IGNITE
Innovation for Growth in Northern Ireland's Tertiary Education

Leader's Innovation Fostering Worksheet

Traits

1. Do you specifically look for creativity and innovation when hiring staff?

2. Do you support risk taking in your team?

3. Do you think your team feel safe to fail and learn from their mistakes?

Skills

4. Do you offer training in creative thinking, collaboration or innovation skills?

5. Are there opportunities for cross-team collaboration?

6. Does your team have a mentoring programme?

Culture

7. Is failure seen as an opportunity in your organisation?

8. Do leaders model innovative behaviour in your organisation?

9. Do you have structures in place that encourage idea-sharing and experimentation?

Infrastructure

10. Would your organisational processes currently support innovation?

11. Does your team have the resources they need to implement new ideas?

12. Can you think of barriers that might slow down innovation in your organisation?

Network of Diversity

13. Does your team have a diverse range of skills and backgrounds?

14. Do you actively seek divergent viewpoints during decision making?

15. Do you support any external collaborations or partnerships?

Tally up your score, how well are you fostering intrapreneurs and supporting innovation?

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If you answered ⊗ for any of the questions, we have included some suggestions for you to explore.

Traits

1. Consider adjusting hiring process and adding creativity and innovation to desirable criteria.

2. Provide weekly opportunities for new ideas, even if they might fail.

3. Introduce regular 'failure-sharing' sessions to destigmatise mistakes.

Skills

4. Consider organising workshops or partnering with an external training provider.

5. Organise cross-department brainstorming sessions. Start with small problems.

6. Offer mentorship or innovation based challenges.

Culture

7. Change how failure is addressed by introducing 'learning moments'.

8. Encourage all leaders to share their own innovation experiences and challenges.

9. Consider a monthly 'Innovation Hour' where teams can pitch ideas to common problems.

Infrastructure

10. Look for bottlenecks in approval or resource allocation and simplify them.

11. Evaluate how resources are distributed and consider a dedicated innovation fund.

12. Identify and rigid structures or outdated systems that might need updating.

Network of Diversity

13. Form diverse project teams to bring together people who don't oftern work together.

14. Create cross-functional teams and bring in external perspectives regularly.

15. Attend innovation conferences with a mind to making strategic partnerships and connections.

Two Takeaway Questions

Which areas can you influence most easily?

What's one action you can take in the next 30 days to improve innovation?