

The Mentor Minute

Canada's leading consultants share their favourite tips and techniques.

Daneal Charney brings a fresh, unorthodox "business unusual" thinking style to her clients. With over 19 years international experience as a corporate leader, speaker, coach and consultant, she helps clients drive superior results.

Daneal has a Masters in Arts in International Leadership & Management and is a Certified Professional Coactive Coach (CPCC). She is also a contributing author to the best-seller, *The Instant Manager* and an ongoing guest coach on the *Small Business, Big Ideas Show* as well as *Brilliant Online Magazine*.

Contact Daneal directly at:
416 899 6512
daneal@
leadershipreframed.com

And visit
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more tips and techniques
to boost your Innovation IQ

Boost Your Innovation IQ

with Daneal Charney, Leadership Coach & Innovation Catalyst

Did you know that 85 % of people are reluctant to offer a new suggestion or innovation? As a leader, it is paramount that your Innovation IQ is high. Here are some tips to boost yours.

Be open and curious. Ideas can be fragile and that 'yes but' can shut people down instantly. When someone comes to you with a new idea, thank them for their initiative and get curious about the idea, even if you don't initially like it:

- What is the concept behind the idea and how it can be applied to add-value?
- What is the value of some part of the idea?
- What is the best possible outcome of this idea?

Encourage diversity of thinking. A sure way to stifle innovation is group think. To get diversity of ideas bring in someone from another area to share perspective, have the team play "devil's advocate and be sure to hire some people who's approach to problem solving makes you uncomfortable!

Talk it Up. Too often, new ideas are only allowed to see the light during the annual offsite planning meeting. Any time your group meets there is an opportunity to be innovative. Make meetings future-focused and build in time to learn from 'failures' and an exploration of new opportunities.

Accept Risk. Failure-tolerant management is the 3rd most important ingredient for an innovative culture, according to a CIO survey. You can mitigate the cost of failure but ultimately the market can be fickle and you can't predict what will happen. Are you the kind of leader that can embrace innovation in spite of the risks?

Different + New = Opportunity Best practices today may not be appropriate to tomorrow's environment. If we get too attached to them than we cannot make the changes necessary. Continually scan your environment and pay attention to changes on the horizon.

Scratch Below the Surface. Beware of jumping into problem solving before the real issue has been defined. Spending the time to get to the "root cause" of the issue leads to ideas and solutions that are not only relevant... but easier to sell to stakeholders.

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