

AGILITY & INNOVATION CHEAT SHEET



LOOK FOR THESE FOUR FACTORS WHEN CREATING A CULTURE OF AGILITY & INNOVATION

✓ Hire the right people mindset

The ability to be agile and innovative isn't always clear from a resume. A resume identifies the skills and experience, and, an individual's perception of their ability to be agile and innovative. In the interview process, it will be imperative to assess whether or not the individual has a growth mindset.

Your interview questions should address their ability to take on new and significant challenges, manage failure, accept feedback, and take initiative.

✓ Develop a feedback-rich culture

Many leaders and teams believe that they're good at giving feedback, yet, often it is only delivered during performance reviews instead of being an integrated part of daily interactions.

It's important the giving and seeking feedback is seen as 'normal' and team members are encouraged to share a balance of honest criticism.

WHAT IS AGILITY?

verb: To move quickly and easily.
To think and understand quickly

Agility is about discovering those new ways by making lots of changes, discarding the ones that don't work, and keeping and building on the ones that do – and, doing it quickly, and with courage. Agility is about taking risks that can be undone, but must be taken to learn if they are worthwhile.

WHAT IS INNOVATION?

verb: To introduce something new
Make changes in anything established.

Innovation is really about being creative in a way never done before to serve needs in the marketplace. It's overwhelmingly become accepted that agility is the key to innovation.

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If you are seized by emotions like fear, you won't move quickly, with energy or with courage.

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✓ Have the right conversations

To drive innovation and agility, individuals across the organization must be empowered to have voice and provide contribution.

Leaders and team members have conversations that build trust and accountability, and quite often, under the pressure to drive results, people will often avoid these conversations entirely or are conducting them in a way that has only a small percent of the positive impact they could have if approached differently.

✓ Ensure everyone has the tools to manage emotions skillfully

EI, often deemed a 'soft skill', is actually a hard and essential skill. When people in your organization have the knowledge and skills required to manage their emotions, there will be a shift in culture.

The behaviors that you will see will be an openness to air grievances skillfully, to admit mistakes and take risks. People will be less judgmental and seek information before jumping to conclusions.

A strong foundation of Emotional Intelligence builds an environment of trust and psychological safety where people feel valued and respected.



AGILITY, INNOVATION AND EMOTIONAL INTELLIGENCE

When you set your brain up to be more agile and open to new ideas it can lead to increased creativity and inspire innovation.

Agility and innovation, managed with emotional intelligence are critical cognitive abilities needed for teams to be able to adapt in the face of change.



ABOUT IHHP

IHHP is a research-based training company and has been a leader in Emotional Intelligence for over twenty years. Emotional Intelligence is a scientifically validated skill that can be learned by anyone.

Whether you are an individual contributor or manage a team, developing your emotional intelligence will help you become your best self, and transform your relationships at work and anywhere.

IHHP'S training programs create true behavior change.

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