

Starting from scratch...

the early stages of an innovation program

Five key lessons learned from implementing an innovation program at the Department of Mines and Petroleum, and how they are being applied at the Department of Aboriginal Affairs.

5 Key Lessons Learned

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1. Connections are important
2. Innovation is enabled by and depends on the connection of strategy, process, structure, capability and systems (in that order)
3. Culture eats strategy for breakfast
4. Employees want to work on stuff that matters – engage their heads, hearts AND hands
5. If at first you don't succeed ... Learn, adjust, adapt.

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First steps

1. Find like-minded people
2. Corporate workshop
3. Collaborate on key priorities from workshop

Connections are important



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Formalise &
Strategise

1. What is our vision / aspiration for the program?
2. Where and with who?
3. What are the rules of engagement?
4. What capabilities do we have / do we need?
5. What systems do we have / do we need?



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To create a paradigm shift in Aboriginal Affairs – where we are better connected and providing new services designed with the people who use them, through a radical approach to intelligence, technology, innovation and communication.



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**Innovation is enabled by and depends
on the connection of strategy, process,
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Find the
experts



Find the
champions



Find the
resisters



Examine the
structures

Culture eats strategy for breakfast



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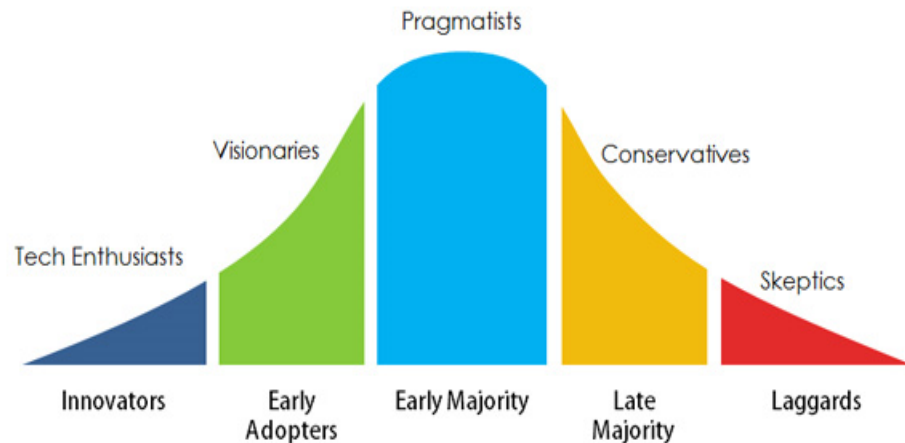
**Employees want to work on stuff that
matters – engage their heads, hearts
and hands**



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1. Enlist champions and workers – specialist skills + facilitation skills = success!
2. Enable – Give employees time, opportunity and systems to experiment.
3. Involve everyone – cater for the visionaries, pragmatists, conservatives and the skeptics. Have a place for everyone.
4. Do (and be seen) by celebrating quick wins
5. Keep them coming back!



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When ideas don't work...



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1. Prototyping matters
2. Consider options or scale
3. Fail early – don't sweat the details.
4. Make it safe
5. Celebrate the attempt

Learn, adjust, adapt

5 Key Lessons Learned

Connections are important

Strategy, process, structure, capability and
systems

Culture eats strategy for breakfast

Engage heads, hearts and hands

Learn, adjust, adapt

Thank you!

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