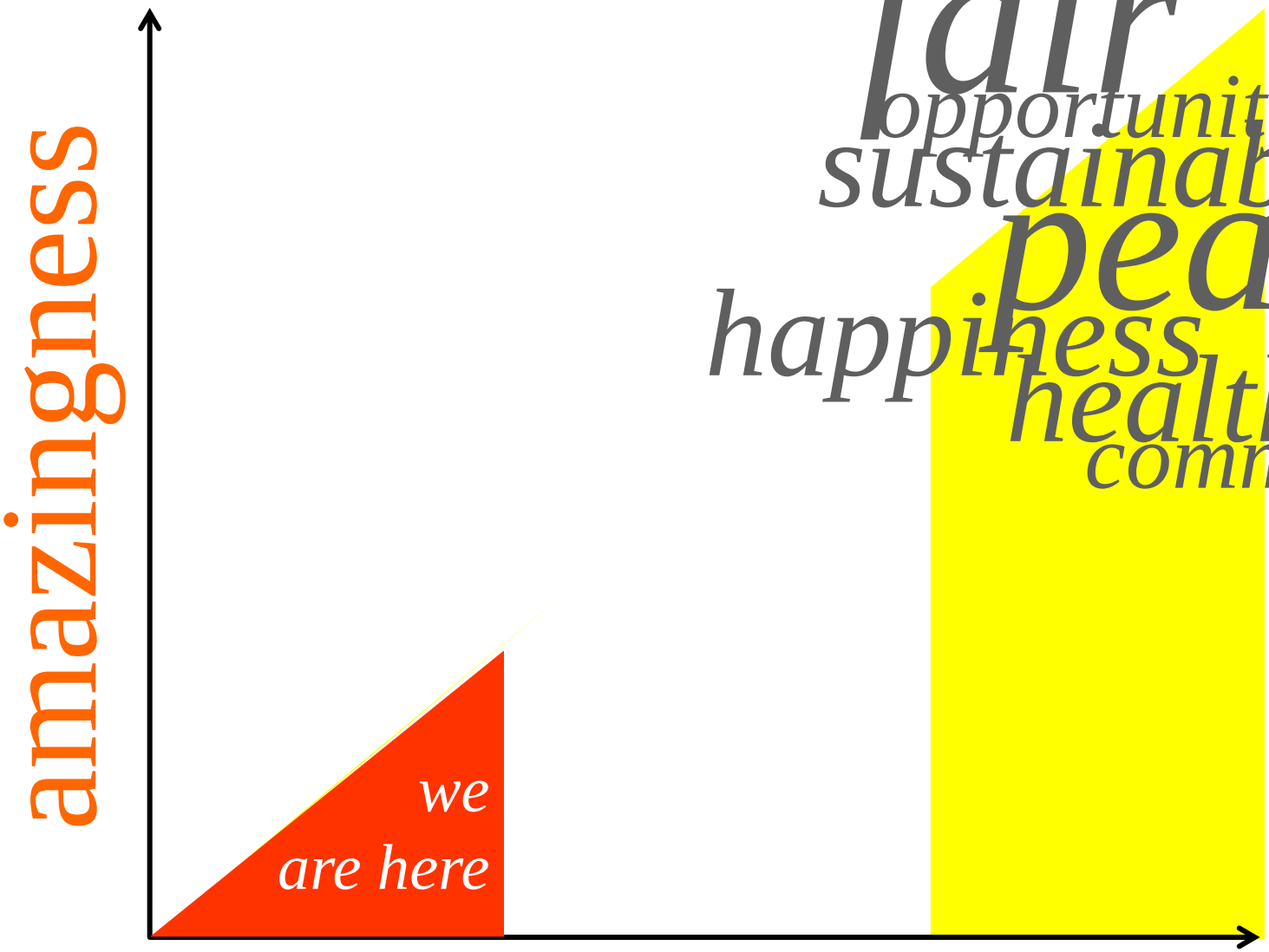
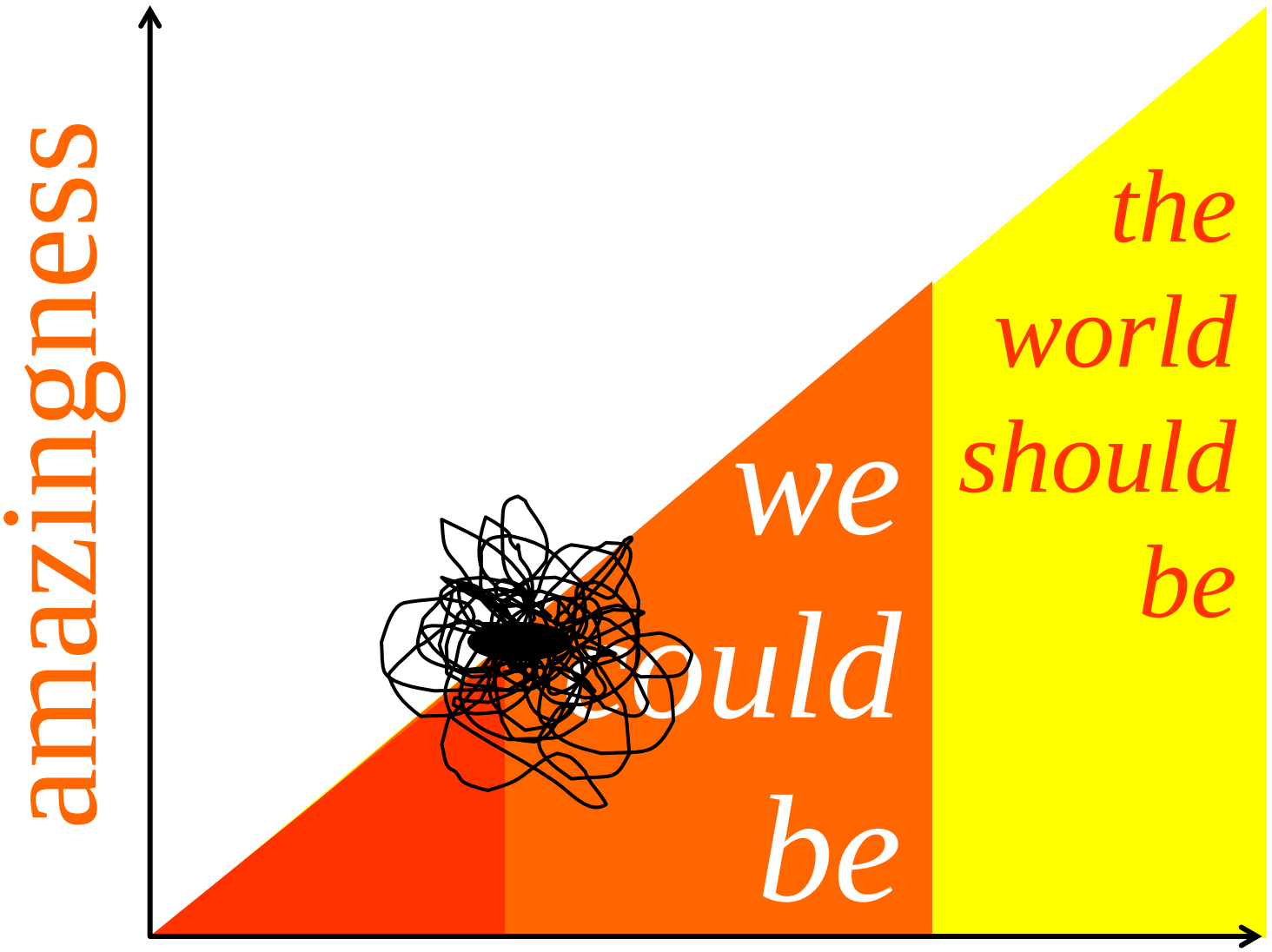
Innovation

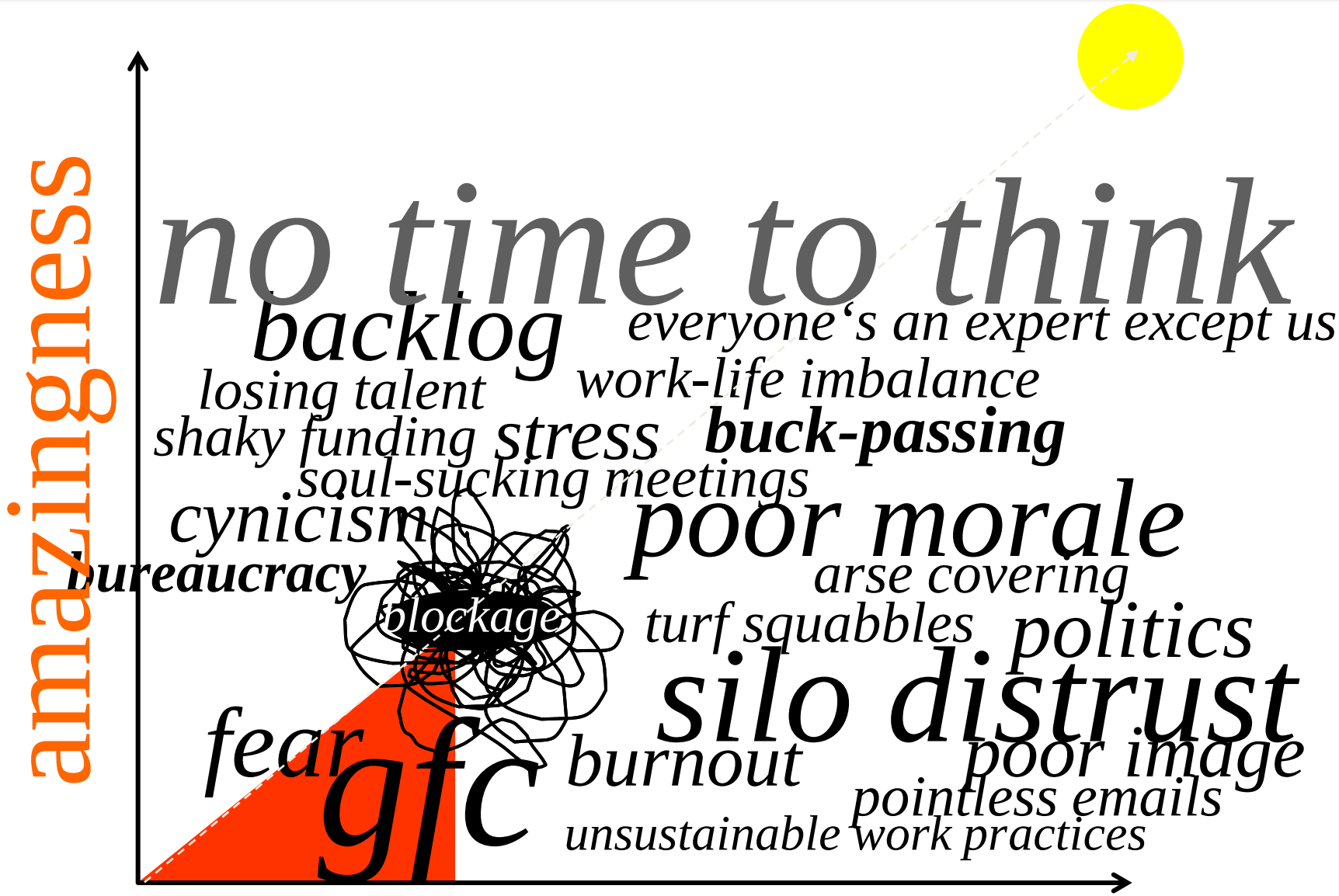
the Next Damn Thing?

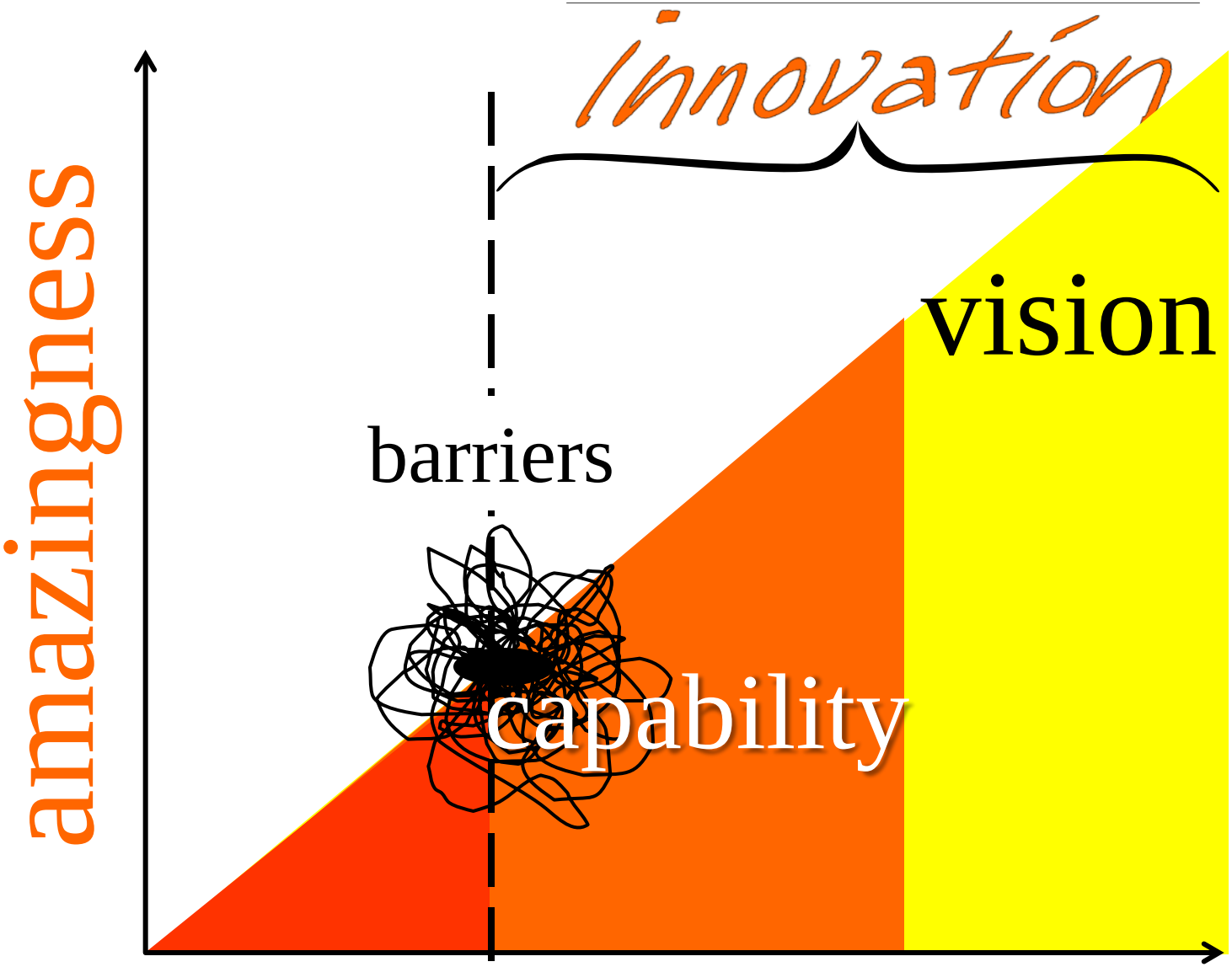
amazingness
making a difference
surviving till friday


amazingness
we
are here
fair
opportunity
sustainable
peace
happiness
love
healthy
community

amazingness
free
strong
independent
connected
brave
collaborative
open
innovative
the
world
should
be


amazingness
we could be
the world should be


amazingness
no time to think
backlog
everyone's an expert except us
losing talent
work-life imbalance
shaky funding
stress
buck-passing
soul-sucking meetings
cynicism
poor morale
bureaucracy
arse covering
blockage
turf squabbles
politics
silo distrust
fear
gfc
burnout
poor image
pointless emails
unsustainable work practices


innovation
amazingness
vision
barriers
capability

“the power of dreams”

“ideas in action”

“applied imagination”

“think different”

“invent”

“think+create”

a special department

someone else, some other time

the domain of a shaman caste

a fad

a brand new thing

a mysterious black art

IT IS

NOT cutting edge technology

more bloody work for us

innovation

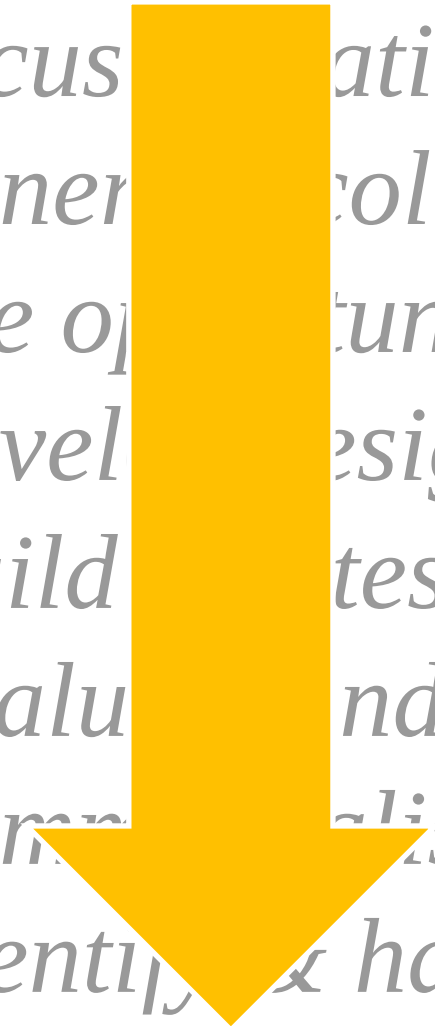
old idea in a new place

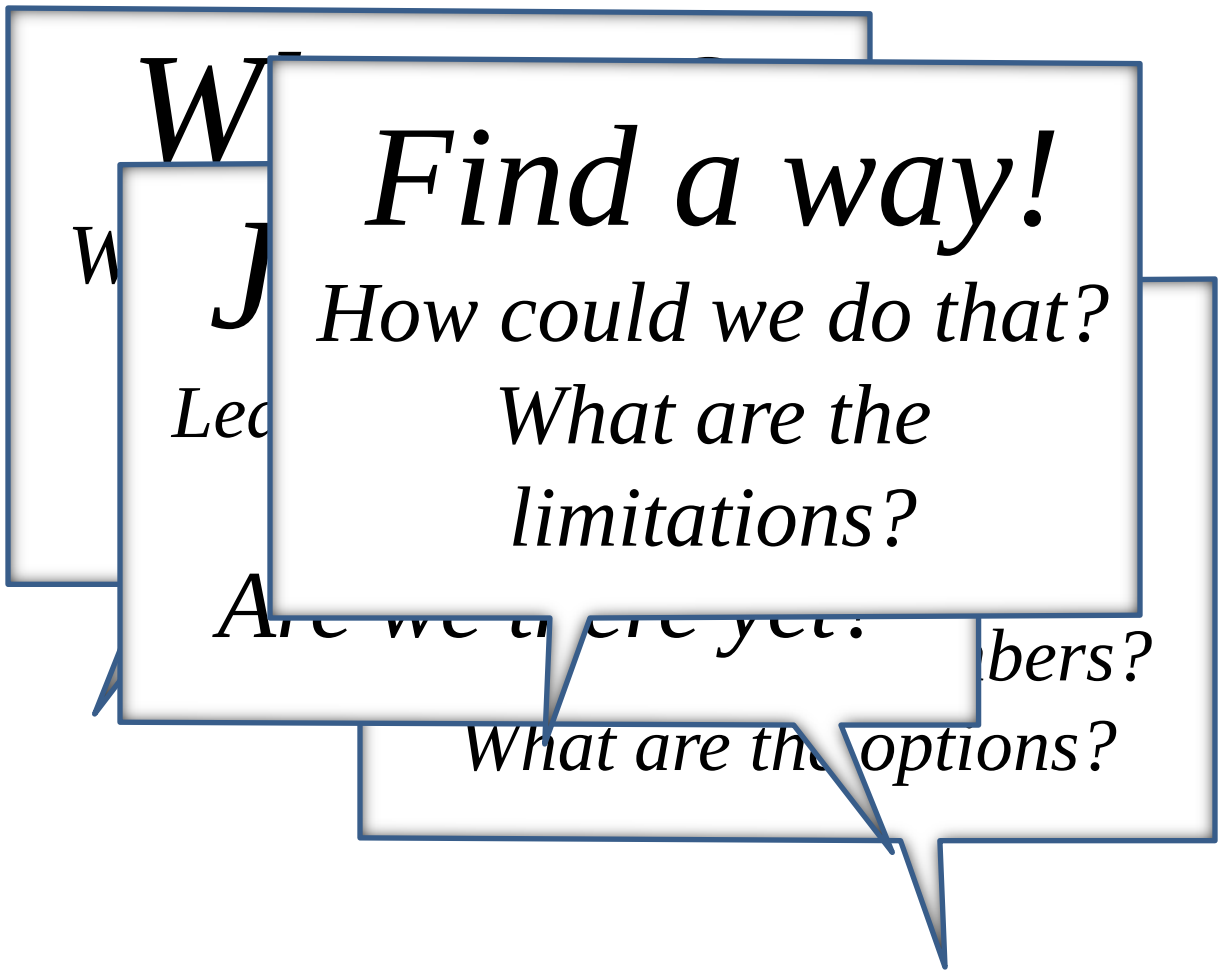
new take on an old problem

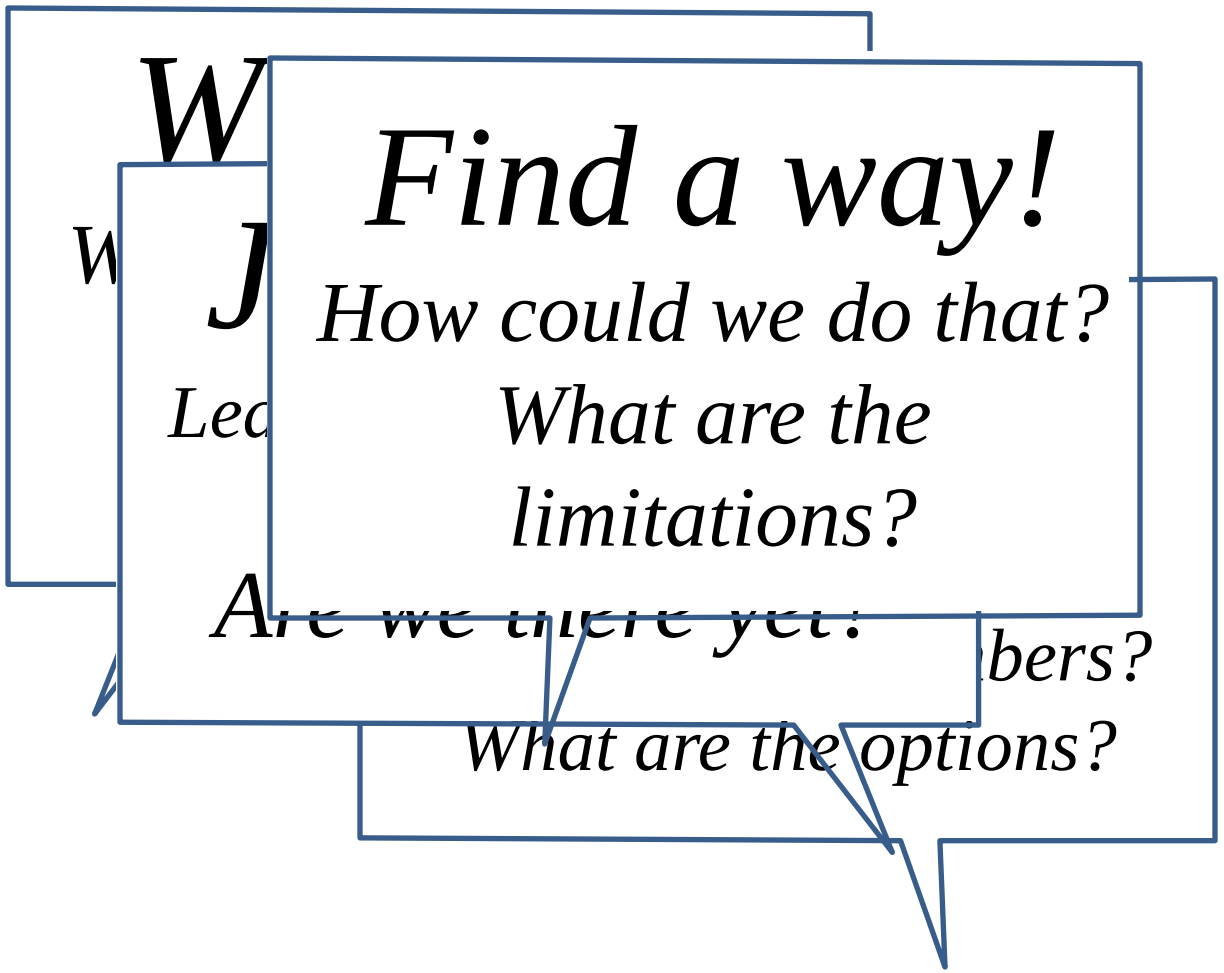
old trick with a new twist

old song to a new audience

- *interpret change*
- *focus ation*
- *gener collect ideas*
- *see op tunity in disaster*
- *devel esigns*
- *build test plans*
- *evalu nd prioritise*
- *com lise*
- *identify & harness talent*
- *create change*




Find a way!
How could we do that?
What are the limitations?


Find a way!
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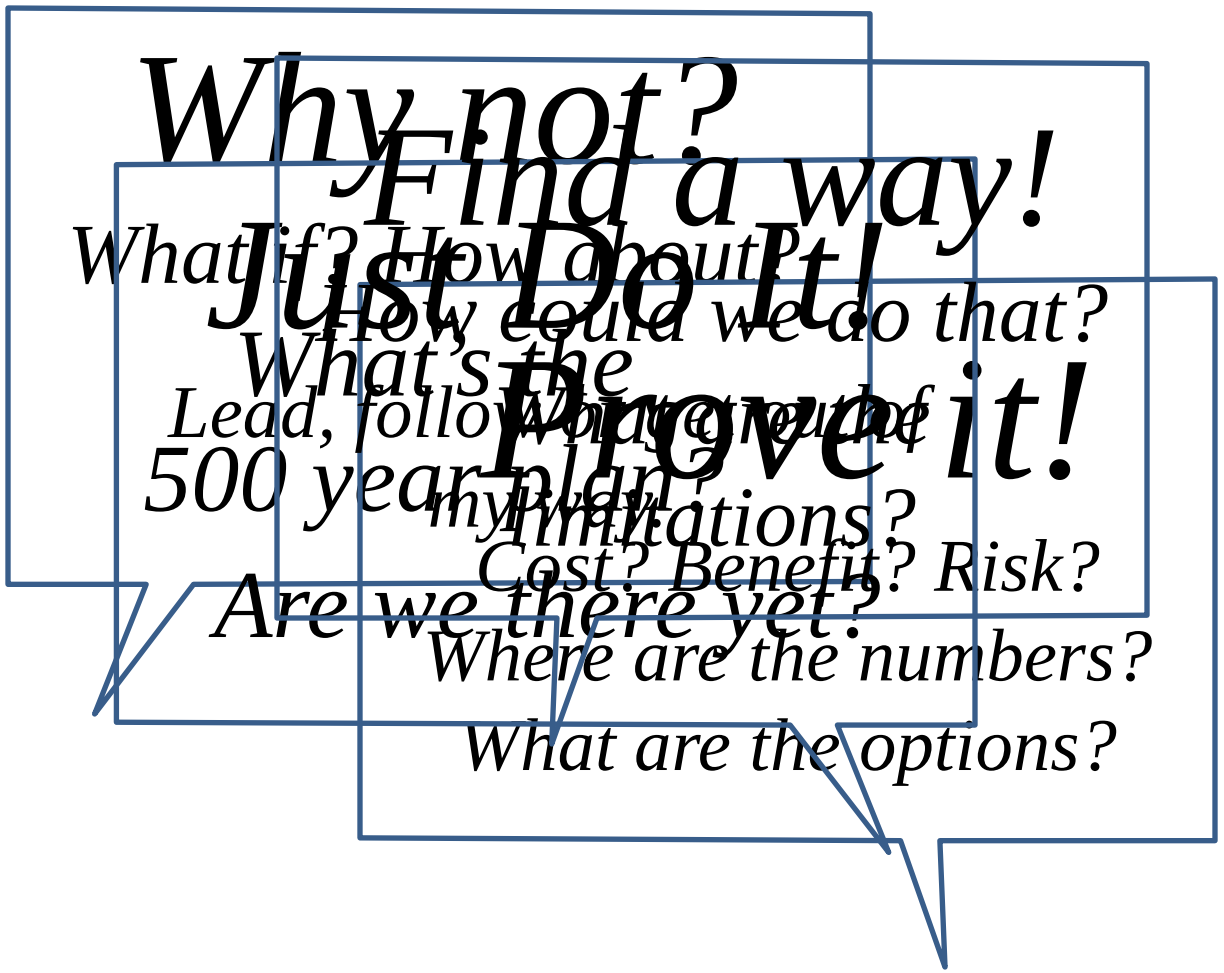

Why not?
Find a way!
Just Do It!
Prove it!
What if? How about?
How could we do that?
What's the
Lead, follow or get out of
500 year plan?
my way!
Limitations?
Cost? Benefit? Risk?
Are we there yet?
Where are the numbers?
What are the options?

Why not?

What if? How about?
What's the
500 year plan?

Find a way!

How could we do that?
What are the
limitations?

Prove it!

Cost? Benefit? Risk?
Where are the numbers?
What are the options?

Just Do It!

Lead, follow or get out of my way.
Are we there yet?

Why not? What if? How about?

So what's something no-one's thought of?

Let's try something different!

What's the next generation of this gonna be?

What's the 500 year plan?

Imagine

Minds at Work

Ok, what would that look like?

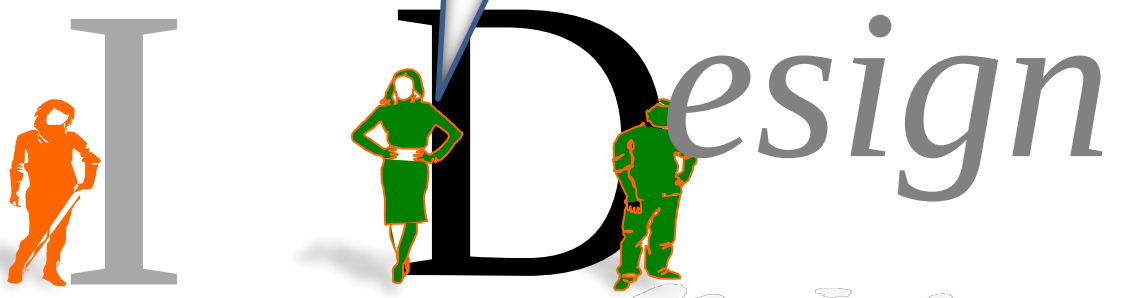
Suppose it did work, how would it work?

Let's find a way!

We could we actually do that?

So let's describe it working from go to whoa...

What are the limitations?



Prove it!

How do you know that?
Is this the best bang for the buck?
Where's the market? What's the risk?
Where are the numbers? What are the options?

valuate

Minds at Work

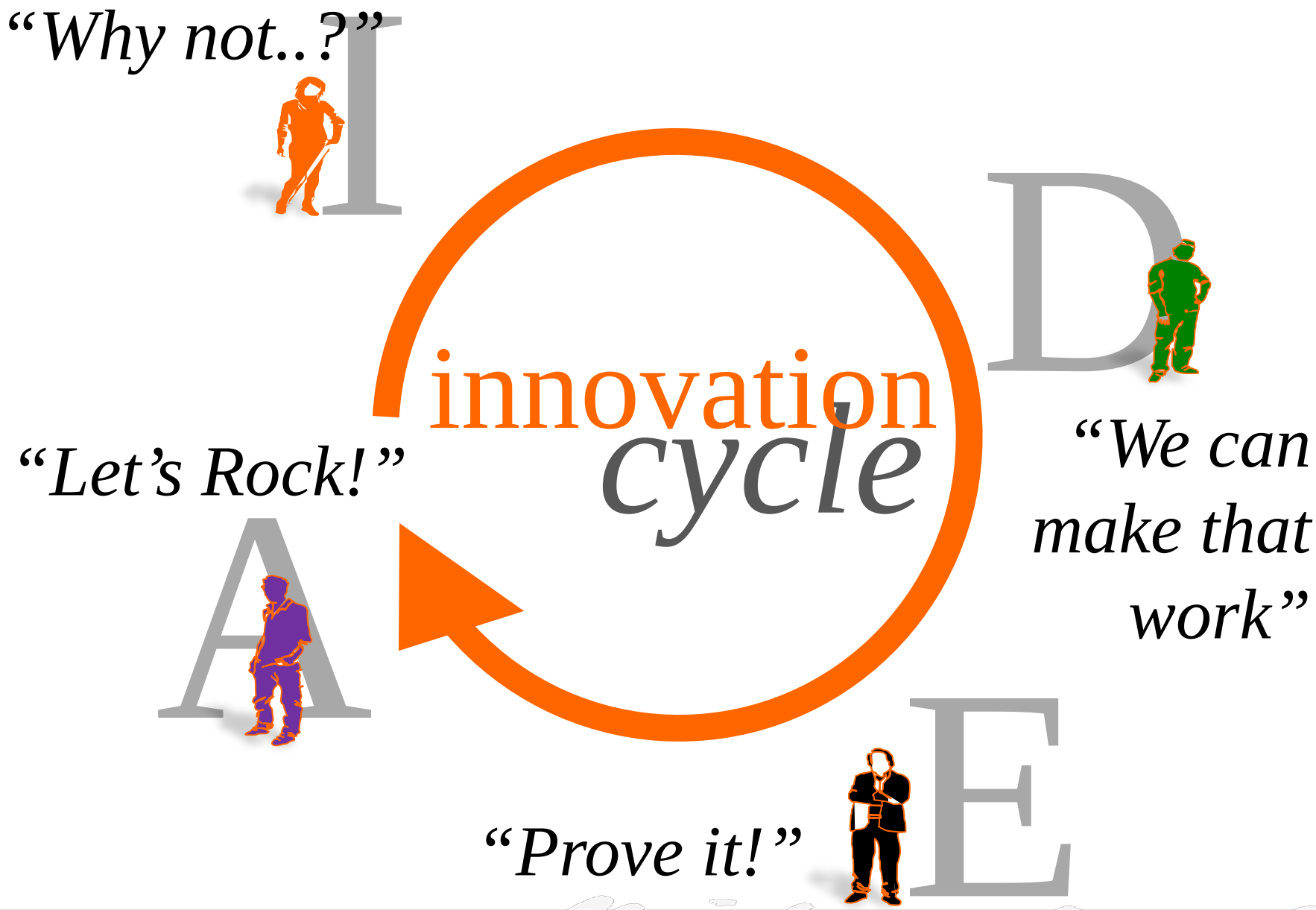
Just Do It!

Lead, follow or get out of my way.

Why are we still talking about this?

Are we there yet?

Minds at Work


"Why not..?"
I
D
innovation
cycle
"We can make that work"
"Let's Rock!"
A
E
"Prove it!"

"Why not..?"

I

D

"We can make that work"

"Let's Rock!"

A

E

"Prove it!"

"Why not..?"

L

D

"We can make that work"

"Let's Rock!"

A

E

"Prove it!"

Minds at Work

I D E A

THAT GAL

HER

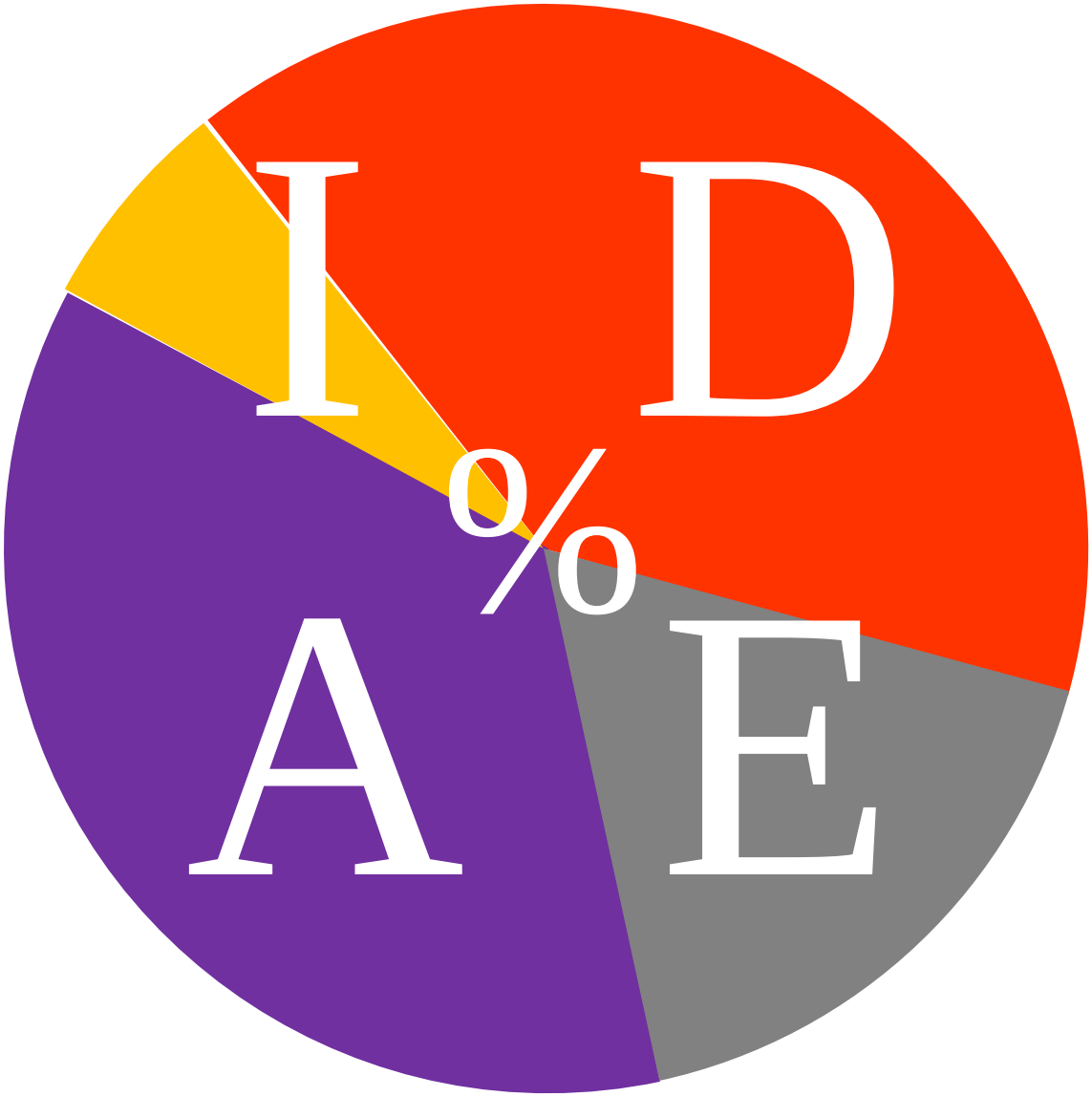
HIM

HER again

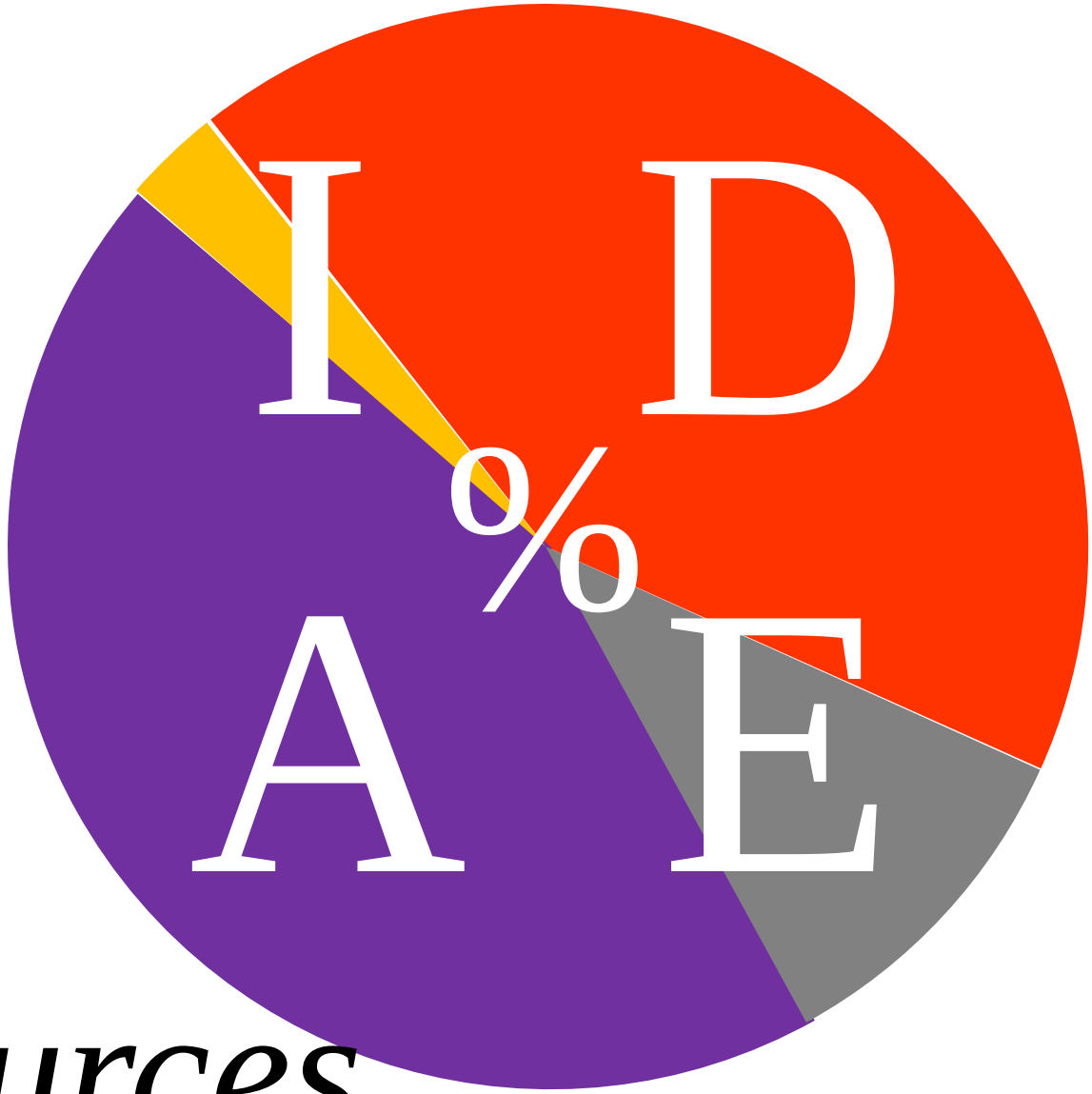
SHE

THAT GUY

Minds at Work



time



resources

Minds at Work

clarify the **need**

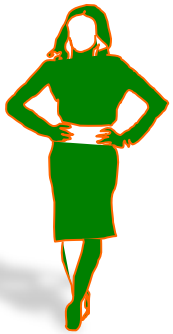
find the **minds**

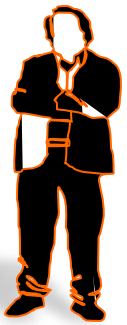
build the **teams**

support the **process**

pick the **project**

create the **incentives**



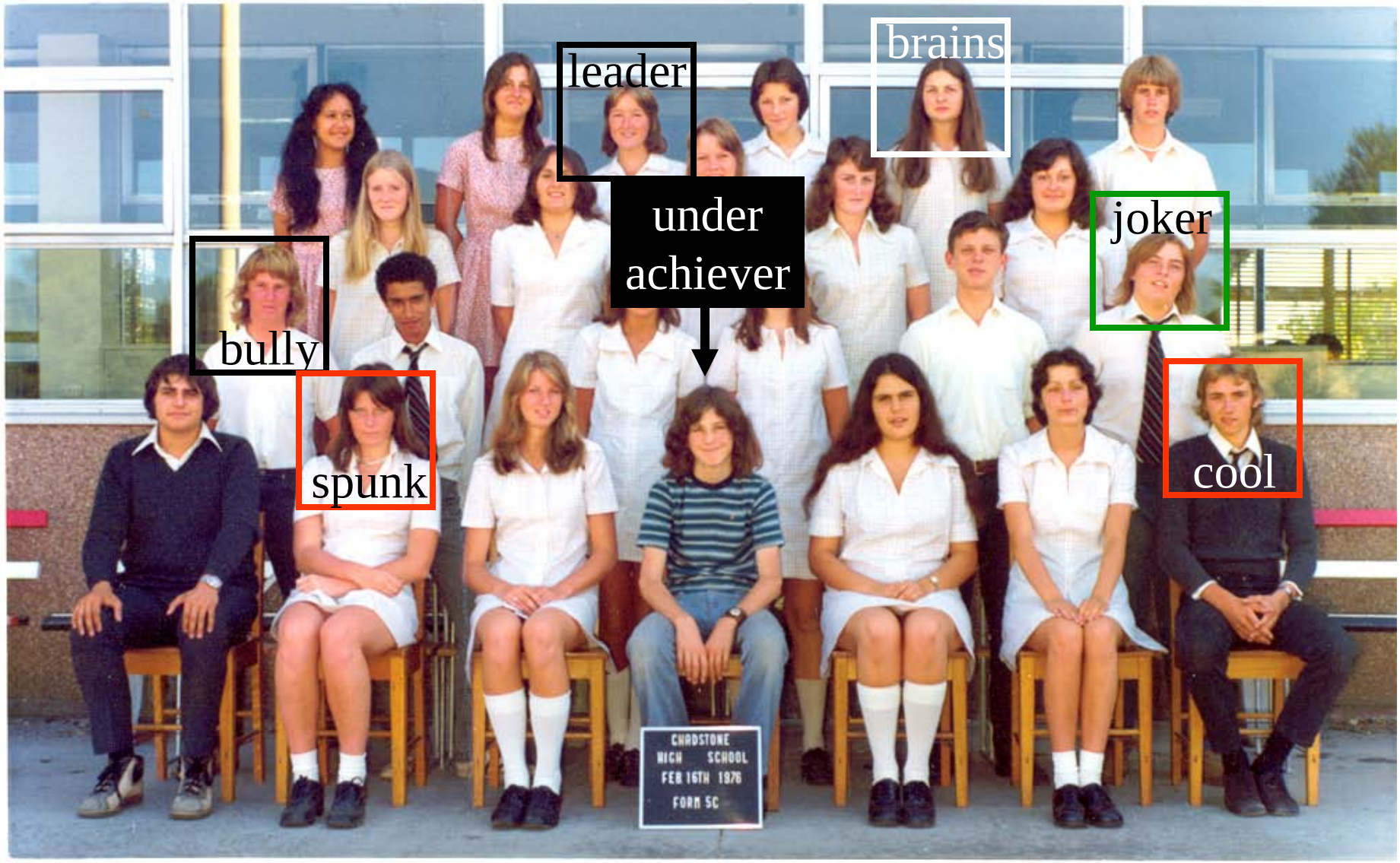


How do leaders encourage innovation?

How do we share innovative practice?

What is learning in the 21st century?

How do we hook kids on learning?


leader
brains
under achiever
joker
bully
spunk
cool
CHADSTONE HIGH SCHOOL
FEB 16TH 1976
FORM 5C

"Jason's work is atrocious compared to his ability. I don't know why he performs so poorly"

"he refuses to take his work seriously"

"His own thoughts encroach upon purposeful study"

"He seems more interested in ideas than solid work."

"Jason needs to adopt a more serious attitude to his work…He seems to find religious studies particularly amusing"

"His attitude is one of **friendly menace**"

"Jason should endeavour to become more interested in education"

“i get paid for doing the things that used to get me into trouble at school”

matt groening, creator, The Simpsons, Futurama

is the world changing faster than you are?

- ❑ *no*
- ❑ *yes*

is there a better way that you just don't get time to think about?

- ❑ *no*
- ❑ *yes*

is your industry in competition with itself?

- ❑ *no*
- ❑ *yes*

do your customers have the same information you do?

- ❑ *no*
- ❑ *yes*

do you respond to industry challenges by working even harder?

- ❑ *no*
- ❑ *yes*

does the industry suffer from a poor public image?

- ❑ *no*
- ❑ *yes*

is it time to rethink your product?

Can we make it better?

What cool stuff could we keep?

What do we need to add?

What should we change?

What can we chuck?

What's the next big thing?

is it time to rethink your process?

Would a rethink of 'how we do' improve 'what we do'?

Are our systems holding us back?

Are we a good bunch to deal with?

What's letting us down?

Are we delivering?

Can it be simpler? Can it quicker?

Can it be cheaper? Can it be more fun?

is it time to rethink your purpose?

Is there something more important we should be doing?
If we stopped tomorrow would anyone care? Or notice?

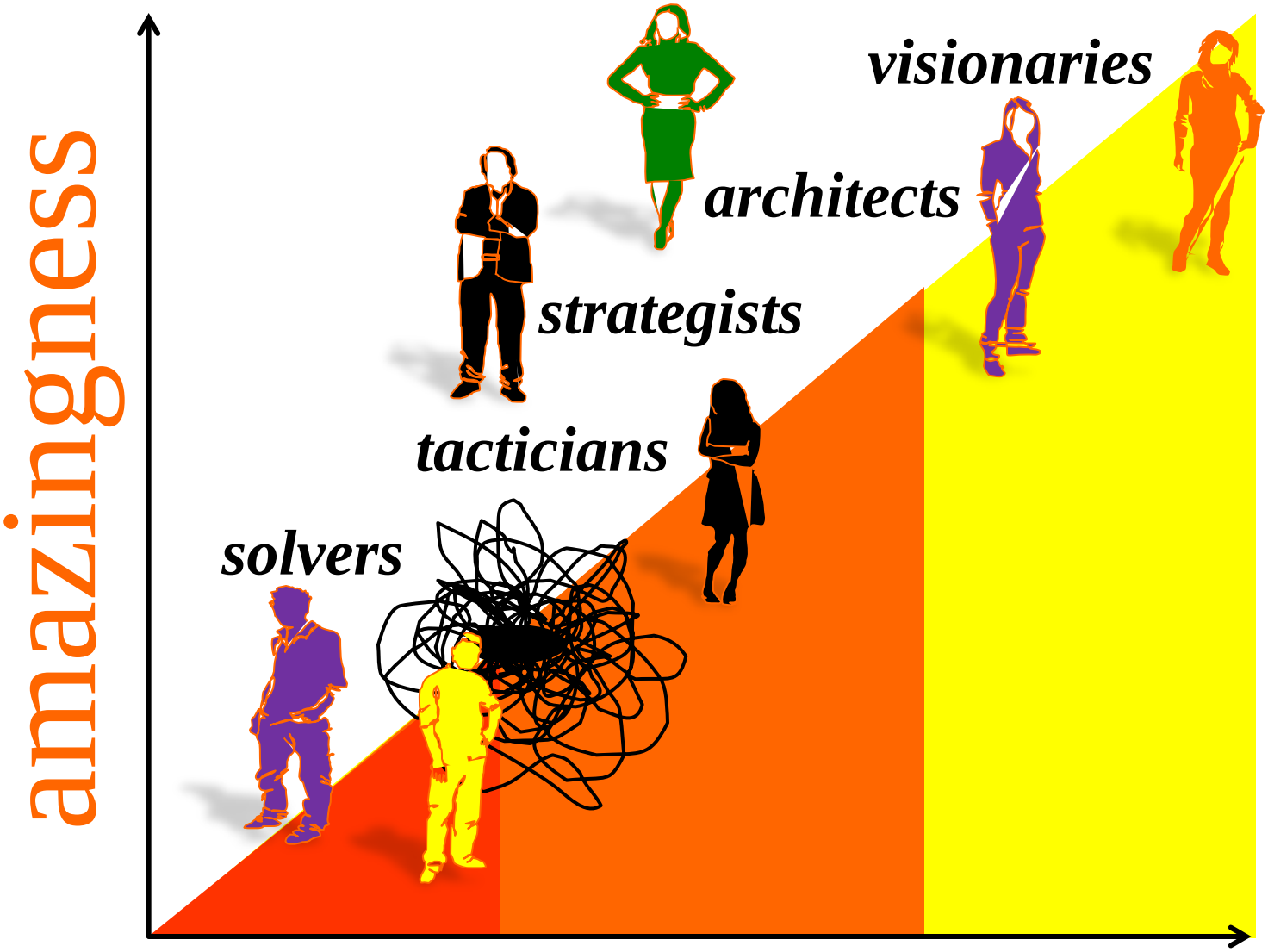
Does the world need what we do?

Why are we doing this?
What's the point again?
Who are we?

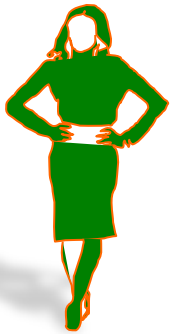
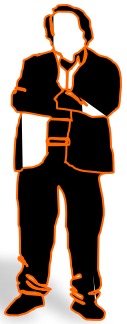
is it time to rethink your problem(s)?

Too much work?
Too many meetings?
Too many steps?
Too many emails?
Too much politics?

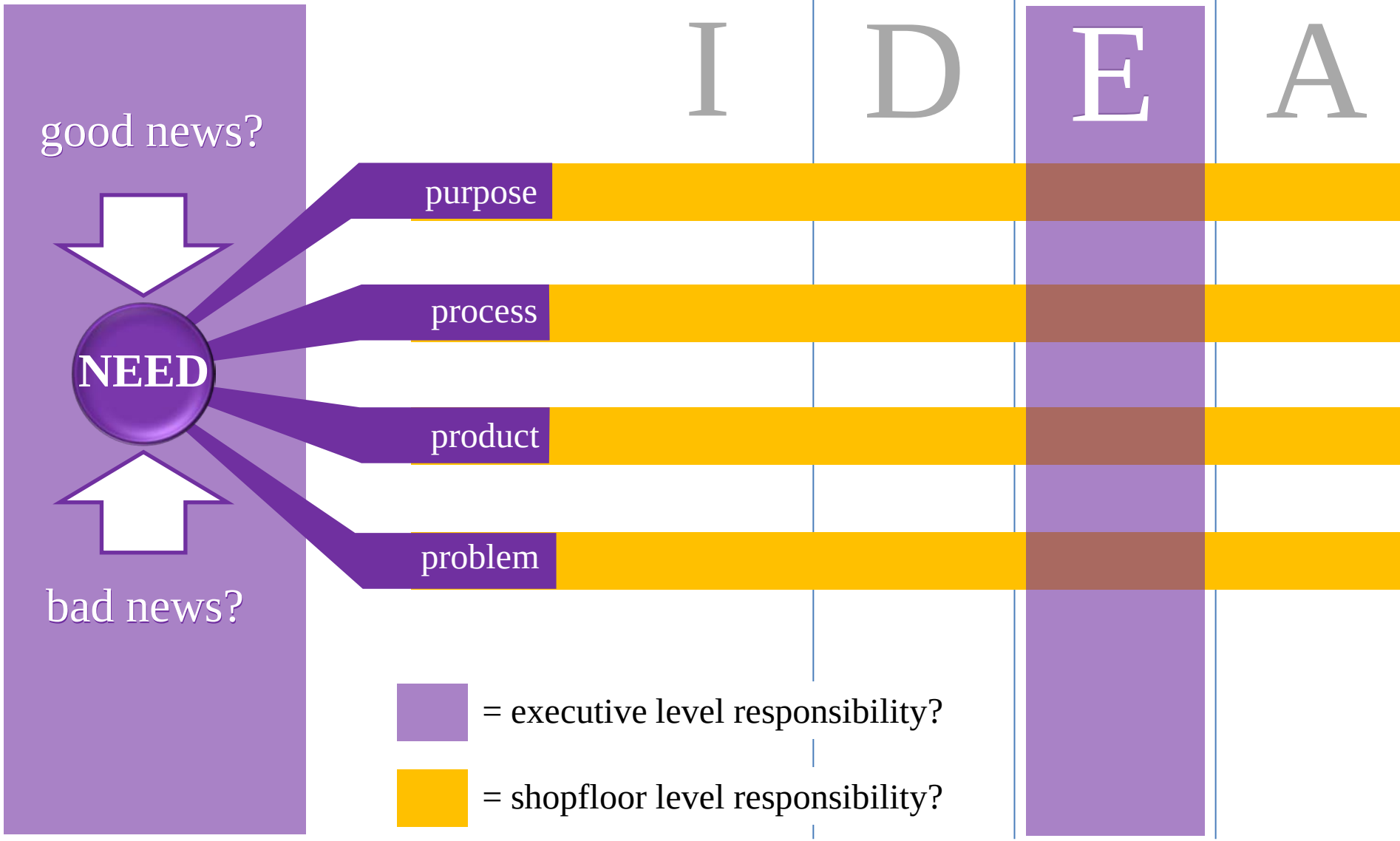
Not enough time?
Not enough resources?
Not enough customers?
Not enough progress?
Not enough clarity?


amazingness
visionaries
architects
strategists
tacticians
solvers

to provide better service
to take a leadership role
better performance
better processes
better products
new markets
step change
to reduce costs
to solve problems
a competitive edge
to do more with less
better investor relations
staff engagement & morale
to future-proof their business
to improve the customer experience

siloed	shared
fragmented	orchestrated
fixed	fluid
system-centric	client-centric
vertical	horizontal
reactive	pre-emptive
institutional	individual
protective	innovative
problem minded	solution minded
repairing	preventive
static	dynamic
one-way	two-way
mediated	unmediated
supply-chain	value-chain


I D E A
good news?
NEED
bad news?
purpose
process
product
problem
= executive level responsibility?
= shopfloor level responsibility?

it‘s not our problem

it‘s complicated

it‘s not gonna happen

it‘s historical

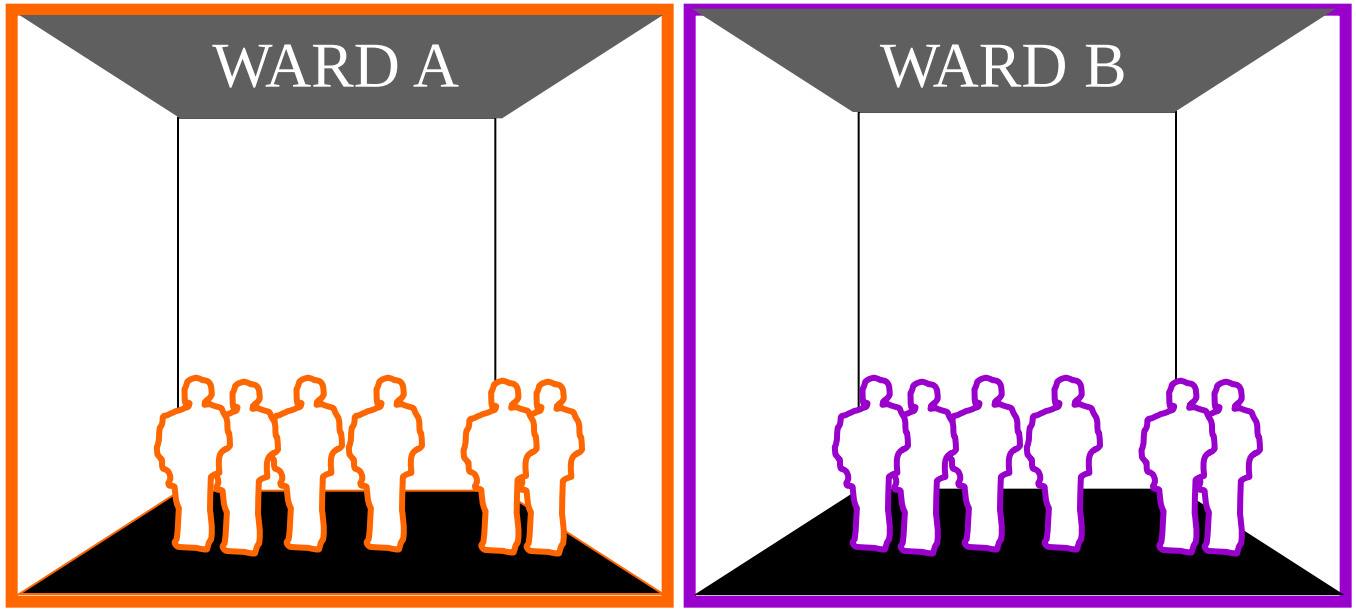
it‘s political

it‘s not our job

SHADY GROVE

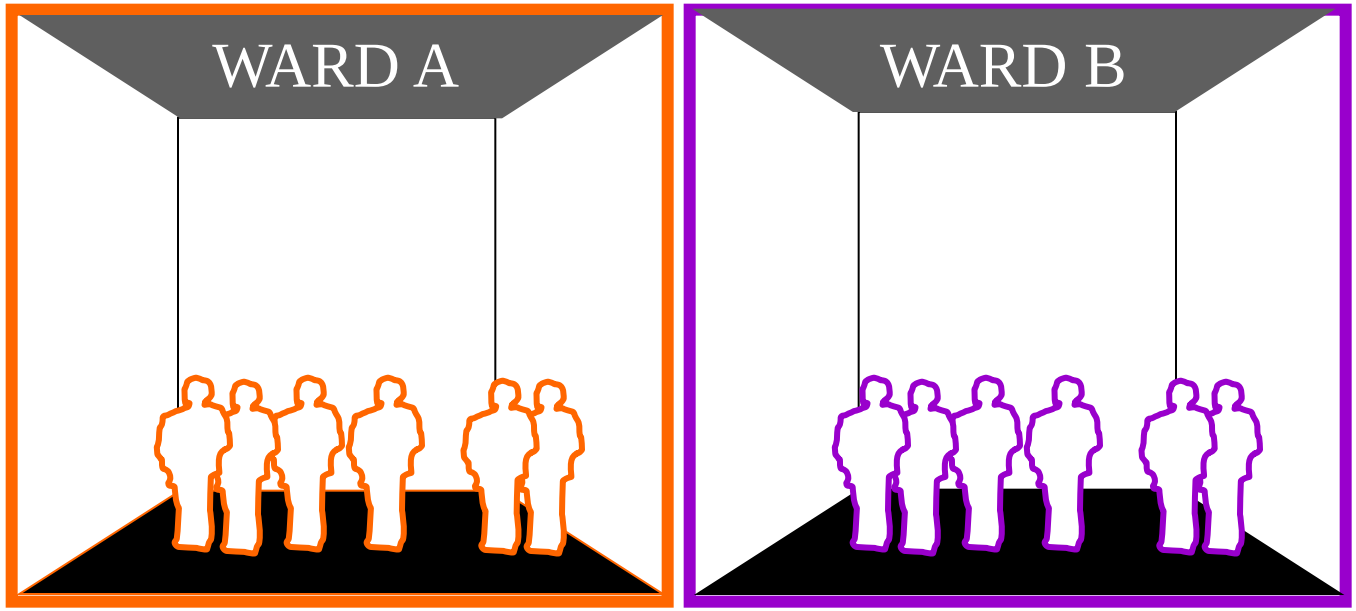
experiment

(YALE UNIVERSITY)



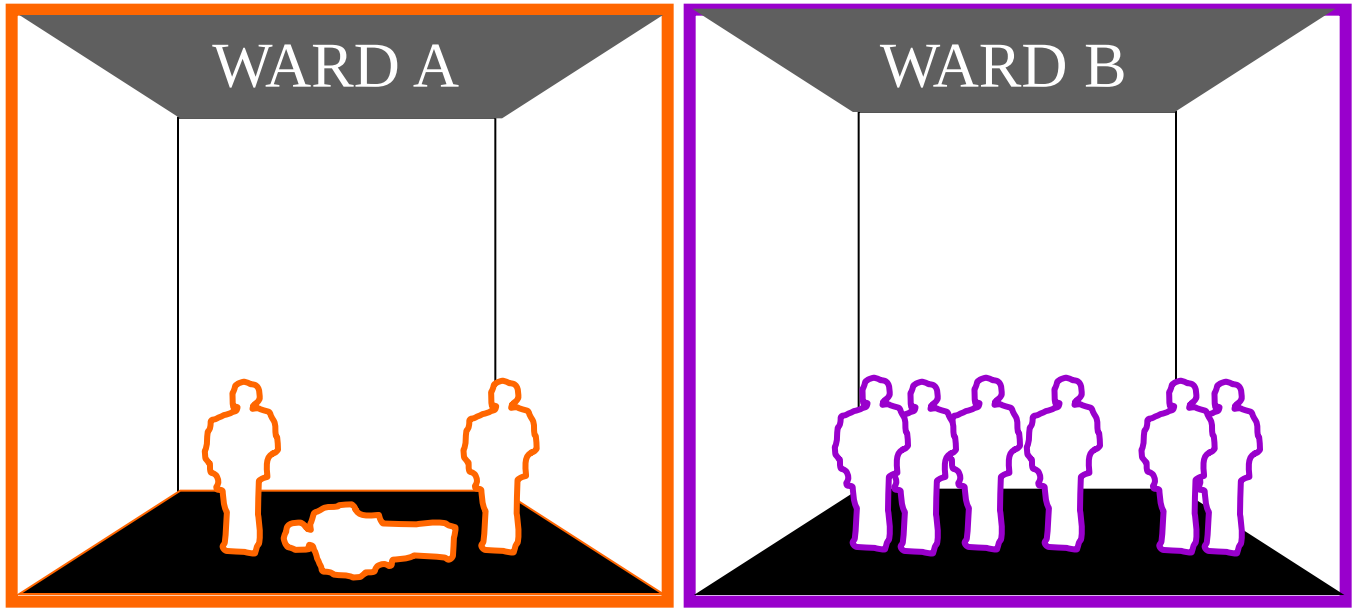
NO CHOICE
NO RESPONSIBILITY

CHOICE &
RESPONSIBILITY



FIXED EGG DIET PLAN
FIXED MOVIE TITLE & DATE
FIXED PLANT TYPE & POSITION
SYSTEM DECIDES & PROVIDES

CHOOSE EGG DIET PLAN
CHOOSE MOVIE TITLE & DATE
CHOOSE PLANT TYPE & POSITION
PATIENT DECIDES AND MANAGES



PASSIVE	ACTIVE
WEAK	STRONG
SICK	HEALTHY
UNHAPPY	HAPPY
RESIGNED	SELF MOTIVATED

people want to

work *in*

buy *from*

invest *in*

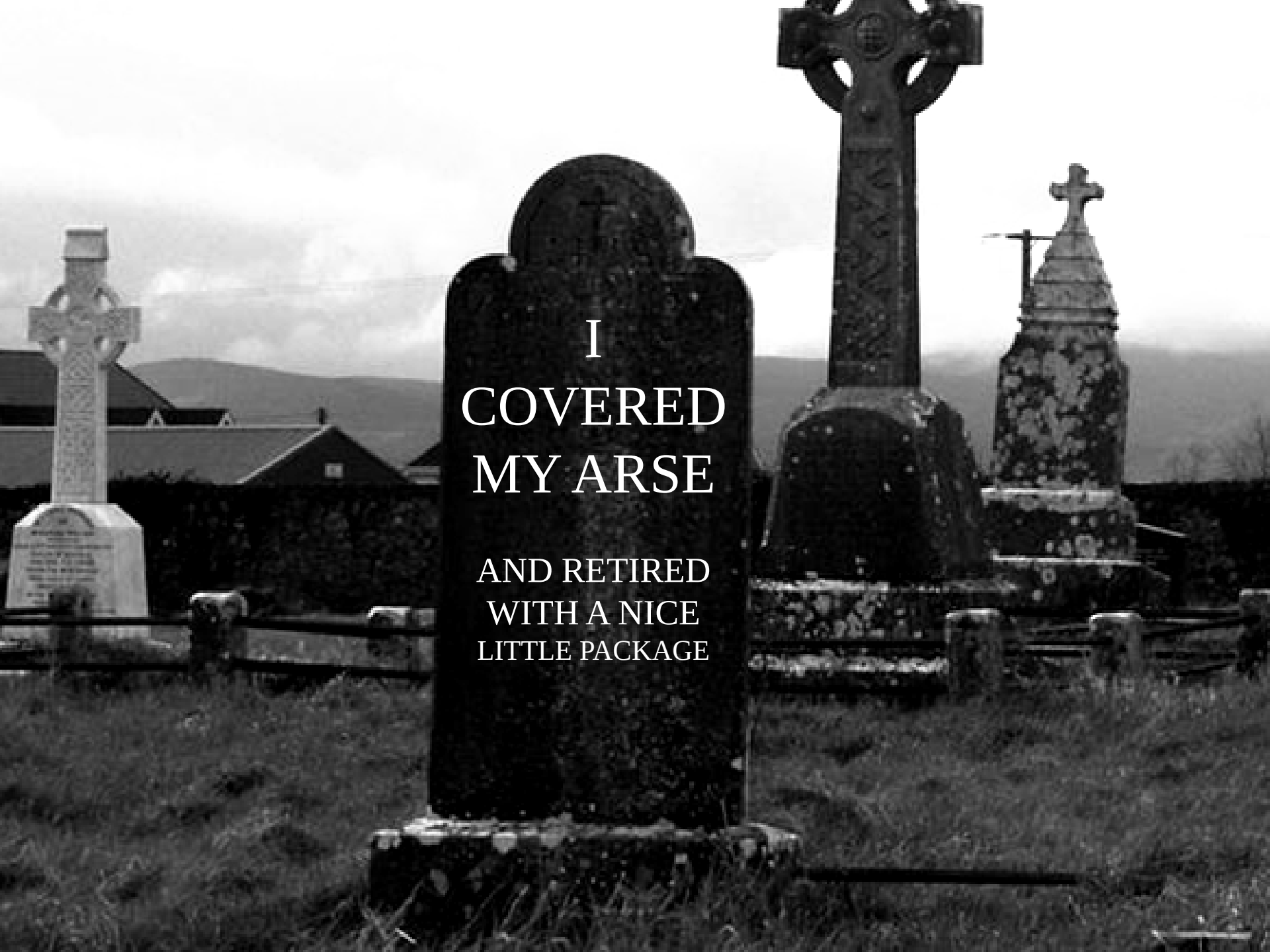
contribute *to*

organisations that innovate

HERE
LIES
ME

I
WROTE A
SHITLOAD
OF REPORTS

I ACHIEVED
All MY KEY PERFORMANCE INDICATORS
AND COMPLIED TO ALL
OH&S STANDARDS


I
COVERED
MY ARSE
AND RETIRED
WITH A NICE
LITTLE PACKAGE

I
ACTUALLY
MADE A
DIFFERENCE

Just Think.

www.mindsatwork.com.au