you overcome these obstacles?

