Innovation Empowerment: Training Future-Ready Teams Training Course



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4100 € (Per Person)

Ref: #INN5510_265229

Course Introduction / Overview:

This training course is designed to equip professionals with the tools to build and lead a future-ready team that can drive continuous innovation and adapt to rapid change. The program focuses on empowering every team member to contribute to the innovation process, moving away from the idea that innovation is reserved for a few creative minds. Participants will learn how to create a culture of psychological safety, where ideas are freely shared and mistakes are seen as learning opportunities. The curriculum covers a range of topics, including design thinking, agile methodologies, and leadership skills for the modern workplace. It draws on the insights of leading experts like Amy C. Edmondson, a Harvard professor whose book The Fearless Organization provides a blueprint for creating an environment of psychological safety. This course at BIG BEN Training Center emphasizes a hands-on and collaborative approach. By the end, professionals will have the skills to build a high-performing team that is not only innovative but also resilient and adaptable, ready to tackle the challenges of the future.

Target Audience / This training course is suitable for:

- Team leaders and managers.
- HR professionals and talent development specialists.
- Innovation and R&D managers.
- Project managers and program leaders.
- Entrepreneurs and startup founders.
- Anyone responsible for leading or building a team.
- Change management professionals.

Target Sectors and Industries:

- Technology and Software.
- Financial Services and Banking.
- Healthcare and Pharmaceuticals.
- Consulting and Professional Services.
- Education and Training.
- Retail and E-commerce.
- Government agencies and equivalent public sector organizations.

Target Organizations Departments:

- Human Resources (HR).
- Innovation and R&D.
- Strategic Planning.
- Product Management.
- Project Management.
- Operations.
- Executive Leadership.

Course Offerings:

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

- Foster a culture of psychological safety within their team.
- Empower team members to take initiative and ownership of ideas.
- Use a portfolio of tools to facilitate team ideation sessions.
- Overcome common team challenges like groupthink and conflict avoidance.
- Create a structured process for turning ideas into actionable projects.
- Develop a personal leadership style that inspires creativity.
- Build a resilient, adaptable team ready for future challenges.

Course Methodology:

This training course uses a highly interactive and team-based methodology. The program is built around a series of workshops where participants will practice a variety of innovation techniques with their peers. Each unit includes a hands-on project that requires teamwork, communication, and creative problem-solving. Participants will engage in exercises designed to build trust and psychological safety, such as structured feedback sessions and collaborative challenges. The course emphasizes a "train the trainer" approach, giving participants the skills to go back to their own teams and facilitate the same processes. The curriculum is designed to be highly engaging, with a focus on practical application over theory. This approach at BIG BEN Training Center ensures that participants leave with a clear roadmap for how to implement what they have learned in their own organizational context. By the end, they will not only be more innovative individuals but also more effective leaders and team builders.

Course Agenda (Course Units):

Unit One: The Power of a Future-Ready Team

- Understanding the traits of an innovative and resilient team.
- The role of psychological safety in team performance.
- Creating a shared purpose and vision.
- Diagnosing your team's current innovation maturity.
- The leader's role in empowering their team.
- Case study on a highly innovative team.
- Building a foundation of trust.

Unit Two: The Art of Team Ideation

- Leading effective brainstorming and ideation sessions.
- Using a variety of creative techniques for teams.
- Tools for visual thinking and idea mapping.
- Ensuring every voice is heard and valued.
- Overcoming group think and other common pitfalls.
- Techniques for structured and unstructured ideation.
- Workshop on a team ideation session.

Unit Three: From Idea to Action

- Using agile principles to manage team projects.
- Creating a clear process for evaluating new ideas.
- Building a project roadmap from an idea.
- Assigning roles and responsibilities.
- Managing a portfolio of team-led initiatives.
- Communicating progress to senior leadership.
- Case study on a team that successfully launched a new product.

Unit Four: Building a Culture of Experimentation

- Encouraging smart risk-taking.
- Fostering a mindset of continuous learning.
- Using structured feedback to improve ideas.
- Celebrating small wins and learning from failure.
- The role of a leader in protecting new ideas.
- Building a system for testing assumptions.
- Workshop on an experimentation plan.

Unit Five: The Empowered Leader

- Developing a personal action plan for leading a future-ready team.
- Mentoring and coaching team members.
- The role of empathy in leadership.
- Building a sustainable system for innovation.
- Preparing your team for an ever-changing environment.
- Final project presentation on a team-building initiative.
- Review and feedback session.

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 a leader create an environment where team members feel a strong sense of personal ownership over an idea without creating competitive friction or a fear of failure that would inhibit risk-taking?

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

This training course is unique because it focuses on empowering every team member to drive innovation, rather than placing the burden on a single leader or department. The curriculum is built around the crucial concept of psychological safety, providing a clear roadmap for leaders to build an environment where creativity can truly thrive. Unlike many leadership programs, this course is highly practical, with hands-on exercises that allow participants to practice facilitation and team-building techniques in real-time. The program is not about individual geniuses, but about leveraging the collective intelligence of a group to solve complex problems. It addresses the real-world challenges of team dynamics, from managing conflict to ensuring equal participation. This course gives professionals a valuable skill set that goes beyond innovation itself, teaching them how to build resilient, adaptable teams that are prepared for the future.