Creativity and Innovation
OLC Course Recommendations

Competency Definition
Develops new insights into situations; questions conventional approaches; encourages new ideas and innovations; designs and implements new or cutting edge programs/processes.

OLC Component Titles

Communicating a Shared Vision

COURSE TSA-LEAD-COMMSHARDVISN-0001

Description: "If you can dream it, you can do it." Walt Disney's words ring as true today as they did many years ago when they were first displayed above the Epcot Center. The importance of a vision cannot be denied. Neither can the importance of communicating that vision to the people responsible for supporting it. Communicating your vision gives purpose and meaning to the work that people do, and pursuing and accomplishing that vision with a sense of integrity builds trust in you as an individual and as a leader. This course will teach you how to communicate a shared vision and get action on that vision across all sectors of your working environment. **Duration=4.5**

Emotional Intelligence at Work

COURSE TSA-COMM-EIATWORK-0001

Description: What makes someone a top performer in the world of work? If you think high IQ, advanced degrees, analytical skills, and technical expertise are the answer, it's time to think again. Experts now agree that Emotional Intelligence often determines who will climb the corporate ladder and who will be passed over. Exciting new research shows that, unlike IQ, Emotional Intelligence can be developed and increased during any point in your career. This course identifies some of the common misconceptions about intelligence at work and defines three key areas of focus: self-awareness, self-regulation, and motivation. **Duration=2.5**

Energizing and Empowering Employees

COURSE TSA-LEAD-ENERGEMP-0001

Description: Energy. Without it, the wheels and gigabytes of industry come to a screeching halt. And without energized, empowered employees, your part of global industry will make far less progress. This course introduces you to the importance of energizing and empowering employees. By doing so, you multiply the benefits to your department, team, and organization. The course begins by showing you ways to cultivate employee energy as well as the reasons why it's important. It shows you not only the need to energize and empower employees, but also how to do so. Then you'll explore the role of communication in amplifying that energizing process. You will also learn how to create a work environment that inspires excellence. Finally, you'll see how to act on that energy and reap the benefits. **Duration=2.5**

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Evaluating Creative and Innovative Ideas

COURSE TSA-PD-EVALCREATIDEA-0001

Description: Proposing ideas is just the first step to innovation. But for every thousand ideas you generate, only one may have what it takes to make a real difference in your organization. Many great ideas will remain just that--ideas. Unless they have true commercial potential, or offer real advantages, they are destined to remain in the mental "incubator." To determine which ideas are worthy of further attention and which should be discarded, you will need to expose them to evaluation. This can be a painful time, when you feel protective of "your baby." After all, up to this point, you may have been guarding your idea against any criticism. Yet in a hard-nosed business world, all ideas must undergo intense scrutiny to enable their true potentials to be assessed. In this course, you'll be determining what aspects of creative and innovative ideas require evaluation, and then exploring common evaluation techniques, such as Return on Investment (ROI), SWOT analyses, and the Six Thinking Hats theory. **Duration=3.5**

Generating Creative and Innovative Ideas

COURSE TSA-PD-GENCREATIDEA-0001

Description: Is creativity within everyone's grasp? Are people innately creative, or is this a skill that some learn, and others don't? If you have ever watched children at play, it's easy to conclude that all people start at the same level, with the same creative ability. Perhaps they lose their "creative toolboxes" with the self-consciousness of adolescence, or as other demands compete for attention. Whatever the reason, it's important that you regain your ability to be creative and innovative. More and more organizations are turning to in-house human resources as a rich source of ideas in the knowledge economy. Indeed, the well-known mantra: "People are our greatest asset" has never been so accurate. This course is designed to help you to boost your creative toolbox. You will look at team methods of fostering creativity and innovation in the workplace, such as brainstorming and the Nominal Group Technique. Then you will explore techniques that can be used individually for personal inspiration, including the importance of conflict, and how nature and history can help you in your quest for greater creativity. Finally, you will also consider the importance of "keeping grounded" and of building on ideas. **Duration=3.5**

Implementing Creative and Innovative Ideas

COURSE TSA-PD-IMPLCREATIDEA-0001

Description: A creative idea only truly becomes an innovation when it is implemented successfully in the organization. After all, what's an idea without execution? Execution is crucial if the idea is to start making or saving money. The process of implementing creative ideas is what makes great ideas become brilliant ideas. But this success is never immediate. On the contrary, even the greatest ideas demand careful management of the implementation process. Prototypes may be developed before stakeholder approval can be secured. The right skills will also be vital to maintain momentum and prevent inertia, to coax and assure the team, and to lead the idea to success, ensuring it reaches its true potential. During this course, you'll find out how to manage the entire implementation process: from prototyping and gaining stakeholder approval to maintaining momentum and enthusiasm. Leading the team through this challenge will also be vital. You'll learn more about how to complete the creative cycle: how to secure buy-in and managing the launch, what to do with old ideas, and how to maintain creative momentum in the future. **Duration=5.0**

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Increasing Your Emotional Intelligence

COURSE TSA-COMM-INCREASEI-0001

Description: In today's workplace, you need to have both the intellectual skills to do the job and the emotional intelligence to interact effectively with co-workers. The successful leaders and managers around you outshine others because of their stellar people skills. Most people believe that emotions are automatic responses that they have no control over. Few realize that their emotions are determined by what they think, and that concrete techniques exist for gaining control of their feelings. This course will provide you with the skills to increase your emotional intelligence so that you can become an effective contributor in the work force. **Duration=2.5**

Leadership without Authority

COURSE TSA-COMM-LEADWOAUTH-0001

Description: Lily Tomlin said, -I always wondered why somebody doesn't do something about that. Then I realized I was somebody.- Tomlin could have been speaking on behalf of many employees in the corporate world who, despite having little authority, take it upon themselves to become leaders nonetheless. Becoming a leader, and getting results, without authority is especially important in today's corporate culture, where middle management and the concept of seniority are being replaced by a flat organization structure and intense competition. Such an environment makes the need for leadership skills especially crucial. In this course, you'll learn how to circumvent your lack of authority to get results through effective leadership. **Duration=3.0**

Putting Knowledge to Work

COURSE TSA-KNOW-PUT2WORK-0001

Description: Can you imagine a successful company investing in a powerful machine and then just letting it sit in the warehouse? Knowledge, like a machine, must be used to create something positive for your company. If not, it's wasted. Unlike a machine, the beauty of knowledge is that it can be used, leveraged, and applied without diminishing. The key is to find the knowledge in your company, share it, and leverage it. This is the process that will really bring you, and your organization, the results you want. **Duration=4.0**

The Foundations of Creativity and Innovation

COURSE TSA-PD-FNDCREATVINNOV-0001

Description: What is creativity, and how does it affect the brain? Why is it that people often have many of their best ideas once they leave work, when performing the most mundane tasks? Is this a coincidence, or is there a particular reason for it? As more and more organizations encourage employees to propose creative and innovative ideas in the workplace, it's imperative that you understand the foundations of creativity and innovation, how creative thought happens, and what is needed to stimulate it further. This course begins with definitions and an exploration of the science of creativity, including biological and psychological perspectives. You will then examine specific models that are used to explain creativity and innovation. Of course, creativity is not a "dry" subject. The human mind must be stimulated, excited, and nurtured to produce creative thinking. In short, people need the right climate and culture for creativity and innovation to flourish. Starting with an examination of the barriers to fostering a creative culture, you will go on to look at teams and environmental factors. Crucially, your own outlook, your likes and interests can be a determining factor in how creative you are. **Duration=4.5**

The Mark of a Leader

COURSE TSA-LEAD-MARKOFLEAD-0001

Description: Do you feel that your people can't get along without you? If you're not available, do your people lack direction and therefore, productivity suffers? If you feel that you've been overmanaging and underleading, this course is for you. There is a strong difference between activities and roles of effective managers and those of successful leaders. You'll discover what some of those key differences are by studying the traits and qualities of leaders, including information on how true leaders find the time to lead and what employees expect from their leaders. Additionally, you'll get a chance to explore your leadership style and gain awareness of your strengths and weaknesses as a leader. The good news is that, like so many other skills, leadership can be learned. **Duration=4.5**