

Managing progress and innovation in your team



As a manager, if you ignore the ideas of your colleagues, you'll regret it later! Studies show that 80% of the ideas in the company come from on-site teams. Why are they more creative than the “experts”? This is because they have a thorough knowledge of their work stations, are the most motivated to upgrade them and are in touch with customers, suppliers and corporate partners on a daily basis. In short, their position and motivation makes them capable of detecting problems, finding solutions, and even suggesting innovative measures to ensure the sustained growth of the company.

Developed with Isaac Getz, professor of innovation and creativity management at the ESCP-EAP, this programme supports the implementation of a real approach to idea management along the lines of that which already exists for cutting down costs and driving quality in companies.

Who this training is intended for:

- To all managers wanting to optimise the performance of their team

This training will enable you to:

- Promote the generation and implementation of new ideas to boost the performance of your team
- Make your team more independent in its day-to-day activities
- Help you become a supportive manager who enables his colleagues to progress
- Use idea management as a powerful motivational tool

Leadership skills enhanced by this training

- Innovation and Promoting creativity
- Encouraging cooperation
- Making the most of diversity
- Developing the entrepreneurial spirit

The strong points of this training

- A well-structured approach that acts as a guideline in the different stages of idea management
- A detailed analysis of best practices to adopt and traps to avoid
- Numerous examples illustrating how to implement good managerial reflexes on site
- Walkways to performance and motivation management

A learning course in 4 key steps

1. Drawing out ideas

- A paradigm to shift: the all-powerful manager
- The strength behind on-site ideas
- Encouraging the expression of ideas
- Creating an idea-oriented collective dynamic

2. Helping to implement ideas

- Encouraging your colleagues to find solutions themselves
- Reacting rapidly to simple and local ideas
- Providing support in case of complex ideas
- Steering a team using idea management

3. Acknowledging your colleagues' ideas

- Giving individual recognition to proactive colleagues
- Felicitating exemplary achievements in order to promote a competitive spirit
- Learning from your mistakes

4. Helping develop complex ideas in your company

- Reacting to a complex idea suggested by a colleague
- Encouraging colleagues to further their ideas
- Encouraging your colleagues to progress

The author



Isaac Getz is a professor of Idea, Involvement, and Innovation Management at ESCP-EAP European School of Management. He has been Visiting Professor at Cornell University, Stanford University and at the University of Massachusetts.

He conducts research and publishes on diverse topics related to innovation, management, corporate excellence, vision, and growth.