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Focus on Innovation

Focus on Innovation is a bi-monthly electronic newsletter designed to provoke thoughts and ideas on how to bring innovation to life within the organizations in which we work.

Feature >>>	Innovation Power Point >>>	Creativity Tips >>>
<p>Are MicroInequities Hurting Your Teams Creativity?</p> <p>Listening with your arms folded, losing eye contact with the person you are speaking with, ignoring a team members' idea while acknowledging an idea of another, are all examples of small yet powerful biases communicated in our teams. Typically we send between 2,000 and 4,000 positive and negative micromessages each day. These have a powerful influence on driving the behavior of all those with whom we interact.</p> <p>Repeated sending or receiving of negative micromessages, MicroInequities, results in exponential erosion of team effectiveness and creativity. Conversely, well-crafted and constructive micromessages, MicroAdvantages, can spark creativity and team performance.</p> <p>Because most of us are unaware of the subtle messages we send, we need to master the skill of managing our micromessages. The next time your team is together have a conversation about the micromessages, positive or negative, that you are sending to each other. Establish a team ground rule to flag microinequities when they occur.</p>	<p>Put Innovation Front and Centre</p> <p>Companies focused on innovation make innovation a formal agenda item at regular leadership meetings. By doing this, employees see the value management attaches to innovation.</p> <p><i>Source: The McKinsey Quarterly</i></p>	<p>Open a dictionary</p> <p>If you're stuck for an idea, open a dictionary, randomly select a word and then try to formulate ideas incorporating this word. You'd be surprised how well this works. The concept is based on a simple but little known truth: freedom inhibits creativity.</p> <p><i>Source: Ten Steps to Boost Your Creativity</i></p> <p>http://www.jpb.com/creative/creative.php</p>
<p>Food for Thought >>></p>		
<p>"My 30 years of research and these 12,000 journal entries suggest that when people are doing work that they love and they're allowed to deeply engage in it -- and when the work itself is valued and recognized-- then creativity will flourish. Even in tough times."</p> <p style="text-align: right;"><i>Source: Teresa Amabile, Fast Company</i></p> <p>"The key question isn't "What fosters creativity?" But it is why in God's name isn't everyone creative? Where was the human potential lost? How was it crippled? I think therefore a good question might be not why do people create? But why do people not create or innovate? We have got to abandon that sense of amazement in the face of creativity, as if it were a miracle if anybody created anything."</p> <p style="text-align: right;"><i>Source: Abraham Maslow</i></p>		

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