**Leading Innovation**

A lot of talent dies dormant in your workplace that is capable of coming up with innovative ideas for improving products, procedure, productivity and profits. You can leverage this hidden talent not by training employees how to be creative but by training managers how to lead innovation by encouraging people to generate ideas, collect and evaluate these ideas, and implement them. This system of practical advice card games helps managers acquire the necessary competencies.

To support your innovation leadership Sivasailam Thiagarajan (Thiagi) and Dimis Michaelides have designed two special sets of cards **Practical Advice Cards** and **Fluency Cards**

These cards form part of Thiagi’s Practical Advice and Fluency series which aim to create meaningful conversations through learning games and engaging activities based on tips offered by experts.

**Leading Innovation: Practical Advice Cards**

***The Cards***

The deck contains 52 cards, each with a piece of practical advice related to leading innovation in the workplace. Each card is self-contained, evidence-based, useful and usable. The piece of advice are not based on any single book or model for leading innovation. Instead, they are based on our analysis of several books, research reports, case studies, online forums, conference sessions and interviews with subject-matter experts.Here are some sample practical tips for leading innovation:

* Organize meetings in which managers share rewarding experiences of creatively confronting challenges. Encourage managers to lead similar meetings with their teams
* Set generous definitions for failure, so people feel safe in implementing their own creative ideas.
* Write and distribute an *Innovation Manifesto* that specifies your organization’s innovation targets and your expectations of how people should deliver them.
* Review and re-invent your business model every 2 to 5 years.
* Make your strategy open and democratic, calling for contributors from as many employees as possible.

***The Games***

While you can read the advice on each card and implement it at work and home, what makes this training tool effective and engaging is the collection of 15 different games. These games can be played by different numbers of people (from 1 to 100) and last for different periods of time (from 10 minutes to 52 weeks).

The games require the players to make a piece of advice and analyze it, apply it, challenge it, critique it, discuss it, evaluate it, explain it, identify its essence, plan its application, predict consequences of applying it, anticipate negative consequences of implementing it, use it to solve problems, provide examples of its application, relate it to the workplace, view it from different perspectives, suggest improvements on it, summarize it, find supporting evidence for it, and teach it to others. In other words, the games encourage in-depth understanding of important guidelines and mindful planning for their implementation.

Your purchase of a deck is accompanied by a pdf manual with instructions on how to play ten games or more and suggestions on how you might invent your own games.

**Leading Innovation: Fluency Cards**

The ability to quickly recognize and classify other people's behaviors and to rapidly come up with appropriate responses is a fundamental requirement for mastering any business skill. We have designed card games to help participants to become more fluent and flexible with these competencies.

***The Cards***

Each Fluency Card deck contains 52 cards just like a regular deck of playing cards. Four games are associated with it.

***The Games***

There are different ways of playing with Fluency Cards. The manual (which you can download for free as a PDF) specifies one which incorporates four activities:

**List**

Participants list items that belong to a category specified on a card (such as New Ideas or Evaluating Innovation Risks or Running Brainstorming Sessions)

**Act**

Participants are asked to declare what actions they would take in a specific innovation-related situation.

**Compare**

Participants compare trade-offs or positive and negative points of innovation related ideas, strategies and actions.

**Draw**

Participants express concepts with pictures they draw themselves.

The fluency games are played in pairs or trios or larger teams. Their duration is from 15 minutes to an hour.

Your purchase of a deck is accompanied by a pdf manual with instructions on how to play four games or more and suggestions on how you might invent your own games.