

LEADING WITH CRITICAL THINKING, CREATIVITY AND INNOVATION



GENTEX[®]
TRAINING CENTER



Introduction

Leaders who reason well and think creatively make better decisions and release better ideas from their teams. The Leading with Critical Thinking, Creativity and Innovation Training Course develops all three capabilities together. Participants learn to test assumptions, appraise evidence, and challenge weak reasoning before committing resources. Furthermore, the programme builds the environment where creative thinking survives contact with deadlines, and it covers idea generation, evaluation, and implementation. Delivered by Gentex Training Center over five days, this programme suits managers, team leaders, and senior specialists. As a result, participants decide with rigour and turn ideas into results.

Leading with Critical Thinking, Creativity and Innovation Course Objectives

- Distinguish valid reasoning from persuasive noise and unsupported claims.
- Identify logical fallacies and cognitive biases in their own and others' thinking.
- Appraise evidence quality using structured source evaluation techniques.
- Apply the MECE principle and issue trees to structure complex problems.
- Use the Five Whys and fishbone diagrams for root cause analysis.
- Run creative sessions with brainstorming, brainwriting, and SCAMPER.
- Apply lateral thinking and the Six Thinking Hats method to idea generation.
- Evaluate ideas with weighted decision matrices and cost-benefit analysis.
- Build psychological safety where teams propose ideas without fear.
- Lead innovation from idea through pilot to implementation and scale.

Course Methodology

- Interactive sessions combining reasoning practice and creative technique.

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- Debate and argument analysis exercises with structured debriefs.
- Creative problem-solving labs using real organisational challenges.
- Idea evaluation workshops with weighted scoring criteria.
- Case studies of innovation successes, failures, and abandoned ideas.
- Action planning with a personal innovation leadership plan.

Who Should Take This Course

- Managers and team leaders driving improvement.
- Senior specialists leading technical or product decisions.
- Innovation and continuous improvement professionals.
- Strategy, planning, and business development staff.
- Project managers solving complex delivery problems.
- Human resources and organisational development professionals.
- Entrepreneurs and business owners building new offerings.

Leading with Critical Thinking, Creativity and Innovation Course Outlines

Day 1: Critical Thinking Foundations

- Defining critical thinking and why it matters for leaders.
- Reasoning structures: premises, evidence, inference, conclusion.
- Deductive, inductive, and abductive reasoning compared.
- Logical fallacies and how to spot them quickly.
- Cognitive biases: confirmation, anchoring, availability, authority.
- Separating fact, opinion, and belief in decision making.



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- Self-assessment: personal reasoning habits and weak points.

Day 2: Evidence, Analysis, and Problem Structuring

- Source appraisal: currency, authority, accuracy, and bias.
- Quantitative versus qualitative evidence.
- The MECE principle and issue trees for problem breakdown.
- Root cause analysis with the Five Whys and fishbone diagrams.
- Hypothesis-driven analysis and testing assumptions.
- Avoiding overconfidence and premature conclusions.
- Workshop: structuring a real organisational problem.

Day 3: Creative Thinking Techniques

- Divergent and convergent thinking explained.
- Brainstorming rules and brainwriting alternatives.
- The SCAMPER technique for idea generation.
- Lateral thinking and provocation techniques.
- Mind mapping and affinity clustering.
- Creative constraints as idea drivers.
- Lab: generating solutions for a live challenge.

Day 4: Evaluating, Selecting, and Testing Ideas

- Screening criteria and weighted decision matrices.
- Cost-benefit analysis and feasibility assessment.
- The Six Thinking Hats method for multi-perspective review.
- Prototyping and rapid experimentation.



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- Running small-scale pilots and learning loops.
- Overcoming resistance to new ideas.
- Workshop: evaluating and selecting ideas.

Day 5: Leading Innovation and Action Planning

- Building psychological safety for idea sharing.
- Innovation culture: incentives, time, and tolerance for failure.
- Leading cross-functional innovation teams.
- Scaling successful pilots into sustainable practice.
- Measuring innovation performance with practical indicators.
- Building a 90-day innovation leadership plan.
- Final presentations, peer review, and course consolidation.

Conclusion

By successfully completing the Leading with Critical Thinking, Creativity and Innovation Training Course, participants will have acquired practical knowledge of logical reasoning, evidence appraisal, the MECE and issue tree methods, SCAMPER and lateral thinking, the Six Thinking Hats, weighted decision matrices, and innovation leadership practice. In addition, they will decide with rigour and turn ideas into adopted solutions. Gentex Training Center delivers this programme through debate exercises and innovation labs, so participants apply their new knowledge immediately.

FAQs for the Leading with Critical Thinking, Creativity and Innovation course





Q1 What is the "Leading with Critical Thinking, Creativity and Innovation" course about?

The course develops three leadership capabilities: rigorous reasoning, creative idea generation, and the ability to take ideas to implementation. It covers evidence appraisal, problem structuring, creative techniques, idea evaluation, and innovation leadership.

Q2 What are the key benefits of the "Leading with Critical Thinking, Creativity and Innovation" course?

Participants make stronger decisions and defend them with evidence. Furthermore, they generate more usable ideas, evaluate them objectively, and move approved ideas into practice. As a result, innovation stops stalling and improvement becomes continuous.

Q3 What skills will I gain from the "Leading with Critical Thinking, Creativity and Innovation" course?

Participants gain critical thinking and evidence appraisal, problem structuring and root cause analysis, creative idea generation and evaluation, and innovation leadership and implementation. These four skills combine to turn good thinking into delivered results.

Q4 What tools, methods, or standards are covered in the "Leading with Critical Thinking, Creativity and Innovation" course?

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The programme uses deductive and inductive reasoning, logical fallacy and cognitive bias checklists, the MECE principle, issue trees, the Five Whys and fishbone diagrams, brainstorming, brainwriting, SCAMPER, lateral thinking techniques, mind mapping, the Six Thinking Hats method, weighted decision matrices, and cost-benefit analysis.

Q5 How is the "Leading with Critical Thinking, Creativity and Innovation" course applied in real-world practice?

Leaders apply it when evaluating a business case, challenging an unsupported proposal, solving a recurring operational problem, running an improvement workshop, assessing competing options, and piloting a new process or product. In addition, they use it to build a team culture where ideas are tested rather than dismissed.

