



# LEADING AN INNOVATIVE CULTURE

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## Smart Leadership

### The Smart Working Revolution

UK Wide and Beyond

Website: [www.smartworkingrevolution.com](http://www.smartworkingrevolution.com)

Email: [ideas@smartworkingrevolution.com](mailto:ideas@smartworkingrevolution.com)





# Leading an Innovative Culture

## Why we need Innovation

Of course, technical ability and digital technology remain *must haves* in your organisation, but the most valuable skills are extending far beyond that. People, rather than technology, are the key to Innovation.

Indeed, the collective ability to innovate to cope with the current pace of change appears to be fast becoming the most important competitive advantage that you can have as an organisation.

Those organisations that can adapt and evolve are those that will thrive in the future. However, cultivating a culture of innovation is not just about the top leaders having good ideas. It is much more than that. It involves:

1. The realisation that some people fear innovation and change
2. Building a collective growth mindset and imagination
3. Developing an organisational ability to fail fast and learn from mistakes
4. Creating a What If culture and the psychological safety to encourage your people to try out new ideas that will improve the way the business operates.

This cannot be achieved through training alone. Sheep dips so not work when changing mindsets or encouraging a passion for remodeling, restyling and revolution. It takes a planned programme of nudges, communication, passion for innovation, education, engagement and mindset shifts at every level in the workforce.

We need Smart Thinking

## Challenge

The biggest threat to building the innovative culture may well be your own people, unless you act. This threat comes in one of several forms, and sometimes in all of them. First, your people may want to cling to the old tried and true. As false as it is, tried and true gives people comfort. Or they may not want to cannibalize an existing product with a newer technology. Often your people will feel threatened by a new innovation because they think it will outdate their skills and therefore their jobs.

## Programme Outline

Our Practitioners will partner with your Leaders to devise:

- A plan and programme that will build 2-way trust and good working relationships sufficient for your workforce to feel the level of psychological safety required to enable a culture of innovation
- A system and structure that supports innovation. From culture to reward.
- A shared vision and desired outcomes that makes innovation a top priority, rather than something people should pay attention to “once they get the real work done.” Innovation is the real work.
- A commitment to your people that they will be equipped with the tools and techniques required for the business to collectively say ‘What If?’. If think your plan is “in with the new and out with the old” - they are sure to be against it.
- Clear, compelling and convincing story telling - Painting compelling pictures of what happens to organisations if they do not adapt and all the good things that will happen when the innovation efforts are successful.

Remember, your own people will not know what they do not know. Fresh, new ideas from outside the organisation will be needed.

## Format

Action Workshops, facilitated by our practitioners which help the top team to create the shared vision, plan the inputs, resources, activities, communications and desired outcomes needed to build a culture of innovation in your unique business. With a sharp focus on the impact that you want to achieve.

Our partnership is designed to give you the time and physical space for people to gather and brainstorm how this culture can be embedded and to set and commit to key goals.

## Smart Learning Style

Unlike traditional workshops, Smart Learning suits how we learn naturally, whether face to face or virtually. We turn theory into storytelling, practice into rich media sessions and pepper this with short bursts of knowledge to increase knowledge retention rates and drive activity that achieves real results rather than tick box training.

## Facilitator

Olly Thompson, our Director of Revolution, will lead the workshop. Olly is our Lead Facilitator and he is on a mission. He is passionate about helping leaders to improve the way their teams operate now and in the future and has been implementing and training leaders in 'Smart Skills' for 20 years. He leads learning that is designed to build a culture of trust and innovation. The type of environment that attract and retain the best talent. Without trust, innovation and Smart Thinking will never embed.

## Investment

Prices start at £5997 for 3 half day action workshops including pre and post work for up to 8 leaders.  
(Plus expenses at cost.)

## How to Book

Contact [ideas@smartworkingrevolution.com](mailto:ideas@smartworkingrevolution.com) to arrange your programme now

