

The Innovation Road Map: A Guide for Nurse Leaders

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1 The Characteristics of Innovation

Promote Five key characteristics:

To promote a culture of innovation, healthcare leaders must exhibit, foster, promote, and reward five key characteristics:

Divergent Thinking

Divergent thinking allows for the connection or consideration of unrelated matters while contemplating a specific problem

Failure Tolerance

Failure tolerance is accepting that the path to success is paved with many failures. Without failure tolerance, there can be no risk-taking behavior.

Agility & Flexibility

Agility is defined as the capability to adjust swiftly in response to global market changes.

Risk Taking

Divergent thinking can produce ideas that seem risky to implement. Put simply, risk-taking is engaging in a behavior that involves risk in order to achieve a goal.

Autonomy & Freedom

Giving employees freedom to complete tasks as they see fit produces the autonomy they need to become more confident about their abilities and decisions.



Employee Feedback



Protected Time



Role Filling



Technological Support



Role Modeling



Rewards



Employee Engagement



"IDEO" Methodology



Education



Budgeting



Leadership

The Components of Innovation



Components for promoting innovation:

As with any solution, once size does not fit all. Leaders must be willing to try, test, adopt, or adapt components until the right combination is found.



3 Team Collaboration: Innovation in Action

Five strategies that promote innovative team collaboration:

The value of a team approach to innovation has become so pervasive that literature on the topic refers to an open innovation concept in which the greatest innovations are produced by teams of individuals from across markets and disciplines.

Unlikely & Diverse Team

Including team members who do not think alike creates the friction that produces innovative solutions.

Productive Interaction

Leaders can promote productive interaction and cohesiveness among team members by having them engage in team activities.

Skillset Development

The innovation team leader must allow each member to develop within his or her role, while providing feedback and kudos during this process.

Play

Play promotes an easygoing atmosphere where ideas can flow in a non-rushed, lighthearted environment. Playing and being creative ignores rules, practicality, and the idea of being wrong.

Pauses & Breaks

While humans naturally do this after becoming frustrated with a task, the practice does not carry over to teams. Like individuals, teams also need pauses and breaks to interrupt faulty thinking and logic.