

“Innovation is the only way a company can renew its lease on success. It’s the only way it can survive.” Gary Hamel

“I chose this programme because I know it delivers lasting change. Its power is that it gives you the framework, skills and behaviours to deliver results fast” Marek Dziki, Managing Director, Merck

● now innovate!

Tomorrow’s leading companies will excel in innovation; they will challenge traditions, change the rules, harness creativity and stand out from the crowd.

The Now Innovate programme brings together personal and team development with strategic alignment. By focussing on purposeful, relevant and practical innovation, the programme is designed to accelerate performance and deliver quarter-by-quarter financial results.

Why now innovate

With Now Innovate, teams solve their most difficult and testing business challenges. In attending the programme, the operations team of an oil company increased productivity by 25%, the CFO of a global insurer improved liquidity ratios, an IT company beat their competitors with the speed of their product launches and a banking client delivered a 30% increase in new business.

Innovation leadership

Now Innovate develops the mindset, behaviours and skills of innovation. Over the last decade with some of the world’s leading companies, PU have developed the Innovation Point methodology. On the programme, teams use this methodology to develop innovation leadership, learning how to create the future, disrupt the status quo, initiate big ideas, build collaboration, excel in execution and learn collectively. As a result companies see a sustained change in behaviour that according to one CEO, is “infectious”.

Rocket science

For years, academic institutions have been talking about innovation. According to many, innovation is a minefield of complexity and challenge. This is not our view. Building innovation leadership is within the grasp of most companies today. When teams are equipped with the framework, psychology and skills of innovation they can deliver outstanding innovation and exceptional business results. For once, this is not rocket science.

Delivering business results through innovation leadership

“We are challenged with driving growth. As a result of the Now Innovate programme, we are delivering the results that just three months ago I thought impossible”

Philippe Guettat, Chairman and CEO, Pernod Ricard

Innovation in 90 days

The purpose of Now Innovate is to accelerate performance and deliver results in 90 days.

In Week One of the programme, participants define the business challenge. They also start using PU’s Now Innovate Assessment, an online tool which supports teams develop the skills and behaviours of innovation. Employing a number of additional psychometric and feedback instruments, participants work with PU to create the innovation blueprint.

In Week Three, the team attend a 2-day workshop. Focussing on the results, the team identify their innovation goals and co-create the innovation framework. The framework is the bridge between ideas, execution and results and incorporates the shared creation of vision, mission, strategic priorities, shared goals, initiatives and imperatives.

In Week Five, to accelerate the development of their innovation leadership, participants enrol in an intensive programme of coaching. Each team member has three 3-hour coaching sessions to explore the psychology of innovation, let go of old and inhibiting habits and develop the required skills, behaviours and mindset.

Without collaboration, innovation remains stuck. Only with the open sharing of information, experiences and learning does innovation turn from an idea into a business result. In Week Seven, the team attend a 2-day collective learning workshop to align values, build collaboration, and learn how to embed a culture of innovation.

Finally in Week Twelve, the team review results, identify learnings and set out to hardwire innovation. Great innovation often comes from difference and at this phase, the vision is re-established and differences worked through.

About PU

PU is a global leadership consultancy. With multi-sector experience and global reach, we help organisations around the world deliver outstanding business results through working with their leaders and teams. Our expertise spans innovation leadership, executive coaching and talent management. For over two decades our purpose has been to create a world in which global companies achieve their results through leadership that is confident, capable and informed.