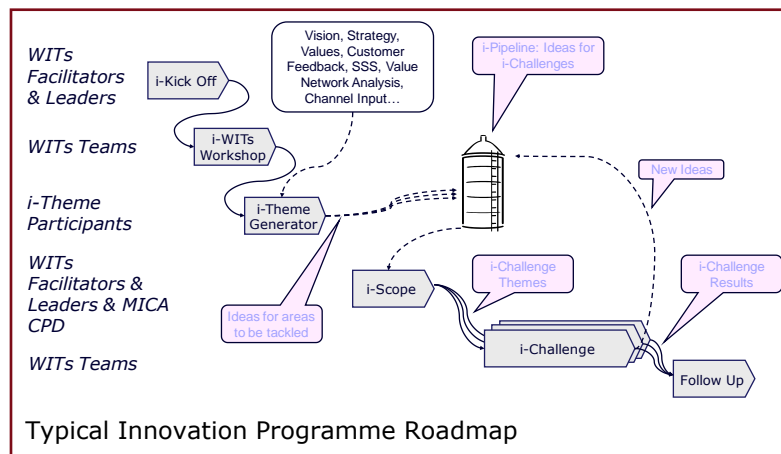


Achieving Organisational Excellence Through Innovation

COE helps companies to Innovate on managing and improving present performance, at the same time creating excellent future operations with the following programmes. Our offerings start from customising the Innovation Approach for our clients and last during the whole life-cycle of innovation initiatives until the results are visible.

Our approach is focussing on company-wide involvement, integrates current initiatives such as WITs, SSS, Six Sigma etc to build upon capabilities available and enhance their effectiveness by proven creativity and innovation techniques packaged in a Creative Problem Solving (CPS) methodology. CPS is following the Buffalo Framework for Creative Problem Solving.



1. Senior Management Awareness Programme (I-Lead, 4h-2d)

Seen as an essential session to deliver a broad, high-level executive summary, serves to harmonise enterprise understanding on Innovation as a process and a culture. Acting as a platform to facilitate and establish clear expectations during the initial stage, creates organisational commitment at the senior management for better resource allocation and is seen as a key success factor for a High Performing Organisation.

The following will be covered:

- Leadership in Innovation – understanding the tools, framework and climate requirements
- Role of senior management in Innovation
- Criteria for establishing Innovation as corporate culture
- Hindrances to Innovation

Ideally it also provides a forum to harmonise and address senior management's challenges to the desired outcome of the whole programme. Sharing other organisations perspectives creates an excellent opportunity to learn from others business success and opportunity to make a difference.

2. i-Team Workshop (i-WITs, 1d and i-Basic, 2d)

Our Innovation Workshop is catered to everyone in the organization to educate and to gain buy-in. The objective of this programme is to allow everyone to understand the principles, framework and some tools of the Creative Problem solving approach. COE's Innovation Team Workshops are designed to train large numbers of staff to "Support the Change" or to

Achieving Organisational Excellence Through Innovation

enhance awareness of Innovation as a culture. It serves to encourage staff to embrace the concept so that implementation will be smoother and easier.

i-WITs is designed for personnel who is already trained in basic problem solving techniques such as Work Improvement Team tools or Six Sigma tools. For these participants, the focus is on adding creativity and innovation tools to the toolset they are already trained in and practice the application of all tools together in the CPS methodology.

i-Basic is catered for personnel who has not had the chance to go through above mentioned training interventions before. For these participants, basic problem solving tools and basic creativity and innovation tools are covered.

3. i-Theme Generator Workshop and i-Scope Session

Our i-Theme Generator Workshop is designed to collect information about actual or potential problem areas based on Vision, Values and Strategy of your company and derived from information like

- Customer, client, supplier and partner feedback
- Senior Management
- Employee suggestions
- Employee opinion survey
- Value Network Analysis
- Business performance reports
- Audit reports.

bring staff together

4. Innovators Course (2 days)

Our experiential learning Innovators Course is designed to equip participants, over a 2 day programme, with the basic frameworks, principles and tools (Creative Problem Solving) encouraging Innovation.

Innovators will experience:

- The Innovative person and mindset
- Framework for creative thinking
- Tools and technique for thinking ‘out-side the box’
- Ways to improve creativity and innovation
- Divergence principles and techniques
- Convergence principles and techniques
- How to implement ideas and manage risks associated with novelty

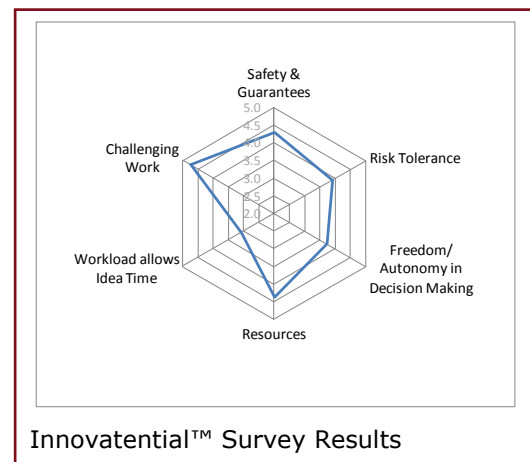
Achieving Organisational Excellence Through Innovation

5. Innovation Profiling

Covering four aspects of personality in relation to individual views and outlooks, COE's proprietary Innovation Profiling Tool enables the identification of varying capabilities for team formation to achieve optimum performance. Teams comprising Innovators, Inventors, Adopters & Adapters are best positioned to succeed since a synergy is enabled with the various character traits.

6. INNOVATENTIAL™ Survey

Developed by Russian scientist Igor Dubina of Altai State University, this survey is premised on anonymity to encourage responses that are more realistic. Findings from this survey indicate, along six factors, the internal organizational climate affecting Innovation & Creativity as seen by staff members. This survey is to be conducted prior to the workshop session and addresses environmental factors that encourage or inhibit organisational excellence from the innovation standpoint.



Our Value Proposition

Our consulting team brings with them experiences in implementing medium and large scale programmes as well as in strategy, organisation and people development and project management skills.

We enhance the skills of your people so as to empower them to successfully continue and apply the tools and methods learned into the future.

We transfer our knowledge to your people throughout our relationship. Your learning is part of the project. "Success" = Results + Skills Transfer