The Creative Mindset: Mastering the Six Skills That Empower Innovation

Notable Quotable

"Change and dare to think differently." — Jeff DeGraff and Stanley DeGraff

Leading With Innovation / Anil Gupta & Haiyan Wang

Commitment, a clear-eyed focus on our objectives, and a strategy for meeting them. In generating and executing fresh ideas is also a factor affecting an organization's long-term success. But how do you nurture innovation, whether through incentives, awards, or policies that support innovation? Leaders often struggle to create a culture of innovation within their teams. Here are some tips to help you:

1. Empower and Trust Your Team: Give employees autonomy and ownership over their work. Trust your team and let them take risks. Recognize and reward success.

2. Encourage Open Communication: Create a safe and open environment where employees feel comfortable sharing their ideas and concerns. Encourage others to think creatively. Show enthusiasm for change and be an example of innovation.

3. Dedicate Time and Resources: Allocate dedicated time for employees to work on passion projects or explore new ideas. Dedicate resources to innovation initiatives. Create space for employees to work on innovation projects.

4. Acknowledge Employees' Contributions: Acknowledge employees for their contributions to innovation. Celebrate successes and learn from failures. Create opportunities for employees to innovate, such as brainstorming sessions, idea competitions, or design sprints.

5. Learn Three Unexpected Habits of Originals: According to Adam Grant, innovators are often found to be: (1)的热情; (2) 好奇性; (3) 反应敏捷。

6. Utilize Innovative Methodologies: Utilize methodologies that foster innovation. These could include design thinking, agile methodologies, or lean startup principles.

In summary, creating a culture of innovation requires commitment at all levels, clear objectives, and a strategy for meeting them. By empowering and trusting your team, encouraging open communication, dedicating time and resources, acknowledging contributions, and utilizing innovative methodologies, you can create a space where innovation thrives. This, in turn, will lead to more opportunities for training, workshops, and other initiatives that support innovation.

Source: Harvard Business Review

University of Northern Iowa
Human Resource Services

Human Resource Services fosters an environment of integrity and mutual respect. Our Mission is to provide services that support employee development and organizational success. Our Vision is to be a leader in human resource services, providing outstanding service and proactive support to the University community.

Staff Variable Pay Programs

Panther First award or consider providing a SPOT Performance Award as part of your team's variable compensation strategy. Staff Variable Pay Programs through Human Resource Services.

FMLA & ADA Supervisor Responsibilities

This training is recommended for those who supervise Merit and/or P&S staff but ALL supervisors are encouraged and welcome to attend. This training will provide high-level information about how to effectively oversee your team and meet your responsibilities.

Supervisor Development Series

This interactive session will focus on the fundamentals of supervision. This introductory training session is the first in the Supervisor Development Series. This session provides supervisors with high-level information about how to oversee their teams effectively. The training will cover topics such as goal setting, performance management, communication, and conflict resolution.

Approximately 45-minutes and will save your progress if you are unable to finish in one sitting. This training may be shared with employees looking to promote into leadership positions or individuals or teams that generate impactful innovations. Nominate them for a PR/Media release or consider providing a SPOT Performance Award as part of your team's variable compensation strategy.

For more information or to register for this training, please contact HR Services at (319) 335-2033 or email HumanResources@uni.edu. Links to the Supervisor Development Series and more information can be found on the HR website.