



# Emerging Role of HR & OD in Fostering a Culture for Innovation

**Date:** Tuesday, September 8<sup>th</sup>, 2015

**Time:** 09:00 a.m until 3:00 p.m

**Venue:** Millennium Hotel & Convention Centre 4<sup>th</sup> Ring Road, Salmiya, Abou Thar Al Ghafari St.

**Contact information:** Email: [training@kfas.org.kw](mailto:training@kfas.org.kw) / Direct: 22278185 or 22278100 Ext. 1881

**Registration:** Online: <http://oe.kfas.org.kw>

## Workshop overview

The time has arrived when "being innovative" is a required core competency not just for organizations, but for every person, in every job, every day. A study by KPMG gave a decisive call to the HR and OD communities to step forward and embrace their proper role in fostering a culture for innovation:

**Winning companies first and foremost have developed cultures where innovation is seen as an objective that employees at all levels and in all roles strive to achieve on a day-to-day basis.**

In addition, intellectual capital - the knowledge assets that form the basis for future innovativeness - has become THE key measure of future business value and performance. Intellectual capital is a domain of HR and OD that comprises 70-90% of the market value of knowledge-based companies.

**So... What is the role of the Human Resources and Organization Development functions in promoting a culture that actualizes these twin capabilities: enabling innovation in everyday work and growing intellectual capital?**

This workshop will give HR and OD functions clarity about their emerging role as a strategic partner to promote and build essential innovation competencies in their various activities, such as: leadership development, talent development, career progression, training, coaching, performance enhancement, and change management.

## Who should attend

This program is intended for senior and mid-level leaders in Human Resources and Organization Development who have any of the following responsibilities:

- Talent Acquisition and Development
- Leadership Development
- Performance Management
- Organization Design
- Work Process Improvement
- Organization Culture
- Organization Change

Possibilities. Potential. Progress

[www.kfas.org](http://www.kfas.org)



This is a highly experiential, activity-oriented workshop that includes personal feedback on a self-assessment that portrays a person's preferences and tendencies for four styles of innovative thinking.

### Outcomes

This workshop will give HR and OD professionals a comprehensive overview and personal insights about how to take the leadership and initiative to institutionalize:

#### 1. Individual and Team Competencies

- Establishing a common language and understanding for the art and discipline of innovation
- Following a disciplined process to innovate from start to finish, across functions and cultures
- Advancing the qualities that enable collaborative innovation
- Strengthening the good character that can impact the "what, why, and how" of innovation
- Becoming versatile in four distinct styles of innovative thinking

---

#### 2. Executive Competencies

- Leading and managing sixteen factors that directly impact the culture for innovation
- Assessing organizational performance in terms of growing both tangible and intangible assets



Enabling innovation... every person, every job, every day

© 2015 Values Centered Innovation | [www.VCI.global](http://www.VCI.global)

---

Possibilities. Potential. Progress

[www.kfas.org](http://www.kfas.org)





Enabling innovation... every person, every job, every day

The capacity to be innovative has become a required core competency for every person, in every job, every day. To meet the growing need for building innovation competencies, VCI offers a unique, fully-integrated curriculum that enables individuals, teams, and organizations to innovate to their highest human capacity.

VCI serves the world through two global offices in India and the USA. Our curriculum for enabling innovation has been used by over 100,000 people worldwide over the past 28 years. Many of the models were originally conceived at the Stanford Research Institute (SRI International). All of them have been enhanced by years of experience and the wisdom of the Eastern and Western cultures.

You can feel confident with our comprehensive approach to enabling innovation throughout the organization, which has been successfully used by facilitators and trainers around the world...

- In countries such as: India, Japan, China, France, UK, Italy, South Africa, Singapore, Australia, Brazil, USA, and Canada
- In multi-national corporations such as: AT&T, Associated Cement Companies, Charles Schwab & Co., Chevron, Disney Institute, DuPont, Eli Lilly, Exxon Chemical, HCL Technologies, Hewlett Packard, IBM, Infosys, Kraft, L&T Technology Services, Levi Straus, Motorola, Nokia, Philips, Pizza Hut, P&G, Samsung, Vodafone, and 3M

With our models, assessments and tools, people at all levels can work innovatively to:

- Optimize revenue and growth      - Evolve business models, strategy and culture      - Optimize quality and productivity
- Create synergistic stakeholder relationships      - Strengthen knowledge, wisdom and talent



**This workshop will be led by global leaders in the field of innovation:**

Co-founder **William Miller** is a recognized global expert on leadership, innovation and values. Formerly head of Innovation Management at the Stanford Research Institute, he has been named numerous times by Leadership Excellence as among the top 30 business thought leaders worldwide. Two of his five books have been rated among the "top 30 business books of the year" by Executive Book Summaries.

Co-founder **Debra Miller** has a 40-year professional career with experience leading IT initiatives, coaching executives on leadership effectiveness, and training thousands of people worldwide. She has authored numerous books, articles and white papers on subjects such as business coaching, spiritual-based leadership, human values in the workplace, and innovation enablement.



© 2015 Values Centered Innovation    www.VCI.global

Possibilities. Potential. Progress

www.kfas.org



مؤسسة الكويت للتقدم العلمي  
Kuwait Foundation for the Advancement of Sciences