

S419 Implement and evaluate innovation in a business environment

Overview: Implement and evaluate innovation when working in a business environment.

Links: Business Support Systems; Manage Information

Specific skills:

- Analysing
- Communicating
- Evaluating
- Negotiating
- Organising
- Persuading
- Planning
- Problem-solving
- Questioning

Performance Indicators

1. Constructively question existing ways of working within the organisation
2. Research and identify possible innovations to working methods, services or products
3. Gather information to develop own ideas
4. Evaluate ideas based on agreed criteria, including complying with organisational aims and objectives
5. Identify the costs and benefits of own ideas, including the resources needed and the likely impact on others
6. Evaluate the potential of own ideas with colleagues, including whether they have been tried before and what would be different this time
7. Ask appropriate questions to extend own thinking and question own assumptions
8. Communicate and sell ideas to others
9. Take feedback into account and show a willingness to adapt
10. Decide whether or not own ideas are viable
11. Put forward a formal proposal to persuade decision-makers
12. Recognise when it is appropriate to take acceptable risks
13. Show a willingness to learn from mistakes

Knowledge & Understanding

- A. The value of innovation in staying competitive and offering new solutions to established problems
- B. How to review the status quo in a way that is likely to achieve the results you want
- C. How to research possible improvements
- D. How to evaluate ideas, including cost/benefit and impact analysis
- E. How to question assumptions to develop concepts and propositions
- F. How to communicate and sell ideas to other people
- G. How to show that ideas contributed by others are valued
- H. How to decide when an idea is, or is not, viable
- I. How to decide which decision-makers to approach and influence
- J. How to develop and document proposals
- K. Risk analysis and risk management during periods of change
- L. The value of reflecting on and learning from mistakes