



TRUE NORTH LEARNING

UNPACK A TRUE NORTH LEARNING PROBLEM SOLVER



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TRAINING HIGH-
END INNOVATION
& NATURAL
CREATIVITY

THINC



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How it works:

Core among today's business and government environments is innovation – the lifeblood of sustainability. THINC covers four key areas that support innovation for success, creativity and knowledge sharing:

1. Team thinking

- How to establish and communicate a clear strategy.
- Being able to think and plan for the long term, whilst achieving short-term organisational goals.
- Improving the EQ of team members'.

2. Effective teamwork and communication.

- Flexible and agile leadership to cope with change.
- Improving team members' ability to notice and frame the status quo, minimising the "stuck in a rut" syndrome.
- Managed processes for sharing information, knowledge and expertise.

3. Experimentation, practice and assessment.

- How to recognise and respond to opportunities and threats as they arise.
- Supporting experimentation and "out of the box" ideas.
- Observation and feedback as part of a learning process.

4. Building innovative strategies.

- The movement from separate teams into integrated and interdependent teams.
- Responding creatively when problems arise and finding alternative solutions.
- Operating culture that meets internal and external demands.
- Ensuring ongoing organisational learning from experience.

During the THINC program we deliver:

- ✓ Baseline measurement of the core challenges impacting on the team, using best-practice individual and team tools.

- ✓ Four one-day team workshops (minimum fifteen, maximum twenty-five participants, including one or more line managers).
- ✓ Two half-day follow-up workshops.
- ✓ Online support and training tools.
- ✓ Regular reporting and feedback to participants, managers and the Executive.
- ✓ Analysis, final reporting and recommendations.

WINNERS AND LOSERS

LOSERS: The 2009 report *Management Matters in Australia: Just how productive are we?* highlighted a major factor behind a failure to hook up to the power grid of workers' grassroots ideas and opportunities to build innovation into both new and established operations – lack of people-focused management.

WINNER: "Competition really pushes you to think about adding value," says Kraft R&D Director Nicholas Georges. "That's what innovation is all about. If you have to fight for your life in a highly competitive market, the one that brings the most value to the table is going to win."

WINNER: Chairman of Unilever Australasia, Sebastian Lazell, says a commitment to innovation can improve engagement of the workforce and the focus of a business. "Our strategy in Australia is for sustainable, profitable growth. If you want to succeed in this market you need to be innovative, which is the company's lifeblood."

"Learning how to say smart things and give smart answers is important. Learning to listen to others and to ask smart questions is more important." – Bob Sutton, *Work Matters*

**WANTED:
IDEAS TO MAKE
US STRONGER.**

Ever felt like hanging that sign at the entrance to your offices? "To succeed, you must be innovative" is the

mantra in the face of growing pressure to achieve more with less. Delivering on it is not so easy. Everyone acknowledges that "our people are our best asset" but how can you really take advantage of the "ideas factories" sitting within your own operations?

True North Learning has gone to the heart of the problem with our THINC program, teaching managers and teams how to start drilling for innovation gold. Training High-end Innovation & Natural Creativity (THINC) is part of True North Learning's suite of programs that are designed to help any organisation operate as a High-Performing Workplace (HPW).

What you get:

"Ordinary people can find their creative side. If you lock into your own creative juices, you can become a better leader. Creativity can be as simple as new ways for old situations." – Idris Mootee, CEO Idea Couture Inc.

Training High-end Innovation & Natural Creativity (THINC) is a series of four one-day workshops. It includes two half-day follow-up workshops and ongoing online and on-the-ground support for up to four months

The purpose of THINC is to create teams that are not only adept at change and innovation, but have an appetite for it.

We provide you with the skills to seek out, acknowledge and implement different and more innovative ways of doing business in line with organisational outcomes.

We do this by building the innovative and collaborative potential within individuals and teams so they can:

- ✓ Do more with less.
- ✓ Actively support and engage with ingenuity.
- ✓ Look at old challenges from a new angle.
- ✓ Willingly share knowledge across business units.

To discuss how to tap into and cultivate ingenuity and innovation in your team, call us on **1300 433 112** or email info@truenorthlearning.com.au.