

LEADERSHIP SKILLS FOR INNOVATION AND RESULTS



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TRAINING CENTER



Introduction

Leadership Skills for Innovation and Results Training Course develops leaders who can generate new ideas and convert them into measurable outcomes. Innovation without execution wastes effort; execution without innovation repeats yesterday's answers. This program builds both, and it treats innovation as a leadership discipline rather than a talent. It covers creative problem solving, psychological safety, experimentation, portfolio choices, and performance accountability. As a result, participants learn to lead teams that explore ideas while still delivering on commitments. Furthermore, the course covers design thinking, agile delivery, and the metrics that show innovation is working.

Leadership Skills for Innovation and Results Course Objectives

- Build a team climate that supports creativity and speaking up.
- Apply design thinking to service and process challenges.
- Run structured brainstorming with SCAMPER and the Six Thinking Hats.
- Apply the Double Diamond model to problem framing and solution design.
- Manage an innovation portfolio with the Three Horizons framework.
- Design experiments with clear hypotheses and success criteria.
- Apply lean startup principles: build, measure, learn.
- Lead agile teams with sprints, retrospectives, and stand-ups.
- Set performance targets with SMART objectives and OKRs.
- Measure results with KPIs, adoption rates, and value indicators.

Course Methodology

- Facilitated sessions built around live innovation challenges.

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- Creative problem-solving workshops with structured techniques.
- Prototyping and concept testing exercises.
- Role-play of sponsorship, pitch, and funding conversations.
- Group work on innovation portfolio prioritisation.
- Simulation of agile delivery and experimentation cycles.
- Peer feedback, reflection, and a personal innovation plan.

Who Should Take This Course

- Managers and team leaders responsible for results.
- Innovation and R&D team leaders.
- Product, service, and process managers.
- Project and program managers driving change.
- Continuous improvement and quality leaders.
- HR and organizational development professionals.
- Executives sponsoring innovation programs.

Leadership Skills for Innovation and Results Course Outlines

Day 1: Leading for Creativity and Innovation

- Defining innovation: incremental, adjacent, and radical.
- The leader's role in enabling creativity.
- Psychological safety and the four stages model.
- Cognitive diversity and diverse team composition.
- Removing barriers to experimentation and risk-taking.



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- Innovation culture models and maturity assessment.
- Workshop: assessing your team's innovation climate.

Day 2: Creative Problem Solving and Idea Generation

- Problem framing with the Double Diamond model.
- Structured brainstorming with SCAMPER.
- Six Thinking Hats for balanced idea evaluation.
- Design thinking: empathise, define, ideate, prototype, test.
- Customer journey mapping for opportunity spotting.
- Screening ideas with impact-effort matrices.
- Workshop: running a structured ideation session.

Day 3: Experimentation, Prototyping, and Agile Delivery

- Forming hypotheses and defining success criteria.
- Prototyping methods: mockups, pilots, and trials.
- Lean startup: build, measure, learn cycles.
- Running agile sprints with stand-ups and retrospectives.
- Learning from failure and running safe-to-fail tests.
- Scaling what works and stopping what does not.
- Simulation: designing and reviewing an experiment.

Day 4: Portfolio, Resources, and Sponsorship

- The Three Horizons framework for innovation portfolios.
- Balancing incremental, adjacent, and radical bets.



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- Business cases and value estimation for new ideas.
- Securing sponsorship and funding support.
- Managing risk in innovation projects.
- Protecting time and resources for innovation work.
- Workshop: prioritising an innovation portfolio.

Day 5: Measuring Results and Sustaining Innovation

- Setting objectives with SMART goals and OKRs.
- Selecting KPIs for innovation: adoption, cycle time, and value.
- Reviewing performance without punishing learning.
- Recognition systems that reward both ideas and delivery.
- Building continuous improvement with PDCA and Kaizen.
- Creating a personal innovation leadership plan.
- Capstone: presenting an innovation and results roadmap.

Conclusion

By successfully completing Leadership Skills for Innovation and Results Training Course, participants will have acquired the knowledge to build creative team climates, apply structured problem-solving methods, run experiments and agile delivery, manage innovation portfolios, and measure results with clear indicators. They will also understand how to balance exploration with delivery accountability. Gentex Training Center delivers this program through applied workshops and expert facilitation, helping leaders turn ideas into measurable value.





FAQs for the Leadership Skills for Innovation and Results course

Q1 What is the "Leadership Skills for Innovation and Results" course about?

It is a training program that develops leaders who can drive innovation and deliver measurable outcomes. It covers creative problem solving, experimentation, agile delivery, portfolio management, and performance measurement.

Q2 What are the key benefits of the "Leadership Skills for Innovation and Results" course?

Participants gain a repeatable method for generating and testing ideas, stronger team creativity, and clearer links between innovation work and business results. Organizations benefit from faster concept testing, better portfolio choices, and innovation efforts that survive contact with delivery pressure.

Q3 What skills will I gain from the "Leadership Skills for Innovation and Results" course?

Participants build innovation climate and creative leadership, creative problem solving and ideation facilitation, experimentation, prototyping, and agile delivery, and innovation portfolio management and results measurement.



Q4 What tools, methods, or standards are covered in the "Leadership Skills for Innovation and Results" course?

The course covers the Double Diamond model, SCAMPER, the Six Thinking Hats, design thinking stages, customer journey mapping, impact-effort matrices, the build-measure-learn cycle, agile sprints and retrospectives, the Three Horizons framework, SMART goals, OKRs, KPI design, PDCA, and Kaizen.

Q5 How is the "Leadership Skills for Innovation and Results" course applied in real-world practice?

Learners apply it by running structured ideation sessions with their teams, converting ideas into testable hypotheses, launching small pilots, reviewing results through sprints and retrospectives, and tracking adoption and value metrics before scaling what works.