

Strategies & Techniques to Encourage Employee Creativity and Innovation

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Learning Outcomes

- Explore lessons learned throughout a career defined by championing breakthrough solutions and innovations to tackle some of the world's most pressing transportation challenges.
- Learn how to channel passion for the job to reach success, and to explore the importance of including the passion factor in your organization's vision, mission, and culture.
- Discuss the importance of trusting personal intuition (to create and innovate) and incorporating that in organizational strategy and planning, namely in vision and mission.
- Identify the importance of efficiently managing time and deadlines to enhance performance and productivity.



Agenda

1. Lessons learned throughout a career defined by championing breakthrough solutions and innovations
2. Channeling passion for the job to reach success
 - Including the passion factor in organization's vision, mission, and culture
3. Trusting personal intuition to create and innovate
 - Incorporating that in organizational strategy and planning, namely in vision and mission.
4. Efficiently managing time and deadlines to enhance performance and productivity.



1. Lessons learned throughout a career defined by championing breakthrough solutions and innovations



"If I had asked people what they wanted, they would have said faster horses."

-attributed to Henry Ford



From experience, here are some key characteristics that make up an innovative business leader:

1. Do things differently or do things that have never been done before.

2. Hire people who are passionate about their work.

3. Understand that innovation never happens in a vacuum.

4. Are committed to diversity.

5. Let go of high-control, low-trust model of leadership.

6. Understand that innovation is not a one-time thing.

7. Do not pay too much attention to traditional business metrics.



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2. Channeling passion for the job to reach success

Including the passion factor in organization's vision, mission, and culture



If innovation is the engine, our passion is the fuel to go the distance



If you're unsure if something is truly sparking passion, it can be helpful to be honest with yourself and ask the following questions.



- Would you do it for free?
- Does it make you feel good about yourself?
- Does it make you want to get out of bed in the morning?
- Do you talk about it to anyone who will listen?
- Do you lose track of time when you do it?
- Would you like to spend more of your time doing it?



Including the Passion Factor in an organization's:

- **Vision**
- **Mission**
- **Culture**



Breakout Rooms: #1

1. Lessons learned throughout a career defined by championing breakthrough solutions and innovations
2. Channeling passion for the job to reach success
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Is there something about your career—or ideal career—that ignites your passion, and how might you channel that passion to be an innovator in your organization/field?



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3. Trusting personal intuition to create and innovate

Incorporating that in organizational strategy and planning, namely in vision and mission.



“Intuition is a very powerful thing, more powerful than intellect, in my opinion. That’s had a big impact on my work.”

-Steve Jobs



Channeling Your Intuition to Improve Business Decision-Making

- Know Yourself
- Trust Yourself
- Be Patient
- Let Go of the
"Need to Be Right"



Breakout Rooms: #2

3. Trusting personal intuition to create and innovate
 - Incorporating that in organizational strategy and planning, namely in vision and mission.

***How have you used intuition in your career decision-making?
How would you use it differently, based on what you just learned?***



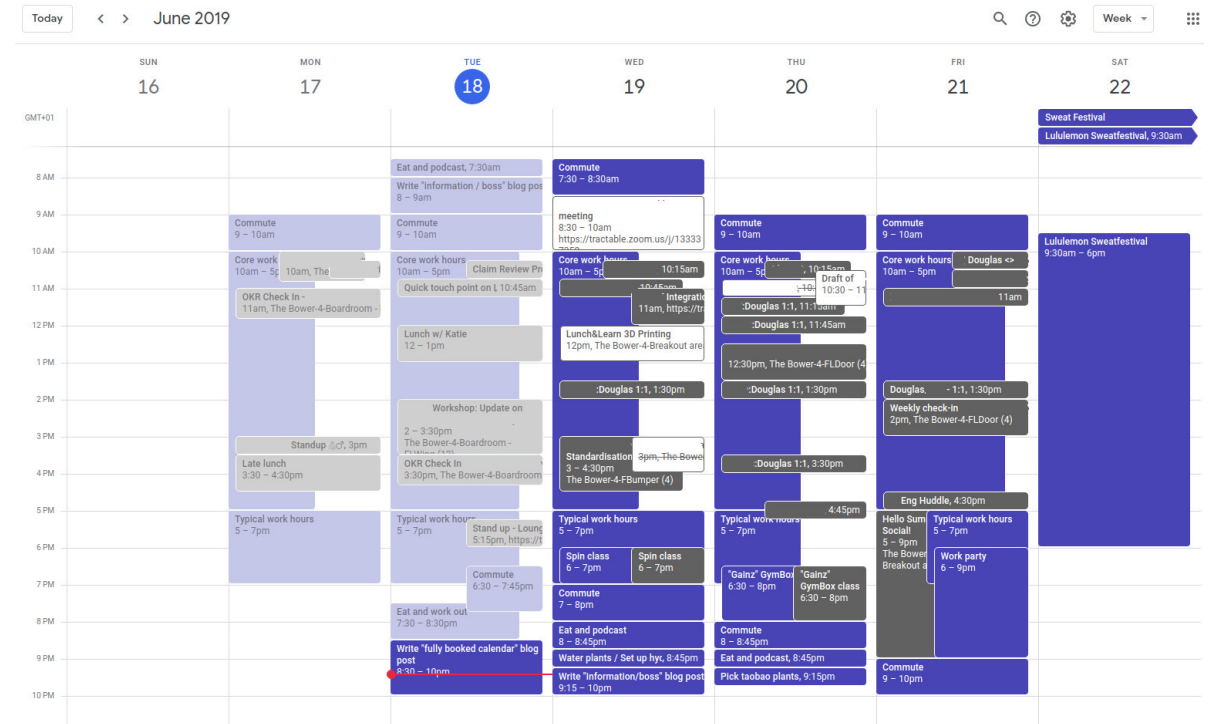
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4. Efficiently managing time and deadlines to enhance performance and productivity.

Time management is the strategy of planning out your available time and controlling the amount of time you spend on specific tasks in order to work more efficiently. Without strong time management, your work and wellbeing can suffer.



Benefits of Mastering your Calendar:

Enhanced Performance: Mastering your calendar will help you enhance your performance as you will get a better idea of everything you need to accomplish and how long each task should take.

Better Work Delivered: Not racing to meet a deadline means you can put more effort and thought into your work.

Decreased Stress: Giving yourself enough time to accomplish a task can help reduce your stress levels.

Improved Career Opportunities: Being a more reliable employee who submits high-quality work on time improves your reputation and can create new career opportunities.

Boosted Confidence: Successfully meeting your deadlines will help you feel a sense of accomplishment and confidence in your abilities.

Greater Efficiency: Understanding how to manage your time effectively makes you more focused and allows you to accomplish more with less time available.



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The Basics Go a Long Way...

Plan Ahead: Save your most important and challenging tasks for when your productivity is highest.

Prioritize Tasks: Determine what tasks are the most urgent and important and make those your top priority for the day.

Eliminate Distraction: Social media, phones and disruptive coworkers can all distract you from your priorities and derail your schedule.

Don't Multitask: It may seem helpful, but in reality, multitasking actually decreases your productivity.

Reward Yourself: Give yourself a small reward for the tasks you accomplish in the day.



Discussion

4. Efficiently managing time and deadlines to enhance performance and productivity.

What can you do to build time management into your daily routine to help drive better results?



Conclusion & Recap

Trust Your Intuition: The voice in our head is often the most important one. Listen to it and don't let other people's opinions drown out the courage to follow your heart and intuition.

Passion is 100% Required for Success: If you find work that is not only rewarding but also personally satisfying, then success will be in sight.

Time Is Not Always on Your Side: If you want to become more productive, try cutting your delivery deadlines in half—chances are you will get what needs to be done and be surprised at how well you did it.



Agenda: (What was covered)

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Q & A



Employee Creativity and Innovation • By Jonathan Weinberger, General Motors



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