

Innovation

Definition

Contributes and shapes new ideas and solutions to improve internal and external customers’ experience and enable the organization’s growth and competitiveness.

#Ideation #Improvement #Transformation

Mindset

WE NEED LESS OF THIS	WE NEED MORE OF THIS
“That’s working fine, no need to improve the quality or performance.”	“It is working well but what could we do to make it even better, more efficient, differently?”
“I am not an innovative person, innovation is for the Business Innovation Centers or the R&D departments”	“I am empowered to try and take reasonable risks, it serves a better purpose.”
“My job is not to be creative or bring new ideas.”	“If we share our ideas and work together on them, we will contribute to a more creative and innovative environment.”

Innovation

Behavior anchors

1. Emerging

- Is open to new ideas, possibilities, and opinions from others.
- Responds positively when new ideas and changes are introduced.
- Offers different ideas when identifying a solution to a problem.
- Participates to the creative process of others by exchanging ideas and experimenting with new approaches and possibilities.

2. Evolving

- Draws from different resources and makes connections between previously unrelated topics to come up with new ideas, solutions, or approaches.
- Develops new insights into situations and links existing ideas to new problem-solving solutions.
- Questions conventional ways of thinking and working by asking questions and offering alternatives.
- Contributes towards continuous improvement by seeking new or different ways of making things better, more effective and efficient.

3. Influencing

- Finds creative solutions by anticipating future trends and takes calculated risks; is resilient, even when faced with failure.
- Pursues new approaches and finds creative solutions, also anticipating future trends and implementing internally to create more value.
- Motivates and guides others to voice up their ideas to conceive new solutions and ways of working.
- Recognizes viable creative ideas of others and brings them to the table and to those in a position to implement them.

4. Transforming

- Creates and promotes a culture of innovation where exploration of new ideas, improvements, experimentation are encouraged.
- Proactively seeks to test, validate, modify, and improve new ideas or methods to make them as effective as possible.
- Encourages others to take calculated risks and sees failure as part of the learning process.
- Develops innovative, original ideas and solutions that make an impact throughout the organization.

Innovation

How it helps



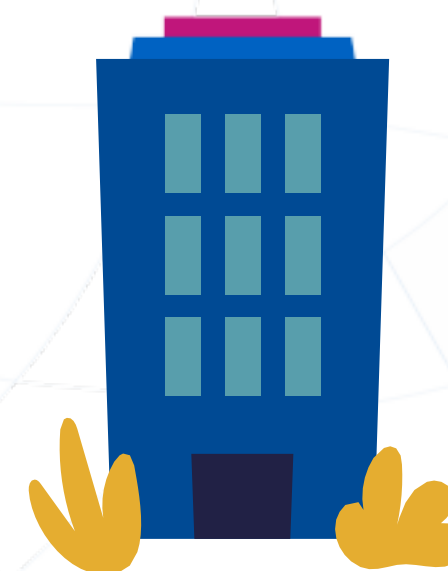
Me

By sharing ideas and trying new ways of working, I will be able to improve my work and come up with more efficient and interesting ways of doing things.



My Team

By inviting others to speak up and experiment new ways of doing things, they will feel more engaged and included.



Konica Minolta

By fostering an environment where people can share their thoughts and ideas, we will remain innovative and competitive as an organization.