

**Building an Outcome Driven
Management of Innovation System
1 Day Workshop**

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Workshop Objectives

- 1) To allow participants to experience how business psychology (BPsych) through behavioral science and management of Innovation (MOI) through management science overlap to build an innovative culture**
- 2) Eliminate lip service when sponsoring innovation**
- 3) Accelerate change top get bottom line results – demonstrate how attention to behavioral science assures success**
- 4) Demonstrate why business psychology (BPsych) practices are strategic and are a core requirements for sustaining Innovation**
- 5) Demonstrate how assessment of the gaps people dynamics and management of Innovation (MOI) processes provides road map to reduce risk of failure on the Innovation journey.**

Building a Management of Innovation System - Workshop Agenda

Morning

Time

Topic

8:00 – 8:30 AM	Juice & Coffee, Breakfast
8:30– 8:40 AM	Introduction – Set the Stage
I MOI + BPsych – Success through an Integrated Holistic Approach to building and Innovation Culture	
8:40– 9:15	Lecture - The Issues & Barriers (SA/SB)
9:15 –9:45	Breakout – Form into teams list your Company Issues
9:45 – 10:15	Finding Synthesis - Discussion
II MSci role in MOI – How to address the Issues	
10:15 – 10:45	MSci Lecture –MOI Best Practices (SA)
10:45 – 11:30	Breakout - and discuss process improvement vision – gaps, opportunities, barriers, initiatives and present.
11:30 – 12:15	finding Synthesis - Discussion
12:15 – 1:00	LUNCH

Afternoon

Time

Topic

III BPsych – Engaging People & building a sustaining MOI Culture	
1:00 – 1:20	Lecture on BPsych Best Practices (SB)
1:20 – 2:00	Breakout – Designing a Socio Technical System- Discuss required behaviours, how to organize, roles & responsibilities, sponsorship, MOI planning
2:00 – 2:50	Findings Synthesis– Discussion
IV Tying it all together – A BOK for MOI + BPsych = a sustainable innovation system and culture	
2:50– 3:30	Lecture on (Management of Change, Problem Solving, Effective Team Meetings, Innovation Process, Concurrent Engineering – silo reduction
3:30 –3:50	Case Study Examples
3:50 – 4:50	Breakout Session - Form into Team, discuss implementation issues (preparation needs, initiatives, teams development, barriers, risks) and present
4:50 - 5:00	Wrap-up

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BPsych Issues That Inhibit Innovation

Examples

- 1) Poor Teamwork
- 2) Poor or broken sponsorship (black hole)
- 3) Weak Information Flow
- 4) Weak Problem Solving approach
- 5) People Anchored to comfort zones

MOI Issues That Inhibit Innovation

Examples

- 1) No Innovation Process – Ideas don't stick or get implemented
- 2) No Directional Plan or shared vision
- 3) No formal process management system
- 4) No formal Management of Change process
- 5) The lack of strategic thinking
- 6) The lack of systems thinking
- 7) Weak approach to complexity management
- 8) No capability and competency gap analysis

Weak Innovation Culture

Building a Management of Innovation System

Questions to Answer:

- **MOI – What strategic vision, process, systems, organization and culture must be in place?**
- **How do we conduct a gap analysis on Management of Innovation competencies**
- **BPsych - How do we sustain a culture of Innovation?**
- **What behavioral skills must be embedded?**
- **How do we embed these skills to sustain an innovative culture?**
- **How do we conduct a gap analysis on Business Psychology competencies?**