

Innovation Principles & Priorities

The foundation of innovation is existing and proven knowledge and methods. Developed through extensive research, our 'People-First' Approach is built on a foundation of 4 pillars, 8 principles and 16 building blocks (of innovation). These building blocks enable teams and organisations to thrive in a rapidly changing world while reducing risks associated with innovation and transformation. Moreover, as priorities change, these building blocks can be adapted, rearranged or modified.

Need some help?

Hargraves Coaching equips you and your team with the tools, skills and mindsets to navigate uncertainty, adapt and thrive.

THE FIRST STEP IS TO ASSESS YOUR TEAM'S PRIORITIES AND CURRENT PERFORMANCE.

1. Read the innovation principles below and prioritise each principle on a scale from 0 (low) to 10 (high).
2. Then, score your performance as a portion of your priority, 0 (low) to 10 (high).

Your performance score cannot be higher than your priority score. For example, if your priority score is 8, then how well you perform against that priority may be equal to 8 (performance is good), less than 8 (not as good as it should be), or even 0 (performance is poor).

PILLARS	INNOVATION PRINCIPLES	Priority Score (0 - 10)	Performance Score
Leadership & People	Does your organisation's leadership actively support innovation and innovators?		
	Do all employees have permission and confidence to contribute to innovation every day?		
Innovation Process	Does your organisation have an accessible and disciplined process for generating, testing, implementing and capturing the value of ideas?		
	Does your organisation proactively manage risk by allowing failure and learning from it?		
Innovation Action	Is innovation an integral part of your organisation's strategy and operations?		
	Are resources dedicated to innovation process and action available?		
Collaboration	Are collaboration and knowledge sharing encouraged and facilitated within your organisation?		
	Does your organisation proactively seek external knowledge, skills and connections to improve services and products?		
Total Scores			

NEXT STEPS

Review your scores. **Can you identify areas for improvement, for example, high priority but low performance?** Have conversations with your team about what's working (or not working). Explore the barriers holding you back. Prioritise commitments and engagement. Brainstorm ideas and actions.



Download '[A Quest for Innovation](#)', a short ebook packed with ideas, tools and processes to help you get started.

