

Innovation Upgrade

Our modular, scalable Innovation Upgrade service begins with an assessment that identifies your restrictions on innovation. We then provide bespoke recommendations that will help improve your innovation success rate.

Method

The assessment examines the process of innovation across five distinct stages and organisational or departmental features. We call the stages of innovation “gates” because they all need to be opened if your innovation potential is to be fulfilled.

Gate 1	Gathering information and knowledge needed to develop new ideas
Gate 2	Learning from failure
Gate 3	Generating ideas
Gate 4	Testing and developing ideas
Gate 5	Delivering more value through updated “business as usual” activities

Innovation can fail anywhere from generating new knowledge right through to delivering increased value to customers or service users and will be restricted by the weakest stage in the process. By cross-referencing these stages of innovation with critical organisational features, such as culture or working practices, organisational structure, HR policies, networks and information management we can help you to pinpoint the greatest leavers for improving innovation.

Modular

There are three elements to the assessment which can be purchased separately. All three elements provide a different perspective so together give a robust view of what is limiting your innovation capability.

Quantitative survey: This is a survey that provides ratings for the different organisational features and stages of innovation. This is useful in large or dispersed organisations and requires about 25-50 survey responses to be of maximum value. This will require personnel in different roles to complete a questionnaire taking 10-15 minutes each.

Qualitative research: This is a series of semi-structured interviews and/or focus groups that explore the underlying limitations of innovation across different roles and levels of responsibility. Depending on the scale of the assessment, this will require access to six to twelve individuals or small groups who would need to attend interviews or focus groups of up to an hour.

Document review: This is a review of organisational policies and documents that have an impact on your ability to innovate. Such documents include HR policies, appraisal documents and guidance, training or induction material and public documents like annual reports. This would require making the relevant documents available for our consultant to analyse.

Scalable

An Innovation Upgrade can be conducted on your organisation as whole, a department or an individual service. The price of the service depends on the overall scale of the assessment and which modules you want to be included.

The output from the assessment is a diagnostic report that identifies your main barriers to innovation and recommends bespoke actions for improving innovation and maximising the impact it will have on your performance. Once complete, we can support you to implement the changes necessary to see added value for you and your customers or service users.