Experience Innovation:

Leading Innovation Game

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innovate

cultivate

connect

Leading Innovation Game

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Our Challenge

Why don't successfully prototyped ideas spread 'more quickly'?

- Leaders

Why doesn't anyone understand how my idea can make a difference? I feel like I am hitting my head against the wall.

– Innovators

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Our Idea

Design an immersive experience that is engaging __and__ changes the conversation from "how come" to "how might we"

Im-mer-sion:
The state of being deeply engaged or involved; absorption.

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Our Journey

- Design an immersion that would allow leaders and innovators
  - to step into a persona
  - experience the innovation lifecycle
  - and discuss strategically what to do differently

Our Outcome
We "gamified" the innovation lifecycle creating a safe space to explore and examine innovation from different points of view. Through collaborative "play", teams are able to generate more meaningful insights, take smarter risks, and test different strategies.

Personas based on team participants are selected

An Innovation Challenge creates a real world scenario that requires the team to plan and implement innovative solutions

Innovation Strategy Cards allow the team to plan and agree on the elements required to lead the innovation

Partner Cards **require tough choices for creating an extended project team**

As the team moves through the innovation lifecycle **Reality Check** **cards are drawn impacting the innovation's success**

The team pauses at Sponsor Stops to review their **Status Report** **and reflect on challenges, progress and action plan**

Sponsor Cards provide direction or feedback

CASE STORY 1: Labor Management Partnership

Game day used to experience innovation and practice influencing "sponsors" for resources and support (content adapted to better reflect audience frame of reference)

Takeaway
Adjust game to meet different needs and focus on the most relevant elements, in this case influencing sponsorship

"Initially skeptical that a 90 minute session would lend to their learning, by games' end participants were engaged and more informed about the lifecycle of the innovation process."

- Facilitator

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CASE STORY 2: Performance Management Institute

During deeper training for graduates of the Improvement Institute, the game is used during the 4-hour Change Management session as part of their certification

Takeaway
Including the game into a larger learning program can reinforce skill building and desired behaviors, in this case, recognizing impact of innovation and change on people.

"It was engaging and a fun way to understand the questions, issues and concerns to have in mind when implementing a new change or innovation. There was a lot of laughter trying to figure out the game and act out our assigned personas".

– Program Director

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CASE STORY 3: Finance Leadership Challenge

Finance leadership team came together to play the game as a way to cultivate their understanding of the future of KP through innovation

Takeaway
Integrating the game into a leadership forum opens the conversation about how leaders can create and support an environment that is open to innovation, risk taking and change.

"The innovation focus caused people to really think about what it would be like to lead thru innovation and what will be our future at KP."

- Finance Leader

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Let's Lead an Innovation!