

## FAQs on Innovation Programs conducted by Insycon

Questions:

Q1. Which programs on innovation do you conduct?

A. We conduct the following programs in the area of innovation:

S.No.	Innovation Program	Duration
1	Briefing on innovation	2 hours
2	Developing innovation competency	Half day
3	Workshop on innovation	1 or 2 days
4	Workshop on innovation + Application session	2 + 1 days
5	Workshop on innovation + Application session + Follow up workshop	2 + 1 + 1 days
6	Facilitating innovation in innovation hotspots	Half day or 1 day
7	Innovation in HR/Operations/C & M	3 days
8	Innovation in HR/Operations/C&M + Developing a compendium of innovations in innovation Hotspots	3 + 2 days
9	Designing an innovation Ecosystem	1 day
10	Systems innovation	2 days

Q2. What exactly do you do in the innovation programs?

A. We enable the development of innovation competency and the assimilation of the innovation development process so that they can be applied by the participants in Innovation Hotspots for generating innovations.

Q3. Are the innovation programs lecture based?

A. No. The pedagogy involves the deployment of individual and team exercises and the derivation of experiential learning from the outcomes. The learning process is application based. Live innovation hotspots are taken up for the application of innovation tools and processes so that the utility of tools is tested in live problem settings and the participants have takeaways in the form of innovative solutions in addition to the innovation competency.

Q4. Who are the likely participants of an innovation program?

A. The most important beneficiaries of an innovation program are:

- Personnel who have innovation in their KRAs such as R&D personnel.
- Task forces on innovation engaged in Product innovation, System innovation, Strategic innovation or Departmental innovation.
- Leaders targetting rapid growth or facing challenges in achieving goals.
- Transformational leaders.

- Professionals aspiring for solving problems in their work domain or attaining cutting edge performance.
- Departmental leaders who need to facilitate innovation in their departments.
- Organizational employees who need to develop an innovation mindset.

Q5. What are the contents of an innovation program?

A. The contents of an innovation program are organized around three critical questions about innovation. Those are as follows:

- Innovation: Why?
  - Involves the examination and analysis of cases determining the correlation of innovation with organizational growth and the correlation between the absence of innovation with organizational decline and death.
- Innovation: What?
  - Involves the types of innovation so that the participant can choose the area of application of innovation competency.
- Innovation: How?
  - Involves the assimilation and application of the innovation competency, innovation development process and the innovator's mindset.

Q6. How do you determine the effectiveness of an innovation program?

A. The effectiveness of an innovation program is determined by:

- a pre and post test.
- Number of innovations generated in the live application sessions targetted at innovation Hotspots in the work environment of the participants.

Q7. Any pre-work that has to be done for the innovation Program?

A. Identification of innovation Hotspots in the organization which can be taken up for innovation competency application during the program.

Q8. What would make the innovation program most effective?

A. Compilation of the innovations generated during the program w.r.t.the innovation hotspots in the form of a,"Compendium of innovation".Presentation of the compendium to the organizational leadership team. Selection of innovations for prototyping by the organizational leadership team. Formation of innovation teams for converting the innovations generated into prototypes within a defines project time frame.

Q9. What is the duration of the innovation Programs?

A. It depends upon the objectives of the program. The duration of the innovation programs as per their objectives is given below:

Program Objective	Duration
<ul style="list-style-type: none"> <li>• To develop an innovation oriented mindset.</li> </ul>	<ul style="list-style-type: none"> <li>• Workshop: Half day.</li> </ul>
<ul style="list-style-type: none"> <li>• To develop an innovation oriented</li> </ul>	<ul style="list-style-type: none"> <li>• Workshop:1 day</li> </ul>

<ul style="list-style-type: none"> <li>mindset.</li> <li>To assimilate and apply innovation tools to an innovation hotspot.</li> </ul>	
<ul style="list-style-type: none"> <li>To develop an innovation oriented mindset.</li> <li>To assimilate and apply innovation tools to an innovation hotspot.</li> <li>To develop innovation competency</li> </ul>	<ul style="list-style-type: none"> <li>Workshop:2 days.</li> </ul>
<ul style="list-style-type: none"> <li>To develop an innovation oriented mindset.</li> <li>To assimilate and apply innovation tools to innovation hotspots.</li> <li>To develop innovation competency.</li> <li>To assimilate the innovation development process.</li> <li>To assimilate a compendium of innovations in innovation hotspots</li> </ul>	<ul style="list-style-type: none"> <li>Workshop :3 days</li> </ul>
<ul style="list-style-type: none"> <li>To develop an innovation oriented mindset.</li> <li>To assimilate and apply innovation tools to innovation hotspots.</li> <li>To develop innovation competency.</li> <li>To assimilate the innovation development process.</li> <li>To assimilate a compendium of innovations in innovation hotspots.</li> <li>To enable experiential learning regarding the potency of innovation tools and the innovation development process</li> </ul>	<ul style="list-style-type: none"> <li>Main Workshop: 3 days.</li> <li>Follow up workshop: 1 day.</li> </ul>
<ul style="list-style-type: none"> <li>To develop an innovation oriented mindset.</li> <li>To assimilate and apply innovation tools to innovation hotspots.</li> <li>To develop innovation competency.</li> <li>To assimilate the innovation development process.</li> <li>To assimilate a compendium of innovations in innovation hotspots.</li> <li>To facilitate hand-holding and the development of prototypes by participant teams.</li> </ul>	<ul style="list-style-type: none"> <li>Main Workshop: 3 days.</li> <li>Facilitation sessions: 1 Facilitation session/team/month for 4 months.</li> <li>Duration of the Facilitation session: 2/3 hours.</li> </ul>

Q10. What kind of a learning experience are these innovation workshops?

A. The innovation workshops are an activity, case based and application driven learning experience.

Q11. For what kind of clients have you conducted these innovation workshops?

A. Innovation workshops have been conducted for clients such as NTPC, NHPC, Powergrid, Vmware, Accenture, Gillette, Nestle, Maruti-Suzuki and Mahindra & Mahindra.

Q12. How successful have been the innovation workshops that you have conducted for clients?

A. The success of the innovation workshops is indicated by the quality of innovations generated and assimilated in the innovation compendiums created at the end of the workshops and presented to the top management teams of the client organizations.

Q13. Have you conducted any customized innovation workshops?

A. Some examples of the customized innovation workshops are as follows:

<b>Customized innovation workshop</b>	<b>Client</b>
Innovation in Packaging	Nestle
Innovation in Operations	NTPC-Ramagundam
Innovation in C & M	NTPC-Raipur
Innovation in HR	Power HR Forum, Accenture
Innovation in Sales	GSK
Innovation in Media	Mindshare
Facilitating innovation	Maruti-Suzuki

Q14. What is your knowledge source for these innovation workshops?

A. The knowledge source of these innovation workshops is the experiential learning undergone by the trainer over a period of 21+ years in different innovation programs and projects facilitated for different client organizations. That experiential learning is integrated in the form of a book titled as, "Innovation, Why, What and How" by Sanjiv Narang which is available on Amazon.

Q15. What kind of innovation tools do you cover in the innovation workshops?

A. Innovation tools such as Trigger scanning and DMP Challenge are covered in these innovation workshops. However these tools and their application are not available in the public knowledge domain.