



# Composer

## AUDIENCE

Managers and team leaders as well as intact teams.

## Inspire Your Team to Be Innovative

### Program Benefits

*Composer*, from BTS, helps managers and team leaders drive innovative thinking by their direct reports and teams. The program helps participants tap into their own innovative natures, and become better leaders by getting every team member involved in the innovation process in ways that successfully turn ideas into business processes.

After experiencing *Composer*, managers and leaders are better able to:

- grasp the opportunity of innovation to transform business processes into meaningful business results
- understand the nature of innovation and the challenges to harnessing the full innovation potential of teams and organizations
- break the innovation-to-implementation process into three key stages and use powerful tools to drive each stage
- develop realistic, actionable plans to get ideas into implementation

### Program Description

The full-day *Composer* workshop begins with the Lean simulation during which participants experience first-hand the power of innovation to transform business processes. Participants are then guided through an exploration of the nature of innovation and innovation styles. Finally, working on a customized set of innovation opportunities, participants learn and use six powerful tools to generate, evaluate, and implement ideas.

The Lean simulation gives managers and leaders a highly interactive simulated experience running a non-lean manufacturing line. After debriefing this experience, participants run a lean line. They explore the impacts gained from continuous improvement and innovation, using the same resources with the same customer demands, and contrast the two experiences.

Following the simulation, participants explore the nature of innovation. Using a personal card sort, they identify their own innovation style on a scale from "highly aligned with continuous improvement" to "highly aligned with discontinuous, out-of-the-box thinking." Then participants delve into common perceptions of each innovation style, and consider how leaders can harness the full innovation potential of their organization. Next, working with a set of customized Innovation Opportunities, participants learn how to manage innovation using a three-stage model of generating, evaluating, and implementing ideas. Participants explore specific tools for each stage of the innovation-to-implementation process. At the conclusion of the workshop, managers and team leaders develop a plan to put the innovation process and toolkit to work with their teams back on the job.

### Implementation/Customization

*Composer* is designed as a 1-day learning experience. A customized set of Innovation Challenges is developed around client-specific business challenges and opportunities.