*The Innovation Implementation Café is a short blended learning experience oriented around the concepts and skills found in the Harvard ManageMentor Innovation Implementation topic. The learning experience consists of three components:*

**Innovation Implementation Café Overview**

*60 to 90 minutes 60 minutes Ongoing*

Objectives

At the conclusion of the blended experience, participants will be able to:

* **Identify innovation opportunities,** focusing on real customer needs
* **Define and redefine problems** with fresh perspectives
* **Design innovation experiments**, exploring what an experiment to test an idea in a structured but simple way might entail

Part 1: Pre-work (self-paced, individual)

Before the live Café session, participants should:

* Complete all lessons in the Harvard ManageMentor Innovation Implementation topic:
  + Innovation in Action
  + Identify Innovation Opportunities
  + Prioritize Potential Innovations
  + Design Innovation Experiments
  + Build Support for Innovation
  + Learn from Success and Failure
* Complete the “Worksheet for Discovering New Ideas” from the Harvard ManageMentor Innovation Implementation topic. After completing the worksheet, participants should consider an idea they would like to implement to create value in a new way. If participants do not have an innovation idea in mind, they should think of a past innovation from their organization or one they have encountered elsewhere.
* Review the “Pick a Format for Your Experiment” handout.

Part 2: Café session (live, group)

The Café session represents the core element of the learning experience. The session provides an opportunity for participants to:

* Exchange ideas and questions with each other
* Discuss how key concepts and skills apply in their own workplace
* Practice relevant skills
* Build momentum and support for applying the concepts and skills after the session

The Café session is designed to take approximately 60 minutes. If the facilitator prefers a shorter session or wishes to spend more time on a specific concept or activity, they can choose to cover only the activities that are most relevant to the group.

| SECTION | ACTIVITY | TIME |
| --- | --- | --- |
| **Introduction** | Show icebreaker question while participants are arriving to the session:   * + What’s one “great idea” you’ve thought about implementing to solve a problem you or your customer face? * Introduce facilitators. * Review tips for using technology during the session. * Debrief icebreaker question and ask follow-up:   + How excited are you about implementing this idea on a scale of 1-10? * Set context: All kinds of innovations—whether product, service, process, or business model, and whether big or small—start with an idea that is nurtured, developed, and ultimately implemented to create value for an end user—whether that’s your customer, your team, your company, or you. A great idea doesn't have to cost a lot of money or disrupt an industry. It can start very small. It just needs two ingredients: It needs to make something *better,* and it needs someone passionate to take it forward. If we are not excited about implementing our ideas, no one else will be! Our goal today is to push our thinking forward so we all leave more excited about pursuing new solutions to the problems we’re trying to solve. * Review session objectives. | 10 minutes |
| **Skill focus: Identify an opportunity** | * Debrief tool: “Worksheet for Discovering New Ideas” from the online Harvard ManageMentor Innovation Implementation topic. Participants:   + Discuss the concept of “idea fishing.”   + Review the opportunities they have identified to observe, question, network, and explore to expand their thinking and identify opportunities for improvement.   + Consider at least one thing they might do immediately to put the strategies they’ve identified into practice for the “great idea” they identified to start the session.   Facilitate practice activity: Expand your options:   * + Invite participants to shift their thinking away from considering *what people need* to what they *want to accomplish.*   + Frame a process of expanding innovation options using the following prompts:     - *What problem are you trying to solve?*     - *What do you think your customer or end user needs?*     - *What do you think they actually want to accomplish?* | 17 minutes |
| **Skill focus: Define and redefine the problem** | * Facilitate practice activity: Complete a “What would you do?” scenario about a manager who has an idea to solve a problem for a customer. Participants:   + Explore how the manager could redefine the problem.   + Consider alternate solutions to the problem.   Facilitate practice activity: Multiply *your* problems. Participants:   * + Think of three ways to redefine the problem for the idea they’ve identified.   + Choose at least one of these redefined problems and consider alternative solutions. | 15 minutes |
| **Skill focus: Take it to the test** | Facilitate reflection activity: Participants consider “What do you want to learn?” using the scenario of the manager with a great idea and then personally addressing:   * + What’s the core hypothesis?   + What are the related assumptions?   + What are some of the key success criteria and metrics? * Facilitate practice activity: Designing an experiment. Participants:   + Consider their “great idea” and reflect on potential quick, easy tactics to test their innovations.   + Explore the four simple types of experiments in the “Pick a Format for Your Experiment” handout.   + Share ideas for using these types of experiments or others. | 13 minutes |
| **Applying what you’ve learned** | Review session objectives and skill areas discussed.  Reflect on the ideas developed during the session and check in on the new level of excitement and personal commitment to move them forward.   * Review directions for completing the On-the-Job section of the online Harvard ManageMentor topic, including the action plan. * Close the session. | 5 minutes |

Part 3: Application (self-paced, individual)

After the live Café session, participants are expected to complete the following assignments:

* Complete the online On-the-Job section in the Harvard ManageMentor Innovation Implementation topic. The section provides learners with an opportunity to choose a skill to focus on and create an action plan for applying and developing the skill. *Note:* If your organization does not include the On-the-Job section in your configuration of Harvard ManageMentor, ask participants to think of two things they can do over the next 90 days to further apply and develop their skills in this area.
* Execute their action plan over a specified time frame (e.g., 60 or 90 days).
* After the specified time frame (e.g., 60 or 90 days), access the online On-the-Job section in the Harvard ManageMentor Innovation Implementation topic to update the action plan and reflect on the experience.