

# Certified Courses



# Certificate in Leading Innovation and Organizational Transformation

## Why Attend

- Constant innovation is the only insurance against increasing global competition. It is critical for organizations to have leaders that understand the process of innovation and who can successfully navigate their organization through change. Those who are able to innovate and manage organizational transformation will be in a better position to capitalize on the opportunities presented by the ever-changing environment and influence the future that is being created today.
- This course includes the use of Experience Change™ simulation software which is an expert-guided program designed to help participants execute ideas while teaching the essentials of successful change. Backed by over 20 years of research, industry insights and results, the simulation combines proven approaches with hands-on practice in an engaging, low-risk, high-impact experience. Experience Change™ simulates a year-in-the-life of a team leading innovation and transformation in an organization that is facing increasing competition and changing product landscapes.
- In addition to receiving our institute attendance certificate, successful participants will receive a certificate from Experience Point, a leading provider of innovation and organizational transformation guidance based in Canada.

## Course Methodology

- This course includes the use of the ExperienceChange™ software that uses a customized case study to demonstrate the different components of innovation and organizational transformation. In addition, the course utilizes individual debriefs, group discussions, role-playing scenarios, videos, and presentations.

## Course Objectives

**By the end of the course, participants will be able to:**

- Demonstrate understanding of the linkage between innovation and organizational transformation
- Quickly turn powerful ideas and solutions into reality
- Lead organizations and teams through the different steps of organizational transformation
- Align and engage stakeholders around new ways of doing things
- Build a highly engaged culture of innovation and execution

## Target Audience

- All leaders, managers and senior professionals who are involved in influencing, formulating or supporting innovation and organizational transformation in their department or organization, as well as those who are interested in learning more about innovation leadership and change management.

## Target Competencies

- Innovation leadership
- Creative thinking
- Critical thinking
- Conceptual thinking
- Stakeholder management
- Managing organizational transformation

### Innovation and organizational transformation

- The journey to impact
- Creating a great solution
- Realizing the full potential of the solution
- The solution focus
- The organization focus

### Leading innovation

- Co-creating the future
- Involving relevant stakeholders
- Problem solving methods
- Creating something new
- Design thinking
- Optimizing what exists today
- Optimizing using Lean

### Leading organizational transformation

- The definition of organizational transformation
- Organizational transformation as a discipline
- Organizational transformation lessons
- Assessing the situation
- Interviewing stakeholders
- Driving forces
- Restraining forces
- Force Field
- The journey from challenge to impact
- Feeling the dip

### Aligning key stakeholders

- Step 1: Understand the problem
- Step 2: Enlist champions
- Step 3: Envisage the future

### Engaging the organization

- Step 4: Motivate
  - Articulate the vision
  - Vision characteristics
  - Measure success
  - Step 5: Communicate
  - Step 6: Act
  - Step 7: Consolidate
  - Models and tools
  - Human-centered mindsets
  - Reflexes: ask and say
  - Continuous improvement
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