

Trying something new is the meaning of innovation, but not every new idea will be a success. “Failure is not an option,” though, is a strong concept in many cultures. Parents say it. Professors say it. Bosses say it. So even when leaders say they will accept failures, how do we get employees to believe it? This workshop will help participants understand how to manage risk and create a culture that encourages taking chances.

It will be hard to make money if your employees do not embrace the idea that it is ok to fail.

MANAGING CONSTRUCTIVE FAILURE

Accepting failure does not mean accepting ALL failure. If employees are negligent, or are working in areas where they have no knowledge or abilities, that is not acceptable; it is just dumb. This workshop will allow participants to define “constructive failure” in their own business setting, and figure out how to minimize the risk of those failures while still encouraging new ideas.

LEARNING FROM FAILURE

We often tell employees they should learn from their mistakes, but do we help them do that? Very often we expect learning to just happen automatically, even though we would never expect that in a classroom or other formal training. If we want to get the learning value out of failure, we need to help employees identify lessons, share them with others, and figure out what to do differently next time. For many of your employees – in fact, for many leaders, too – this is something new, and requires a new way of thinking about failure in the workplace.

CREATING A CULTURE THAT ACCEPTS RISK

Even if you think it is ok for your employees to take chances and sometimes fail, getting them to trust you on that can be hard. How do you develop a culture where failure is accepted as a normal part of innovation? Participants will explore methods for making the value of constructive failure into an acceptable part of your organisational culture. A mix of learning strategies, communication strategies, and simple day-to-day conversation can help your employees see the value of failure.

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