INNOVATION LEADERSHIP

IDEAS ARE NOT

THE PROBLEM.

Your incentives are

Risk-averse cultures are built by the incentive systems

A team's confidence to take risks is determined by how they see leaders react when innovations do not live up to expectations.

Ideation is not the issue

Workshops and hackathons run. Nothing ships. Employees learned that acting on an idea is riskier than staying quiet.

Leaders teach people to stay quiet

A business case before any learning. The first miss punished. New ideas judged by the process built to protect the core.

Reward the learning and go first

Celebrate what a failed test taught and saved. Share your own misses in public. Teams copy what leaders do.

Look at the incentives

People almost always act rationally. Risk tolerance can be managed through the right levers, both cultural and economic.

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