



# Innovation

01

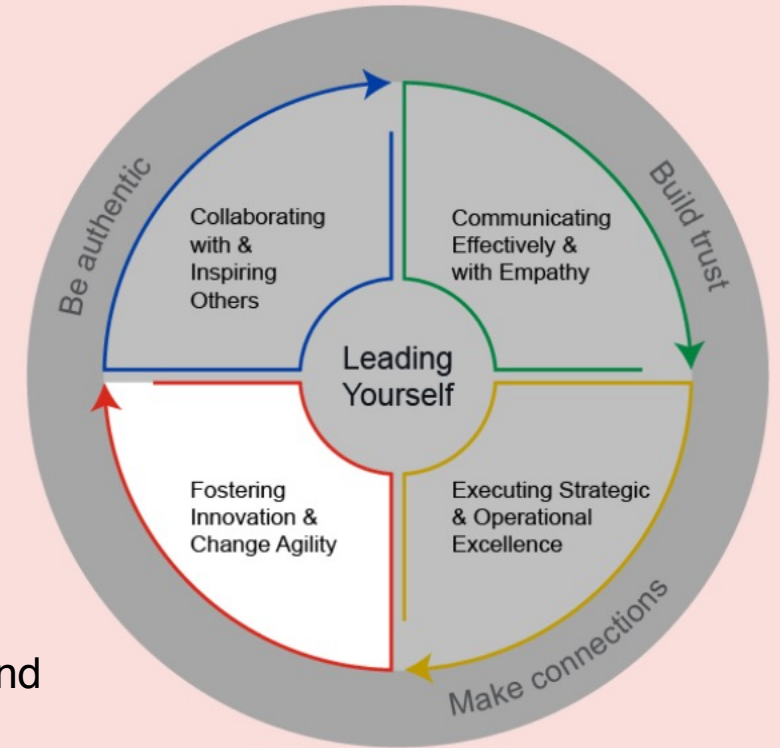
Exploring new ideas, methods, and alternatives to achieve outcomes

02

Creating an environment where others feel safe to innovate

03

Spotting new patterns, generating insights, valuing diverse perspectives, and translating them into new ideas



# How You Learn

**Reflecting** on the definition of Innovation, consider suggested activities on the next page to build this leadership capability. Create a personalized plan that provides you with the right blend of formal, social, and action learning.

## ● Formal Learning

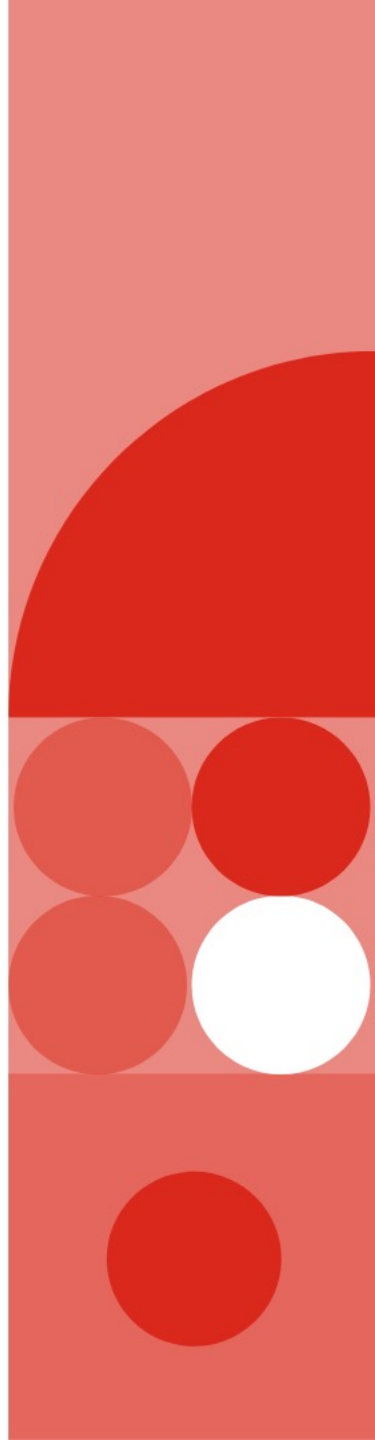
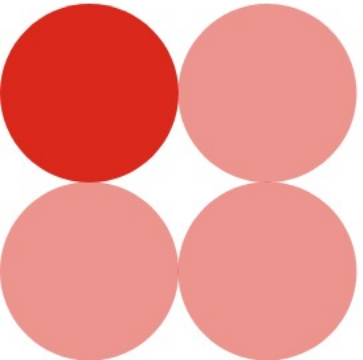
10% of learning is structured. This may include classroom training, eLearning, courses, articles, books, podcasts, and self-reflection surveys.

## ● Social Learning

20% of an individual's skill development comes through social learning opportunities like mentorship, coaching, collaborative opportunities with peers.

## ● Action Learning

70% comes through on-the-job experience. Experiential learning allows an individual to immerse themselves in the nuances of their role, refine skills, and work their way through real challenges.



# Action Learning

- Expand your perspective, be open to new ideas, and be inspired to explore something new or do something differently
- Create a safe space for the team to innovate and test out new ideas
- Identify lessons learned and best practices to implement on your projects

# Social Learning

- At your next brainstorming session, acknowledge and encourage all ideas to keep the creativity flowing
- Invite diverse perspectives from stakeholders outside your teams
- Recognize those who take initiative and provide innovative ideas

## Formal Learning

Click on the links below

Coming in 2022