



Innovation Skill Development

Innovative behavior describes all activities that belong to generating, evaluating, realizing and implementing of new ideas. Lessons and activities this module features include the development of the following Innovation Skills:

- The search for and the testing of new ideas.
- The creation and use of new pathways to reach desired goals.
- The use of new work-methods, processes, policies or procedures.
- The acquisition of resources that turn the ideas into reality.

Additional lessons involve the development of capabilities and attributes identified as necessary for innovative thinking:

- collaboration, teamwork, mentoring, playing to lose and dealing with ambiguity;
- building networks and knowledge sharing;
- questioning, problem solving, critical thinking and thinking outside the square;
- listening and communication;
- thinking across disciplines, lateral thinking, making connections and improvising;
- leadership (at all levels), confidence/resilience and willingness to take risks.

Part Two of this module covers higher-level innovative thinking skills that are necessary for team and individual leadership which fosters the innovative thinking of others:

- Visionary view on challenges and solutions
- Openness to change
- Persistency
- Thorough presentation of ideas and solutions
- Persuasive power



- Independent search for information, resources and support Proactivity in the pursuit of ideas and their transformation into an economic value Honesty and the ability to solve conflicts

Each of the following Innovative Thinking Skills are supplied with multiple examples of ways in which users of this module can utilize self-directed questions and reflection activities:

Intrinsic interest in the own work.

Problem solving and Interpreting a Need

Critical Questioning

Collaborating

Revisiting the Idea

Promoting the Idea

Measuring the Idea's Impact