

Why 123 Innovate?



Developed by Allan Ryan, Hargraves Institute Pty Ltd in Sydney, Australia. Research involved many members of the Institute over nearly 10 years including a survey of available tools and methods globally.

Comprises two decks of cards and a number of templates to aid individuals and teams to develop and deliver innovation and collaboration in the workplace.

How to use 123 Innovate

There are two methods to approach issues and opportunities with 123 Innovate. For simpler issues and opportunities, use the Make It Happen template by itself. For more complex issues and opportunities, use the Make It Happen template with the 123 Innovate cards. Both methods can be used by an individual or a team. For individual thinking, use the red card deck and for group work, use the blue card deck.

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Introduction



Seeing Innovation => Insight for Exploration

Before we can start to innovate, we must open up the mental space for novelty and creativity to occur. We must become mindful of an alternative future. Permission must be given to embrace uncertainty and explore the future. Only in this way, can people see the potential for innovation as new ways of thinking and doing.

Thinking Innovation => Ideas for Exploitation

Having seen the potential for novelty and change, innovation then becomes possible. It takes practical shape as teams generate new ideas and explore options. This phase is often expansive, experimental and iterative, as boundaries are crossed, and new ideas are combined in the search for novel solutions. Problems are reframed as opportunities, and entrepreneurial insight is applied to the design of innovative products, services, business models and productive systems. This requires detailed information search and analysis, design capability, and the specification of actionable knowledge as a path to exploitation.

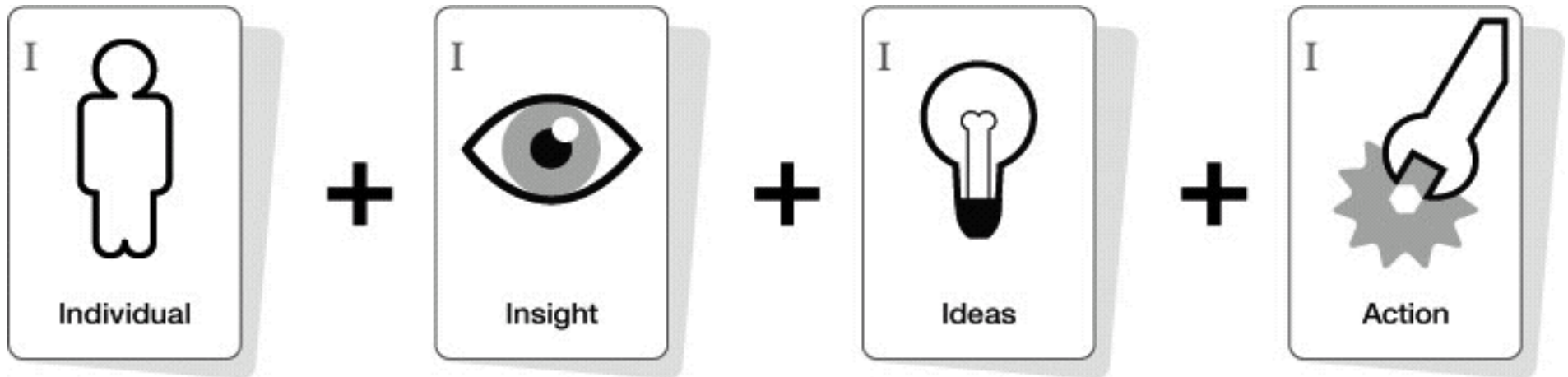
Doing Innovation => Action for Implementation

Having explored, experimented and mapped the path to exploitation, it is then time to implement ideas and put them to work. This requires skills in organisation, leadership, resource selection and coordination. It builds on the cognitive capabilities displayed in the first two phases of this process and combines these skills with practical organisational behaviours. In this way, new routines and processes are implemented, thereby completing the cycle of 123 Innovate.

Innovation



Implementing ideas that add value



Seeing is critical. Seeing clearly helps to analyse problems more objectively and comprehensively. Ask questions.

Thinking takes all sorts of people – it's about individuals and teamwork.

Doing: Ideas on their own are not enough - they need to be turned into solutions.

Innovative people

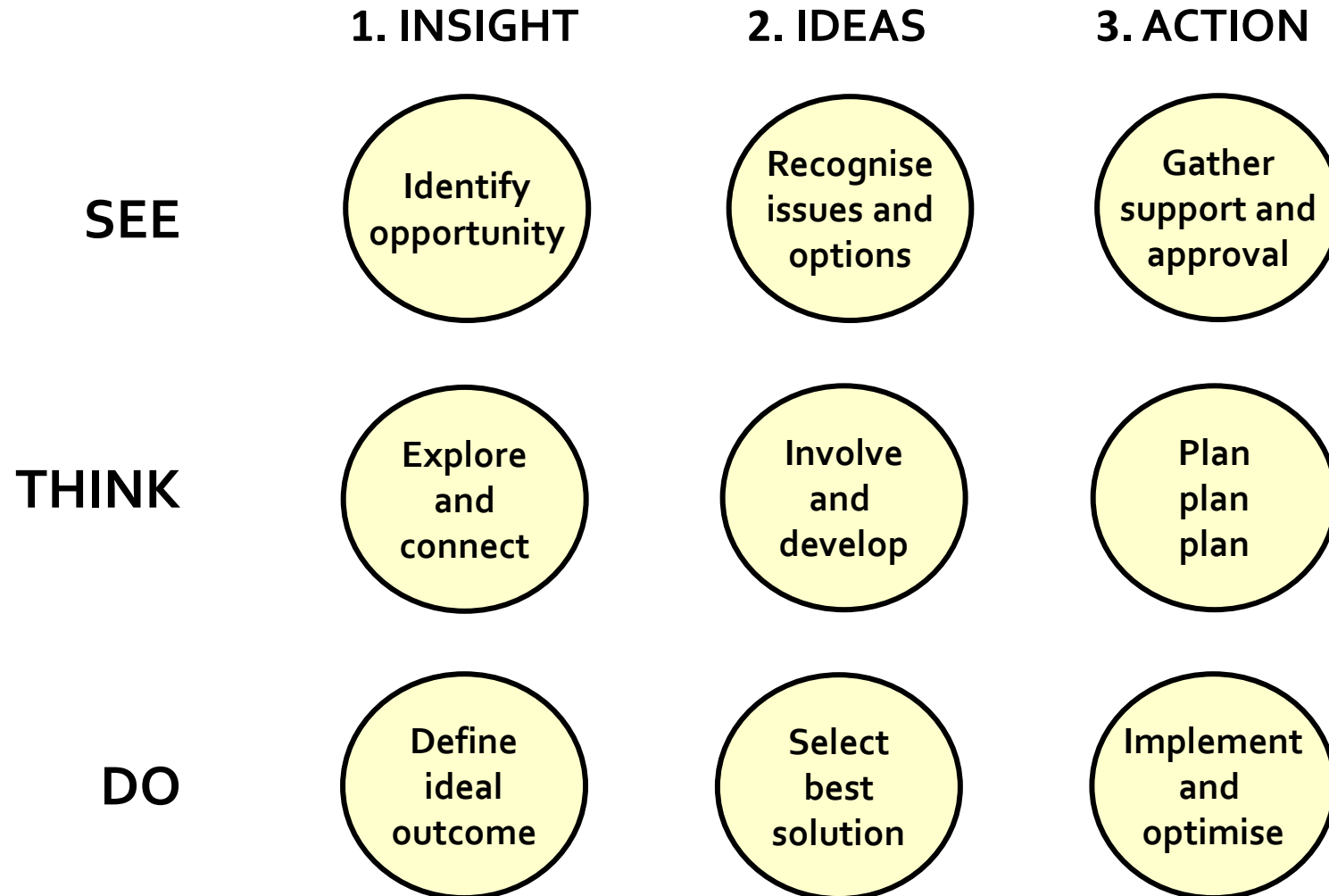


Seeing incorporates three strengths: curiosity and interest in the world; love of learning; and appreciation of beauty and excellence. As the title suggests, seers are particular proficient at understanding their current environment and projecting their imagination into the future. They are inquisitive and will cast their gaze down all manner of avenues in order to locate evidence that may lead to a prospective result. They are respected for their excellent communication skills as well as their courage. A strong see-er welcomes change and is keen to take a punt on those bold new ideas.

Moving on to **thinking**, we can see a different set of three strengths at work: judgment; perspective (or wisdom); and creativity. Thinkers operate on both common sense and imagination. In order to reach a valuable conclusion to their dilemma, thinkers will exhaust all available sources of knowledge—both literal and lateral. They are great decision-makers, always applying thorough reasoning and drawing on their wealth of experience. They're also a bottomless pit of exceptional and potentially ground-breaking ideas. When confronted with difficult scenarios, thinkers examine the bigger picture and concoct solutions for the future with relative ease.

The final three strengths on this side of our tally map are all about **doing**: zest; industry (perseverance); and valour (or bravery). Doers relish taking action and throw themselves completely and wholeheartedly into everything they undertake, regardless of whether a task is simple or taxing. They get straight down to business without hesitation or fuss and take control of the situation. The doer is also a methodical individual and can competently juggle numerous responsibilities simultaneously. If necessary, they will happily venture out on their own two feet if that is what is required to get the job done. Doers are lively, conscientious and marked by fierce determination. They have a never-say-die attitude that will see them get tasks completed, even in the face of adversity.

123 Innovate

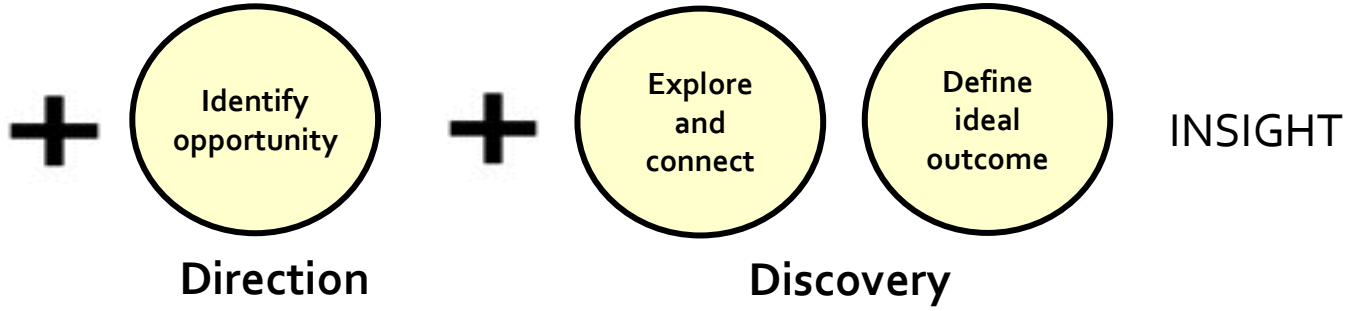




Five Step Process of Innovation

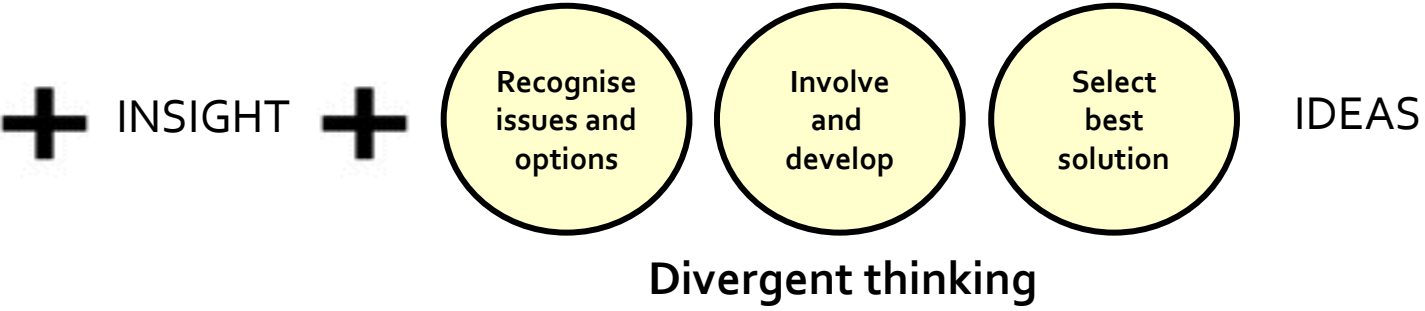
I

Individuals
Teams
Organisation



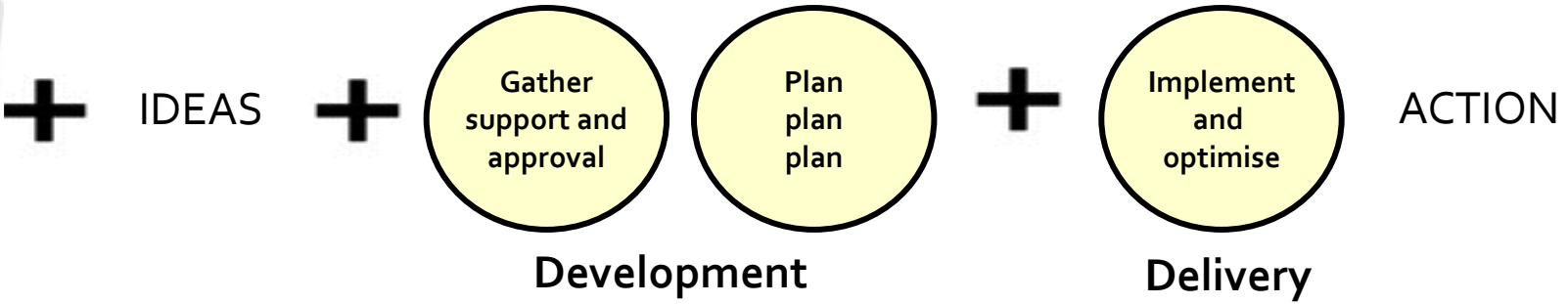
I

Individuals
Teams
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Individuals
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123 Innovate





Make It Happen Template

Step 1

Before commencing, define the overall objective or, strategy and alignment of your issue/opportunity.

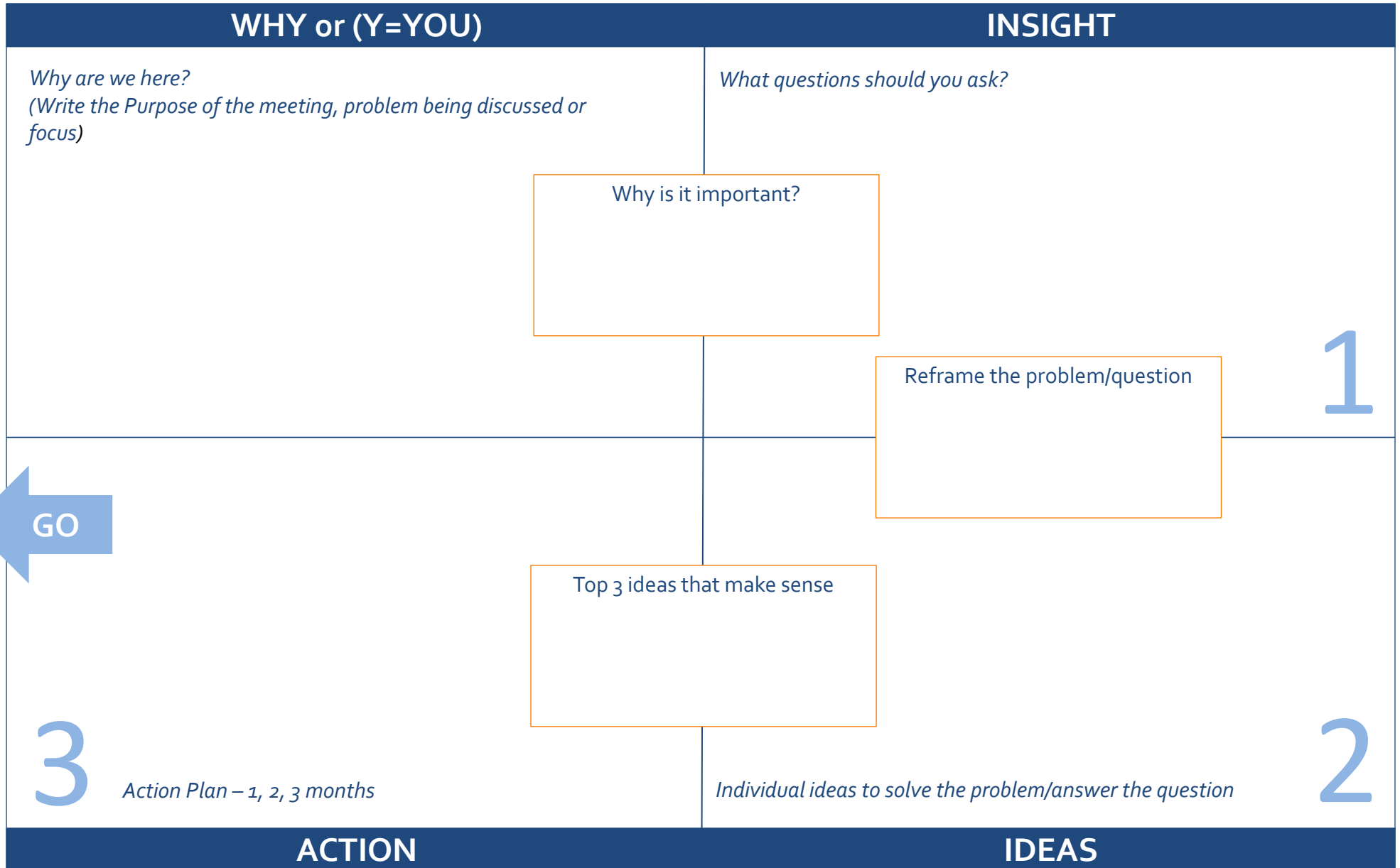
Step 2

Start with the top left box and describe the particular issue or opportunity that you are addressing. Be specific and focus on the benefits to you and your team. Then brainstorm your thoughts, completing the template areas 1, 2 and 3. You can work in any order. When complete, discuss your thoughts with a partner.

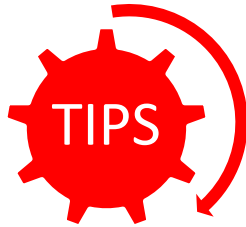
Then, complete the three small boxes from the viewpoint of your customer.

Step 3

Make your actions real. Record follow up actions on a whiteboard, wall or work or action plan.



Act on opportunities when you see them.



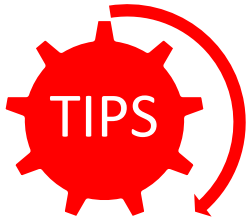
1 SEE

- Write down your thoughts
- Try looking at things differently
- Proactively identify change opportunities
- Identify the key stakeholders
- Set challenging but achievable targets

Does your idea align with your goals and strategy?

Identify Issue

Spend time on what adds value.



1 DO

Work out desired outcomes

Express your feelings

Go with your hunches

Ask for feedback

Catalyst Conversation

What is the need?

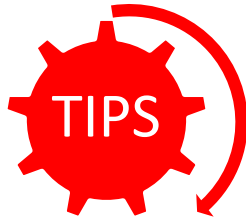
What is the evidence?

Who's the user? Why do they want change?

Is it easy to explain and understand?

Define ideal

Spend time on what adds value.



1 DO

Work out desired outcomes

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First Listener | Catalyst Conversation

What is the need?

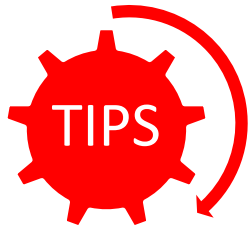
What is the evidence?

Who's the user? Why do they want change?

Define ideal

Is it easy to explain and understand?

Ask... Is there a better way?



2 SEE

Jot down your thoughts and ideas

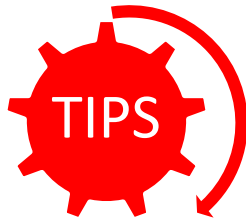
Make time to consider both sides

Look out the window

Try new things

Have you explored all the issues?

Recognise issue and options



2 DO

Use criteria

Provide useful feedback

Be an idea-nurturer

Remember to smile and have a laugh

Stop and reflect

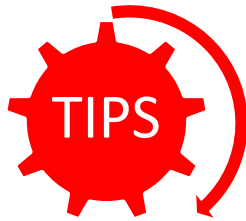
Catalyst Conversation

How do others solve this problem?

What other ways could you have the desired impact?

In an ideal world how would you solve the issue?

Select best solution



2 DO

Use criteria

Provide useful feedback

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First Listener | Catalyst Conversation

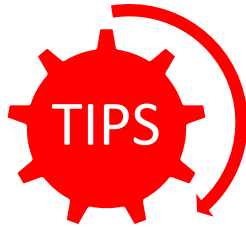
How do others solve this problem?

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In an ideal world how would you solve the issue?

Select best solution

Proper planning delivers better results faster.



3 THINK

Follow through

Demand accountability

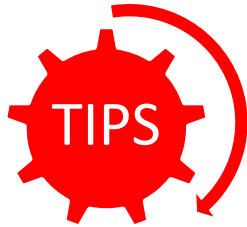
Be open about own agenda

Have agendas for meetings

Share your experiences with others

Do you have a plan?

Plan, plan, plan



3 THINK

Follow through

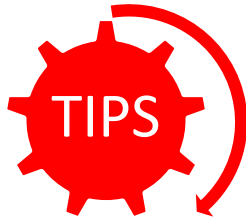
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3 DO

Monitor progress

Expect excellence

Consider lessons learnt

Generate a shared understanding

First Listener | Catalyst Conversation

How can you test the idea? What are the assumptions and are you sure?

What's the impact wanted? What resources would be needed?

Who are the stakeholders? How could you get their support in testing and refining?

Implement and optimise



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