The Innovation Road Map: A Guide for Nurse Leaders

This roadmap provides a “jumping off” point for nurse leaders who wish to introduce the spirit and practice of innovation to their organization.

Characteristics of Innovation

Promote five key characteristics:

1. Divergent Thinking
2. Failure Tolerance
3. Agility & Flexibility
4. Autonomy & Freedom
5. Risk Taking

Components of Innovation

For promoting innovation:

1. Team Collaboration: Innovation in Action
2. Components for promoting innovation:
   - Unlikely & Diverse Team
   - Skillset Development
   - Play
   - Pauses & Breaks

Team Collaboration: Innovation in Action

Five strategies that promote innovative team collaboration:

1. Employee Feedback
2. Role Filling
3. Role Modeling
4. Employee Engagement
5. Education

Functional Areas of NI Practice:

- Education and Professional Development
- Administration, Leadership, and Management

Career Level:

- Early Careerist Professional (1-5 years in the field)
- Mid-Careerist Professional (5-10 years in the field)
- Veteran Careerist Professional (10+ years in the field)

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Audience:

Director of Nursing/Neurology informatics
Chief Informatics Officer
Nurse Educator/Instructor/Professor
Consultant
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1 Characteristics of Innovation

Promote five key characteristics:

- Divergent Thinking
- Failure Tolerance
- Agility & Flexibility
- Risk Taking
- Autonomy & Freedom

Divergent Thinking allows for the connection or combination of unrelated elements while contemplating a specific problem.

Failure tolerance is accepting the fact that a path to success is paved with many failures. Without failure tolerance, there can be no risk-taking behavior.

Agility is defined as the capability to adjust swiftly in response to global market changes.

Risk taking is producing ideas that were not planned or intended initially and are therefore outside the realm of what is considered “safe.”

Autonomy and freedom refers to complete freedom to complete tasks as they see fit produces the autonomy; they need to transform people’s confidence in their abilities, and productions.

2 Components of Innovation

Components for promoting innovation:

Transforming an organization from one that resists innovation to one that embraces it requires a variety of organizational components. As with any solution, once size does not fit all. Leaders must be willing to try, test, adopt, or adapt components until the right combination is found.

Innovative leaders also are ready to engage in this process repeatedly, as the organization continues to evolve. Nurse leaders can consider several organizational components for promoting innovation.

3 Team Collaboration: Innovation in Action

Five strategies that promote innovative team collaboration:

- Unlikely & Diverse Team
- Productive Interaction
- Skillet Development
- Pauzes & Breaks

The value of a team approach to innovation has become so pervasive that literature on the topic refers to an open innovation concept in which the greatest innovations are produced by teams of individuals from across markets and disciplines.

Employee Feedback
Asking employees at all organizational levels to complete frequent confidential surveys is a simple way to gather evaluative information that can be used in many products ways.

Reis Filling
While every organization seeks employees that fill its culture, many state the opposite: “We are looking for employees who are willing to take on a risk.” Yet, there is an inherent risk for a risk that could be considered outside of an innovative work environment.

Reis Modeling
Because nurse leaders have the ability to teach new financial skills, their teams can learn innovation tools and techniques that can be used to model their work in innovative ways.

Employee Engagement
Compared to only 9% of disengaged employees, 46% of engaged employees feel the creativity of their colleagues. 79% of engaged employees find work meaningful as compared to 27% of disengaged employees (Wagley & Killiams, 2006).

Education
Staff often learn about concepts that are new to them, such as innovation tools and techniques. By teaching and promoting the use of these tools, nurse leaders can help their employees learn new skills and apply them to everyday work situations.

Protected Time
While creating a culture of innovation may not require dedicating a dedicated committee, it does require being present to place to determine rules for piloting testing, funding, documenting, and networking innovations.

Technological Support
Access to a hands-on learning site that offers the technology conductively shaping their ideas into concepts also can be an invaluable resource for staff who want to contribute to workplace innovations.

Rewards
Innovation policies also are used to promote risk-based financial incentives. This reveals successful commercial and social innovations, which address health and other preventative problems in new ways that staff are not satisfied with the current economic development (Dubin, 2014).

“Ideo” Methodology
The “Ideo” method finds solutions early by viewing core behaviors adding shaped in their situation, by trying to feel what the user feels (Lanoue, 2015).

Buddging
Creating an innovation-conducive environment requires an investment in education as well as time dedicated to brainstorming and creative problem solving.

Leadership
Whether it is from a chief executive officer, chief technology officer, chief operating officer, or research dean, support for an innovation culture starts at the top level and filters down through all levels of an organization.

Play
Play creates an exciting atmosphere where ideas can flow in a non-routine, light-hearted environment. Playing or being creative spurs risk, practicality, and the idea of being wrong.

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