

# 5

# INGREDIENTS TO CREATE A CULTURE OF INNOVATION

## INGREDIENT

## WE NEED MORE OF THIS IF...

## A FEW WAYS TO ADD A DASH...

### DEEP TRUST

Our people feel safe to share opinions and understand the rationale for decisions



Our people feel like decisions are coming out of the blue



- Provide narration to help connect the dots between past and current decisions
- Include more diverse voices in decision making

### SHARED PURPOSE

Our people are inspired by and have a shared language to talk about our purpose



Our people feel unmotivated and don't see a connection between their work and our purpose



- Connect projects and priorities back to your organization's purpose
- Know and routinely talk about what makes your organization unique

### CONSTANT CURIOSITY

Our people frequently ask questions and are constantly learning and sharing



Our people feel like productivity is valued over learning



- Provide consistent time for learning and sharing new ideas
- Build systems to support personal passion projects

### NETWORKED TEAMS

Our people collaborate and make decisions in responsive, networked teams



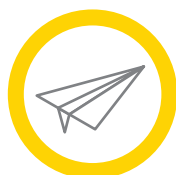
Our people feel like work is happening in silos and strict hierarchies



- Build purposefully diverse groups for collaboration
- Redefine roles based on skills and accountabilities instead of job titles

### AGENTS OF CHANGE

Our people are empowered to take risks and make change



Our people feel afraid to try new things for fear of making a mistake or getting in trouble



- Put incentives in place for testing new ideas and taking risks
- Build in pivot points to start, as well as stop, doing things