



Embedding your innovation culture



Emerging Entrepreneurial Leaders

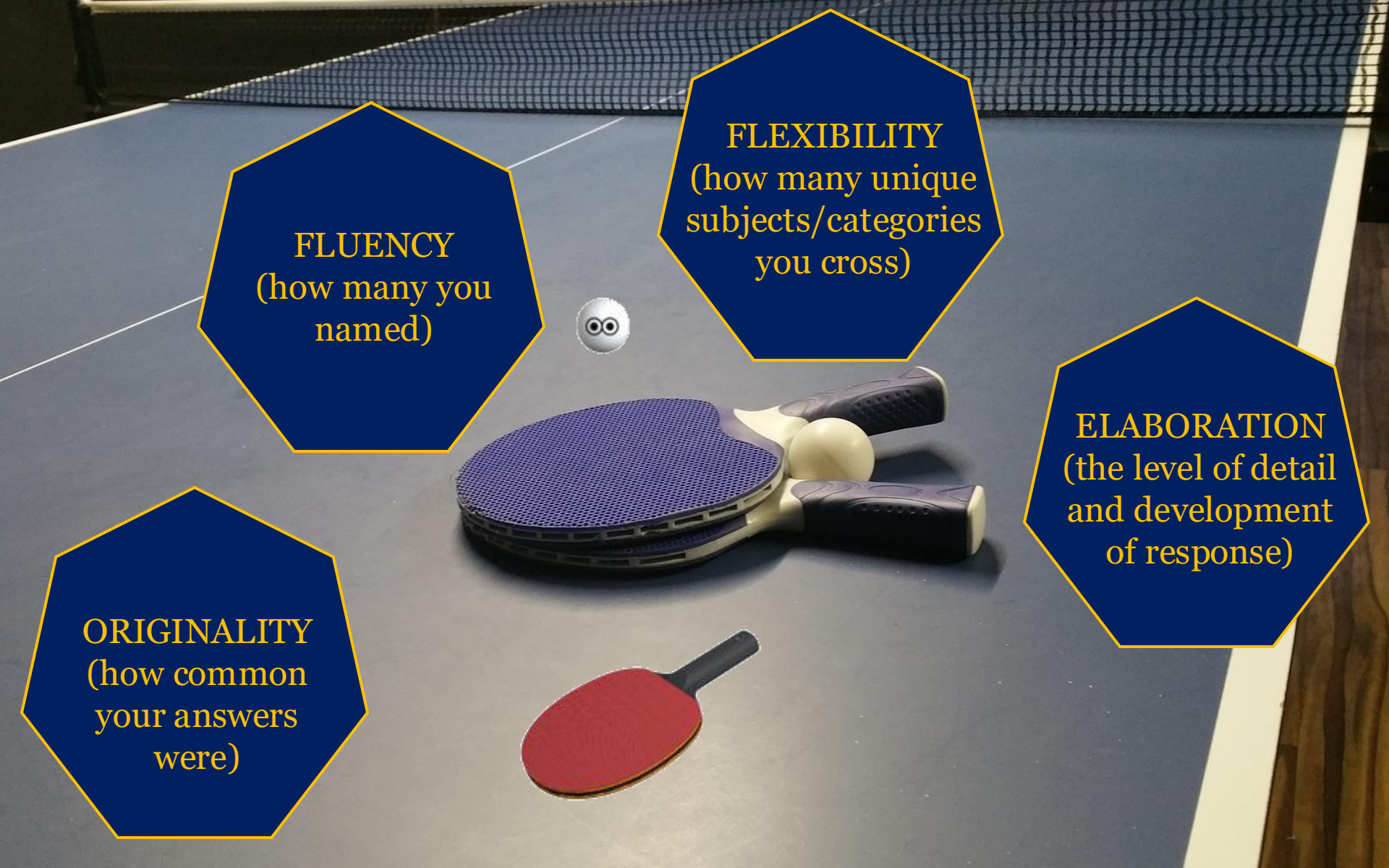
26 November 2025

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Your innovative mind



How many
alternative uses
can you come up
with for a
PING PONG BALL
in **5**
minutes?



FLUENCY
(how many you
named)

FLEXIBILITY
(how many unique
subjects/categories
you cross)

ORIGINALITY
(how common
your answers
were)

ELABORATION
(the level of detail
and development
of response)

Ok, we may need this, BUT we shouldn't do it in this manner

We don't need this

OK, ok, we need this and we should do it this way, BUT it only applies to others and not me

My case is different from others', so I worry about how the changes will impact on me in ways they won't impact on others

This is completely obvious – why are we even wasting time talking about it?

and also...

Everyone else is on board with this, so we'll make the best of it

Common organisational reactions to innovation

The time-poor innovator's approach towards innovation



Take off
your
academic/
professional
hat now and
again

The
little & often
mindset

Make it
part of the
strategy

Promote
a pervasive
culture of
innovation

Battle
against
limiting
beliefs*

*at least
at the
outset

The *little & often* mindset

Creating
a habit of
innovation



*Link back to your
purpose/mission statement*

Understand
Your institution/
school

Understand
demand

Understand
The HE Sector

**The
little & often
mindset**



The little & often mindset

10 Tasks
3 Weeks

Task 1 (5 mins):

Choose an aspect of either your work at your institution or in the sector which you would like to consider in relation to an **innovative approach**

Task 2 (5 mins):

Jot down **as many different ideas** that can:

Positively impact how you support the focus area

and/or

Address any related challenges

and/or

Enhance the staff, student or partner experience

Task 3 (3 mins):

Review the ideas you brainstormed and identify the top 3 most viable ones (considering: feasibility, impact, alignment)

Task 4 (2 mins):

Consider your top 3 ideas and pick the **one idea** you consider to be the **most viable** out of the them.

Understand
Your
institution/
school

Understand
demand

Understand
the
sector

Task 5 (5 mins):
Make two lists:

<u>The idea's strong selling points</u>	<u>Challenges to implementation</u>
?	?
?	?
?	?
	?

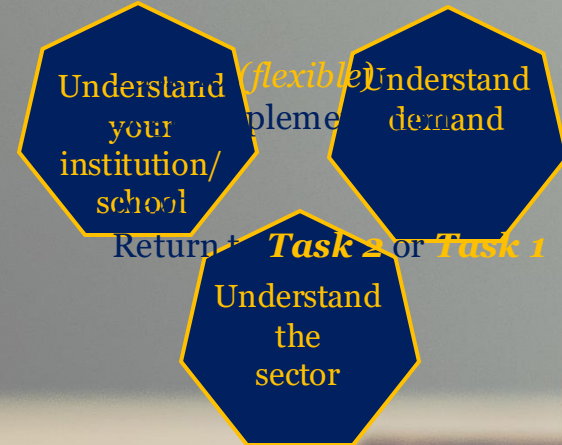
Task 6 (5 mins):

From the **3** challenges to implementation you have identified in respect of the idea, think of and write down ways you would address the first one.

Task 7 (5 mins); Task 8 (5 mins):

Repeat **Task 6** in respect of the remaining two challenges identified in **Task 5**.

The
Task 9 (5 mins):
Draw up an implementation plan: (i) who will you share the idea with first; (ii) in what manner; (iii) when



Time to reflect

