

MENS LIFE BLOOMINGTON

Tuesday, September 13, 2022

Key Topic | Building a Culture of Innovation

Overview: History is filled with the stories of innovative people who made a big difference in our world. Galileo, Einstein, Marie Curie and George Washington Carver. We all have the potential to be innovative or creative – maybe not at the Edison level – but at a level greater than where we are at today.

Focus Verse: Now all glory to God, who is able, through his mighty power at work within us, to accomplish infinitely more than we might ask or think. | Ephesian 3:20 NLT

Presentation Points:

1. Give the Freedom to Fail
 - a. Not failures, just 1000 ways to not do it.
 - b. Personal examples of failure
 - c. Not a license for careless or stupid, but built on mutual trust
2. “Help me understand” question approach
3. Load, Relax, Capture
 - a. Load: Saturate your mind. Fill it with related ideas.
 - b. Relax: Step away for a while.
 - c. Capture: Here is where you write it own.
4. Earliest example of innovation is in Genesis. It is built into all of us.
5. Going Deeper with Practical Examples and Illustrations.

Topic Questions:

- Where do you place yourself on the continuum of creativity? Do you stick with block letters only or do you venture into calligraphy.
- How much freedom have you felt to fail? What are some your examples of failure.
- How do you maintain the balance between providing freedom to try new things and keeping yourself or your team on task?
- What do you find to be effective ways for you to “load” in new ideas?
- What does this verse say about the innovative side of Jesus? What other examples do you see from Jesus’ life about his creative side?

John 21:3 Then he said, “Throw out your net on the right-hand side of the boat, and you’ll get some!” So they did, and they couldn’t haul in the net because there were so many fish in it

Application Question:

- What is a challenge facing you where you could apply “Load – Relax – Capture?”

Biblical Basis Sneak Peak: (2 weeks from now)

We live in a world that exploded with creativity from day one. Jesus demonstrated fantastic innovation and called us to live a Christ-like life. Therefore, being creative should be a part of our regular Christian experience. In two weeks will continue to explore **Innovation from a Biblical Perspective**.

Bonus Material

From: Fast Company Article (<https://www.fastcompany.com/1672718/6-ways-to-create-a-culture-of-innovation>)

Every organization is designed to get the results it gets. Poor performance comes from a poorly designed organization. Superior results emerge when strategies, business models, structure, processes, technologies, tools, and reward systems fire on all cylinders in symphonic unison.

Savvy leaders shape the culture of their company to drive innovation. They know that it's culture—the values, norms, unconscious messages, and subtle behaviors of leaders and employees—that often limits performance. These invisible forces are responsible for the fact that 70% of all organizational change efforts fail. The trick? Design the interplay between the company's explicit strategies with the ways people actually relate to one another and to the organization.

1. Be intentional with your innovation intent

Most corporate visions and missions sound alarmingly alike: Become the #1 provider of blah, blah, blah. These generic, broad-based goals might rev up sales teams, but they do little to spark ingenuity. The goal: Frame the way you want to change the world, and make it about the customer.

2. Create a structure for unstructured time

Innovation needs time to develop. No one ever feels like they have time to spare. People get so consumed with putting out fires and chasing short-term targets that most can't even think about the future.

3. Step in, then step back

Providing "free" time for employees to experiment with new technologies, products, or processes can catalyze the next big thing. But too many companies—and the consultants they hire—attempt to over-engineer the innovation process. A better option: Give just enough structure and support to help people navigate uncertainty and tap into the creative process without stifling it.

4. Measure what's meaningful

Management guru Peter Drucker once said, "What's measured improves." Said another way, You get what you measure. For many companies, coming up with ideas often isn't the problem. The challenge is turning them into something real that delivers an impact. So what metrics should you use?

5. Give "worthless" rewards

Recognizing success is critical, but most companies stop there. An annual innovation award is just not enough to catalyze a culture of innovation. Sure, formal rewards are good for the short term—but they don't keep people truly engaged. The most powerful and robust type of recognition—the kind that shapes organizational values—often occurs more informally.

6. Get symbolic

Symbols represent the underlying values of an organization, and they come in many forms—values statements, awards, success stories, posters in the hallways, catch phrases, acronyms, and, yes, those wooden nickels. Those who intentionally curate the innovation symbols of their companies essentially curate their innovation cultures.

No Rubber Stamps

Every company's culture is inherently different. So when you're cultivating innovation, you're cultivating a unique system. Which means you have to be thoughtful about your approach. Whatever you do, it should align with the values of the company and with the company's goals. And in each case, you have to make it easy and rewarding for the people whose roles and dynamics influence the very innovation culture you're trying to cultivate.