

## Workplace Innovation Practices

This list provides an overview of some of the key disciplines and practices that foster creativity and innovation in the workplace. Consider implementing a few for yourself, your team, or your organization.



### Structural

- Leadership has recognized the importance of innovation.
- Organization has clear mission and values that provide guardrails to innovation.
- Organization has a purpose larger than the current day-to-day operations.
- Innovation is embedded in the organization's strategic plan.
- Organization has committed to financial investment in strategies to improve innovation.
- Organization has committed to financial imperative to rely on innovation.
- There are formal internal opportunities to solve old problems in new ways.



### Cultural

- Teams are regularly encouraged to be future-focused (step back from the day-to-day).
- Talking about finances occurs beyond the CFO or finance department.
- Talking about finances is neither fearful nor secretive.
- Calling out problems is the norm.
- Failure is tolerated (and encouraged).
- Ideas are welcomed and engaged before being critiqued.
- 'Good enough' is an acceptable standard for ideas.
- Rank/role does not determine opportunity to challenge status quo or pitch ideas.
- Rank/role does not prevent honest, critical feedback.
- Teams are not overly siloed – there are regular opportunities for cross-team feedback.
- Every meeting has designated space for idea sharing.
- Problem-solving mindset is favored over complaints.



### Individual

- See self as a designer (curious, creative, resourceful, and whole).
- Have a firm grasp of personal strengths and how to leverage them effectively.
- Committed to diversity and seek out perspectives of those who differ from self.
- Willing to get curious and ask questions.
- Can step back and see the familiar as strange.
- Embrace a growth mindset.