

Program Outline for Innovation in Action

Adapted from Coaching in Action

By

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9:15-9:45

Getting Started

- Icebreaker
- “Who’s in the room? What brought you here?”
- Facilitators
- “The rules” – interruption, confidentiality, etc.

9:15 – 9:45

So What is Innovation?

Facilitated white board discussion with whole group.

<detailed questions in Activities handout>

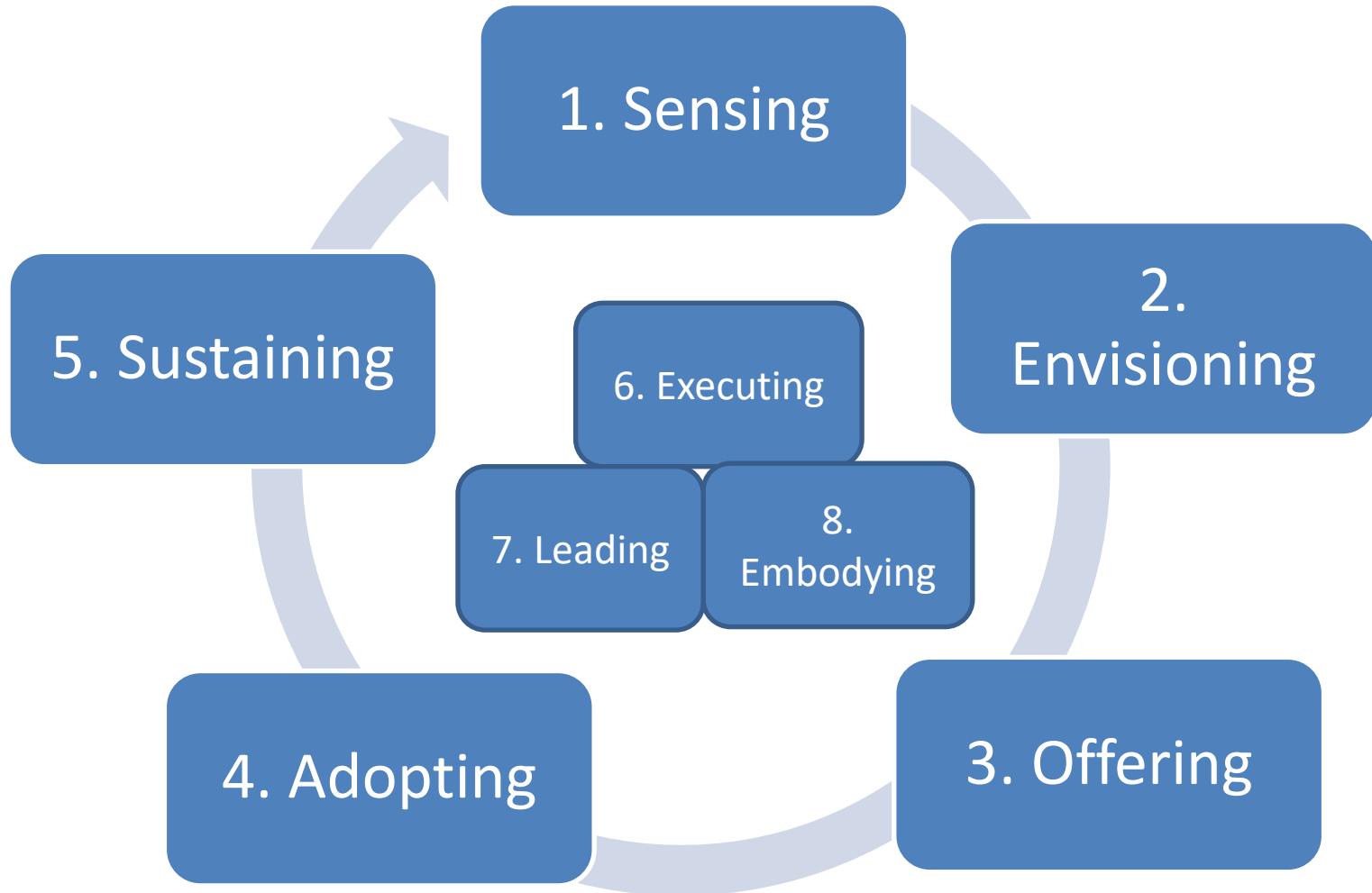
Aiming to draw out distinctions including:

- Invention vs. innovation adoption.
- Technology vs. human practice.
- Sustaining vs. disruptive innovation.

“Innovation is the adoption of a new practice by a community” – D&D quote.

9:45- 10:15

A Generative Model of Innovation



10:15 – 10:30

Pick an innovation

- What we're going to through the workshop is explore the 'how of the how' of innovation.
- Think of an innovation you would like to see adopted in the world. Not necessarily a large-scale innovation.
- It would be useful to be one that you're happy to talk about inside this group.
- Write down some notes on your innovation and key elements that apply from the perspective of Generative Innovation.

<detailed instructions in Activities handout>

10:30 – 11:00 BREAK

11:00 – 12:00

Ontological Coaching and Innovation

- An ontological approach to innovation (adapted from CIA – An Ontological approach to Coaching – see draft handout)
- Breakdowns
- Becoming a New Observer (from CIA – see draft handout)
- Ways of Being
- Second order learning
- Aspiration: that at the end of the workshop, participants have the capability to self-coach in their personal innovation practice.

12:00 – 12:30

Activity – Enemies and Allies of Learning

- Individual review of E&A
- Pairs discussion of E&A

<detailed instructions in Activities handout>

12:30 – 1:30 LUNCH

1:30 – 2:00

Language and Listening

- A new understanding of language I
 - Language as action
 - Language for creating the world
- A new understanding of language II
 - Language as concerned activity
- Listening I
 - Hearing & interpretation
 - Listening to our listening

2:00 – 2:30

Listening And Innovation 1

- Pairs exercise, taking turns to speak about something you're passionate about.
- Listener – listen to partner, also listen to your own listening.
- Swap
- How much did your listening contribute to your interpretation?
- How were you able to turn down the 'volume' of your listening to hear your partner's speaking?

2:30 – 3:00

Listening II

- Listening for concerns
- Human concerns – facilitated whiteboard discussion.

3:00 – 3:30

Listening and Innovation 2

1. Written reflection
 - Consider your chosen innovation
 - What are your concerns?
 - Who are the key people who could contribute to the adoption of your innovation?
 - What are their concerns?
 - How can you put aside your listening to consider their listening/interpretation/concerns?

2. Pairs exercise – role play
 - Background your partner on the innovation & the influential person
 - Have your partner interview you as you role-play the influential person about their concerns.
 - How does this process give you a new insight into the influential person?

3. Group discussion
 - What does an understanding/awareness of listening and concerns mean for a generative approach to innovation?

3:30 – 4:00 BREAK

4:00 – 4:30

Basic Linguistic Acts

- Basic Linguistic Acts I – overview
- Basic Linguistic Acts II (describing the world)
 - Assertions vs. assessments

4:30 – 5:00

Innovation, Assertions and Assessments

1. Review your earlier listening written reflection. What assertions and assessments does it contain?
2. Pairs activity – talk to your partner about your innovation. What are the assessments you are treating as assertions?

***** START DAY 2 *****

9:00 – 9:30

Reflections & Observations

(Generative Approach to Innovation model on display)

Around the room – who noticed what?

9:30 – 10:00

Basic Linguistic Acts – Grounding Assessments

- Process for grounding assessments.

10:00 – 10:30

Grounding Innovation Assessments

Pairs activity: What are the assessments you hold about your chosen innovation?

- Who “should” be acting?
- What action “should” they take?

Partner: listen for other assessments, unspoken assessments.

Choose an assessment – ground it...

What insights did the process of grounding your assessment give you about the process of your innovation’s adoption?

10:30 – 11:00 BREAK

11:00 – 11:30 Offers and Requests

- Structure of a well-formed request.
- Offers as ‘reverse requests’.

Group discussion

- Places that offers and requests are involved in Generative Innovation – (executing, leading, embodying, trialling, sustaining, other???)

11:30 – 12:00 Innovation, Offers and Requests

1. Individually: how well structured as an offer/request is your target innovation?
2. Spend some time on an offer or request associated with your innovation, to make sure it's well-formed. (Individual written exercise)
3. With a partner, take 10 minutes each way to contribute to each other's offer/request.

12:00 – 12:30 Requests and a Body of Legitimacy

Group discussion:

- What does a body of legitimacy look like?

Pairs work:

- Practicing requests from a body of legitimacy.

12:30 – 1:30 LUNCH

1:30 – 2:00 Innovation & Trust

4 Components of Trust

Group discussion – how could this understanding of trust be applied:

- To your innovation
- In the context of a generative model of innovation.

2:00 – 2:30 Promises, Requests, Offers

<as per CIA responses to requests, covering accept, refuse, negotiate, commit to commit, slippery promises>

2:30 – 3:00 Innovation, Trust and Promises

Activity to practice responses to requests and consider the application of Trust, Promises, etc to Generative Innovation.

Pairs practice activity

Group discussion on applications

3:00 – 3:30 BREAK

3:30 – 4:00 Moods and Emotions

- Review on ways of being, ontological approach
- Moods and Emotions – basic distinction of ‘pervasiveness’
- Some Basic Moods of life – introduction – focus on body posture

4:00 – 4:30

Basic Moods and Their Implications for Innovation

Reflect on your innovation – what are the moods and emotions involved:

- In your own experience of ‘being an innovator’
- In the community where you would like your innovation to be adopted.

For each mood:

- How might the presence of that mood influence the adoption of your proposed practice?

4:30 – 5:00

Moods, Emotions and a Generative Approach to Innovation

Group discussion:

- Coming back to the Generative Model, what are the implications of moods and emotions?
- What moods might be embodied by an effective Generative Innovator?

***** START DAY 3 *****

9:00 – 9:30

Reflections & Observations

(Generative Approach to Innovation model on display)

Around the room – who noticed what?

9:30 – 10:00 Some Basic Moods of Life

- Linguistic construction of basic moods.

10:00 – 10:30 Exploring Some Basic Moods of Life

- Exercise on stepping into different moods.

10:30 – 11:00 – BREAK

11:00 – 11:30

Self-Coaching for Ontological Innovators

- Review of the process from handout.

11:30 – 1:00 Self Coaching Practice

Work through the self-coaching exercise in writing.

Possible pairs activity:

- partner's reviewing self-coaching?

1:00 – 2:00 LUNCH

2:00 – 2:30 Ways of Being for Innovators

- Review of language aspects
- Review of basic moods and implications
- What's your way of being?

2:30 – 3:00 (re)Designing Your Generative Innovator

Activity to explicitly define and practice the Ways of Being that will support your Generative Innovation Practice.

- Languaging
- Moods
- Embodiment

3:00 – 3:30 BREAK

3:30 – 4:30 debrief/ learnings

- How does this apply?
- What new access do you see?
- What will you try?

4:30 – 5:00 Closing

Conversation for Completion