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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