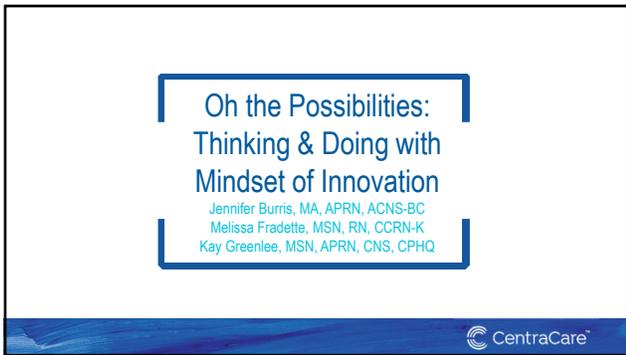




1



2



3

Placement exercise

- ▶ Think about our own thoughts about innovation (1 minute)
- ▶ Write it on post it notes
- ▶ Share

4

What is Innovation?

- ▶ The action or process of innovating
- ▶ Innovate:
 - *Make changes in something established, especially by introducing new methods, ideas, or products.* (<https://www.bing.com>)
 - *To innovate is to put new ideas into practice or existing ideas into practice in new ways.* (<https://nursingworld.org>)

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Why Innovate?

High

Impact of Solution

Low

Low (Reactive) Degree of Proactivity High

Crisis Management

Problem Solving

Innovation

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Fixed vs Growth Mindset

- ▶ Nature vs Nurture Debate
- ▶ Fixed Mindset
 - Intelligence and Talents
- ▶ Growth Mindset
 - Time and Experience
- ▶ Mindset affects how we respond to a challenge
 - Fixed beliefs ≠ Positive Change
 - Effort, strategy, attitude, and persistence

GROWTH MINDSET

FIXED MINDSET

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Creation of a Growth/Innovative Mindset

- ▶ Prime for growth
 - Improve, develop, learn, and grow.
 - Foster growth mindset.
- ▶ Listen for potential
 - How do you listen?
 - Identify gaps and solve problems
 - Judging, assessing, confirm our own beliefs
 - What do you listen for?
 - Possibility and potential

Creation of a Growth/Innovative Mindset

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Priming for Growth and Innovation



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Creating a Culture of Inquiry

▶ How do we change our thinking?



The most common cause of leadership failure is treating an adaptive challenge with a technical fix.

Workaround - a Temporary Fix

Not a permanent solution.

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Creating a Culture of Inquiry

▶ Ask questions to identify the problem.

- Tell me more
- Seek to understand
- Refrain from find the solution for them

▶ Focus on "how can we" versus "how can't we"



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Creating a Culture of Inquiry

- ▶ Create an environment to promote innovation
- ▶ Cast a shadow of influence
 - Support and mentor nurses to be change agents.
 - Open to innovation
 - Be mindful of your behavioral style



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Practice/Application

- ▶ Placement
- ▶ Think about our own thoughts about innovation (1minute)
- ▶ Write it on post it notes
- ▶ Share



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Practice/Application

- ▶ Placement
- ▶ Thinking about our current workload (1 minute)
- ▶ Innovation brainstorming session:
 - 1 task we could stop doing
 - Share
 - Write it down



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Application

- ▶ Write down one thing you will commit to doing to promote innovation
 - Share it with a friend
 - Share it with your supervisor
 - Bring ideas card



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“Being willing to tolerate and learn from failure is a foundation of the innovative organization.”

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References

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