We’re into cost-cutting and innovating doesn’t do that!

“Run the company” projects just have to get done!

Workers are assigned to projects and very closely monitored to ensure that they deliver what the “Business” wants

We work long hours and don’t have time to do what we think will help

We don’t have retention problems because we pay our employees well

Tactical trumps strategic; how can we do something innovative that won’t deliver results for years?
Company Level
“We need to innovate for our company to continue to prosper”

Division Level
“We create, modify and enforce policies and procedures to ensure the well-being of the firm”

Department Level
“We plan, execute, measure, analyze, and improve the infrastructure and operation of the firm”
1. Assess and improve the innovational readiness of your firm

2. Aim to develop people rather than products and services

3. Use automated tools to gather and evaluate “The Wisdom of Crowds” *

4. Gantt Charts aren’t good enough

5. Measure:
   - Not too often, not too strict!
   - Best KPI, “are you having fun?”

* James Surowiecki