Innovation Leadership Generating and Applying Breakthrough Ideas Training Course



14 - 18 Dec 2026

Madrid

5900 € (Per Person)

Ref: #INN1861_56289

Course Introduction / Overview:

This training course is an advanced program designed for leaders who want to move beyond simply managing projects to actively driving innovation. It provides a strategic and practical framework for generating and applying breakthrough ideas within an organization. The program focuses on the leadership skills required to build an innovative culture, manage a portfolio of new initiatives, and secure the necessary resources for success. Participants will explore concepts like design thinking, agile leadership, and organizational change, all framed from the perspective of a leader. The curriculum draws on seminal works in the field, including The Innovator's Dilemma by Clayton M. Christensen, which offers a powerful framework for understanding how successful companies can fail to innovate. This course at BIG BEN Training Center emphasizes a blend of strategic foresight and practical execution. By the end of this program, professionals will have a clear understanding of how to lead innovation from the top, fostering an environment where breakthrough ideas are not just generated but successfully implemented to create lasting value and competitive advantage.

Target Audience / This training course is suitable for:

- Senior executives and department heads.
- Innovation directors and Chief Technology Officers (CTOs).
- Team leaders and project managers.
- Strategic planners and business development leaders.
- Human Resources (HR) professionals specializing in talent development.
- Anyone responsible for fostering a culture of innovation.
- Consultants and change management professionals.

Target Sectors and Industries:

- Technology and Software.
- Financial Services and Banking.
- Manufacturing and Automotive.
- Healthcare and Biotechnology.
- Professional Services.
- Retail and E-commerce.
- Government agencies and equivalent public sector organizations.

Target Organizations Departments:

- Executive Leadership.
- Innovation and R&D.
- Corporate Strategy.
- Human Resources (HR).
- Product Management.
- Business Development.
- Marketing.

Course Offerings:

By the end of this course, the participants will have able to:

- Formulate and champion an innovation strategy.
- Build and lead high-performing innovation teams.
- Create a culture that encourages risk-taking and experimentation.
- Overcome organizational resistance to change.
- Apply design thinking and lean principles to a leadership context.
- Measure the return on investment of innovation initiatives.
- Develop a personal leadership style that drives creativity.

Course Methodology:

This training course uses a highly interactive and case-based methodology tailored for leadership development. The program is built around a series of real-world case studies where participants analyze the successes and failures of prominent innovation leaders. The focus is not just on what they did, but on why they succeeded or failed. Participants will engage in role-playing exercises to practice difficult conversations, like pitching a risky idea to a skeptical board or managing a project that has hit a roadblock. The curriculum is designed to be highly collaborative, with peer-to-peer learning and group discussions that allow participants to share insights and challenge assumptions. Instructors at BIG BEN Training Center will provide personalized feedback and mentorship, helping each participant develop a personal leadership action plan. This pragmatic approach ensures that participants leave with a clear understanding of the soft skills, strategic knowledge, and emotional intelligence needed to lead innovation initiatives and drive institutional change.

Course Agenda (Course Units):

Unit One: The Foundations of Innovation Leadership

- Understanding the difference between management and innovation leadership.
- The key traits of a successful innovation leader.
- Diagnosing your organization's innovation culture.
- Developing a personal vision for innovation leadership.
- Case study analysis of a successful innovation leader.
- The role of empathy in leading changes.
- Building a business case for a new innovation initiative.

Unit Two: Building an Innovative Culture

- The power of psychological safety in teams.
- Designing a system that encourages risk-taking and experimentation.
- Fostering a learning mindset.
- Communicating a compelling vision for the future.
- Implementing a reward system for creativity.
- Breaking down silos and encouraging cross-functional collaboration.
- Measuring the health of your innovation culture.

Unit Three: Strategic Planning for Innovation

- Aligning innovation with long-term corporate strategy.
- Developing an innovation portfolio.
- Using a stage-gate process to manage projects.
- Balancing incremental and disruptive innovation.
- Identifying key performance indicators for innovation.
- Managing resources and budgeting for new ideas.
- Case study on a company's innovation strategy.

Unit Four: Leading the Innovation Process

- Using design thinking from a leadership perspective.
- Managing the innovation pipeline from idea to launch.
- Overcoming resistance from stakeholders.
- Building a coalition of champions for a new initiative.
- Communicating progress and managing expectations.
- Learning from failure and celebrating small wins.
- The art of the pivot and knowing when to quit.

Unit Five: The Innovation Leader's Legacy

- Developing a long-term plan for sustainable innovation.
- Mentoring the next generation of innovators.
- Building a personal brand as a leader of change.
- Reflecting on your leadership style.
- Final project presentation on a proposed innovation initiative.
- Review and feedback session.
- Creating a roadmap for continued professional development.

FAQ:

Qualifications required for registering to this course?

There are no requirements.

How long is each daily session, and what is the total number of training hours for the course?

This training course spans five days, with daily sessions ranging between 4 to 5 hours, including breaks and interactive activities, bringing the total duration to 20 - 25 training hours.

Something to think about:

How can leaders effectively champion radical, new ideas that may cannibalize the organization's existing, profitable products without causing a rebellion from key stakeholders and employees?

What unique qualities does this course offer compared to other courses?

This training course is distinct because it approaches innovation from the perspective of leadership, rather than just a set of tools. It is designed for those who are already managers or aspiring to be, providing them with the strategic and interpersonal skills required to drive innovation from a position of authority. Unlike other programs that focus on a single method like design thinking, this course provides a comprehensive framework for building a complete innovation system within an organization. It directly addresses the most common leadership challenges, such as overcoming resistance, securing buy-in, and managing a portfolio of projects. The curriculum is built on a case-based methodology, allowing participants to learn from the successes and failures of real-world leaders. This program is not just about understanding innovation, it is about learning how to be the kind of leader who makes it happen. It gives professionals a roadmap for transforming their organization and creating a lasting legacy of creativity and growth.