

Product Specification: HIN

HR and Innovation

Overview

Innovation is an increasingly important capability for all organisations and will be even more important once the economy improves to help businesses capture new market opportunities.

This is a big challenge for HR as although having the right processes and technologies is important, innovation is mainly about having the right attitudes and behaviours, supported by the right culture. It's therefore unfortunate that HR is often seen as an inhibitor rather than enabler of innovation. This session will cover the main things HR professionals need to know to support, and even lead, the innovation agenda within their organisations.

In addition, HR itself is increasingly being seen as one of the last untapped opportunities for transformational innovation. There are organisations around which are managing their people in significantly different sorts of ways. Most organisations however are focused on implementing best practices – even when we know these practices aren't that 'best'. The session will therefore also look at how HR can develop more innovative approaches to its own processes and support.

Through leveraging these opportunities, HR can substantially increase its credibility and contribution, and the impact it has on the organisations it works within.

Who Should Attend?

- VPs, Directors and managers of HR, Talent Management, Recruiting, Learning, Organisation Development etc
- HR business partners and other HR staff wanting to contribute more broadly to the innovation agenda
- Business leaders with responsibility for talent management



Learning Outcomes

By the end of the course you will:

1. Understand why innovation is so important and how it can be best supported
2. Understand how HR can play a major role in making organisations more innovative
3. Have considered a range of opportunities for making HR itself more innovative and how these could be applied to your own organisation
4. Have planned how HR can become more innovative itself to support both business and HR innovation agendas within your organisation

Symposium Training Contact Details

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Sample Programme

9:30 – 10:00 Registration and Coffee

10:00 – 10:30 Welcome, Introductions and Objectives for the day

- 10:30 – 11:30
- Fundamentals of Innovation
- Why innovation is increasingly important for all organisations
 - Learning from successful innovators
 - The psychology of innovation
 - The processes and surrounding environment which lead to successful innovation
 - Balancing measurement and creativity
 - The role of technology

11:30 – 11.45 Morning Coffee

- 11:45 – 12:45
- HR Supporting Innovation in the Business
- Recruiting and supporting creative individuals in organisations
 - Creating an innovative climate and culture
 - Developing more innovative behaviours
 - Harnessing serendipity – connecting individuals across the organisation and beyond (open innovation etc)

12:45 – 13:30 Lunch and Discussion

- 13:30 – 14:30
- Opportunities for Innovating HR
- Why HR provides one of the greatest opportunities for innovation
 - Examples of moving from best practice to next practice and best fit
 - Opportunities for making HR more agile, social, mobile, gamified etc
 - Learning from maverick organisations and approaches
 - Undertaking HR experiments

14:30 – 14:45 Afternoon Tea

- 14:45 – 15:45
- Developing HR's Innovation Capability
- Developing competencies for business and HR innovation
- Innovating HR roles and career structures
 - Maximising learning from books, conferences, social media etc
 - The role of benchmarking

15:45 – 16:00 Conclusions and Action Planning