

INNOVATIVE LEADERSHIP COMPETENCIES



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TRAINING CENTER



Introduction

Innovative Leadership Competencies develops the leadership behaviours that make innovation repeatable rather than accidental. Innovation rarely fails for lack of ideas; it fails because leaders do not create the conditions for ideas to survive scrutiny, resourcing, and execution. This Innovative Leadership Competencies Training Course builds those conditions deliberately. Participants examine creative leadership, problem framing, ideation methods, experimentation, portfolio management, and innovation culture. Furthermore, the course covers design thinking and the double diamond, SCAMPER, the lean startup buildmeasurelearn loop, the three horizons model, the Innovation Ambition Matrix, and stage-gate governance. It also addresses psychological safety, tolerance for smart failure, and measuring innovation. As a result, participants leave able to lead innovation as a managed discipline with measurable outcomes.

Innovative Leadership Competencies Course Objectives

- Apply creative leadership behaviours that encourage experimentation and honest challenge.
- Frame problems using design thinking and the double diamond process.
- Run structured ideation with SCAMPER, brainwriting, and brainstorming.
- Screen and prioritise ideas using impact effort and value complexity criteria.
- Build rapid prototypes and run structured tests with real users.
- Apply the lean startup buildmeasurelearn loop to new concepts.
- Manage innovation portfolios with the three horizons model and the Innovation Ambition Matrix.
- Build psychological safety so people propose and challenge ideas openly.
- Apply stage-gate governance to scale innovation without losing quality.
- Measure innovation with input, process, and output indicators.



Course Methodology

The course applies interactive, practice-based methods:

- Facilitated workshops on real innovation challenges.
- Innovation sprints producing prototype concepts within sessions.
- Case studies of successful and failed innovation programmes.
- Creative thinking exercises and structured ideation practice.
- Group critique and idea screening sessions.
- Action planning that converts each method into a workplace routine.

Who Should Take This Course

- Team leaders, supervisors, and managers.
- Innovation, R&D, and product managers.
- Department heads and business unit leaders.
- Project and change managers.
- HR, learning, and organizational development professionals.
- Professionals responsible for continuous improvement and growth.

Innovative Leadership Competencies Course Outlines

Day 1: Foundations of Innovative Leadership

- Defining creativity, innovation, and inventive leadership.
- Discovering the four types of innovation and their risk levels.
- Reviewing creative leadership traits and behaviours.
- Diagnosing organisational barriers to innovation.

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- Assessing your team's innovation climate honestly.
- Identifying where innovation creates the most business value.
- Setting personal innovation leadership priorities.

Day 2: Problem Framing and Creative Thinking

- Framing problems with the design thinking process.
- Using the double diamond to diverge and converge.
- Applying the Five Whys and problem restatement techniques.
- Running SCAMPER and forced-connection exercises.
- Practicing brainstorming and brainwriting methods.
- Using analogical thinking and cross-industry borrowing.
- Selecting the problem worth solving.

Day 3: Ideation, Screening, and Prototyping

- Facilitating ideation sessions with clear rules and roles.
- Clustering and theming ideas with affinity mapping.
- Screening ideas using impact/effort and value/complexity grids.
- Building low-fidelity prototypes quickly.
- Running structured tests with real users.
- Applying build/measure/learn from the lean startup method.
- Documenting learning from prototype results.

Day 4: Portfolio Discipline and Scaling Innovation

- Applying the three horizons model to innovation portfolios.
- Using the Innovation Ambition Matrix to balance incremental and radical work.



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- Running stage-gate reviews for development projects.
- Allocating resources across exploration and exploitation.
- Building business cases for innovation proposals.
- Managing intellectual property and confidentiality basics.
- Building an innovation portfolio plan.

Day 5: Culture, Measurement, and Leading Innovation

- Building innovation culture with psychological safety.
- Rewarding experimentation and learning from smart failure.
- Developing innovation talent and capability pathways.
- Measuring innovation with input, process, and output metrics.
- Leading change so new practices survive after the pilot phase.
- Reviewing innovation practice with honest feedback.
- Finalizing a personal innovative leadership action plan.

Conclusion

By successfully completing Innovative Leadership Competencies, participants will have acquired practical knowledge of creative leadership, problem framing, ideation and prototyping, innovation portfolios, and innovation measurement. They will have gained skills in creative leadership and problem framing, ideation, screening and prototyping, innovation portfolio management, and innovation culture building with measurement, plus a personal action plan. Gentex Training Center designed this program to help leaders turn innovation into a repeatable capability.





FAQs

Q1 What is the "Innovative Leadership Competencies" course about?

It develops the leadership behaviours that make innovation repeatable. Participants study creative leadership, design thinking and problem framing, ideation and screening, prototyping, innovation portfolio management, culture, and measurement.

Q2 What are the key benefits of the "Innovative Leadership Competencies" course?

Participants gain a repeatable innovation process, faster testing at lower cost, and better judgement about which ideas to scale. Organisations also build a culture where people propose ideas and challenge assumptions, and reduce wasted investment in concepts that never reach results.

Q3 What skills will I gain from the "Innovative Leadership Competencies" course?

You will develop four core skills: creative leadership and problem framing, ideation, screening and prototyping, innovation portfolio management, and innovation culture building with measurement.



Q4 What tools, methods, or standards are covered in the "Innovative Leadership Competencies" course?

The course covers design thinking and the double diamond, SCAMPER, brainstorming and brainwriting, affinity mapping, impact effort and value complexity grids, the lean startup build measure learn loop, the three horizons model, the Innovation Ambition Matrix, stage-gate governance, the Five Whys, psychological safety practices, and innovation input, process and output metrics.

Q5 How is the "Innovative Leadership Competencies" course applied in real-world practice?

Participants apply the methods to live innovation tasks, such as framing a customer problem, running an ideation session, building a simple prototype, screening a portfolio of ideas, and planning a pilot rollout. Each module ends with an action commitment, so learning transfers directly into daily practice.