



Innovation Movement Training

Innovating as a Force for Good in a Digital World



Spring 2023

INNOVATION MOVEMENT TRAINING

INNOVATING AS A FORCE FOR GOOD IN A TRANSFORMING WORLD



Senior team leaders



25 May – 15 June

Tuesdays and Thursdays

13:00-15:00 CET



Virtual

THE FORMAT AND METHODOLOGY

A **7-session, 3.5 week online course** with certificate and year-long membership in the Geneva Innovation Movement Association.

INTERESTED?

To confirm your interest in joining this training or to learn more about it, please contact your HR contact person or email us at iris@genevainnovation.org



LEARN DIGITAL TRANSFORMATION CONCEPTS AND TOOLS TO LEAD YOUR TEAM THROUGH CHANGE IN A VIRTUAL, HANDS-ON EXPERIENCE!

- **Join** this set of hands-on workshops and work in **cross-functional, cross-organizational** teams to learn to apply the opportunities that digital transformation has to offer, while correctly assessing the related risks.
- **Engage** with other senior leaders in innovation and digital transformation work and provide them with processes and tools to lead teams through change. Become part of a movement of collaborators with the aim of enabling the environment for innovation and transformation.

The Innovation Movement Training (GIM) is a proven concept that was **co-created** with the **Chiefs of Learning and HR from UNHCR, ILO, UNOG and ITU** and is fully supported at your organizations' highest levels.

THE CONCEPT

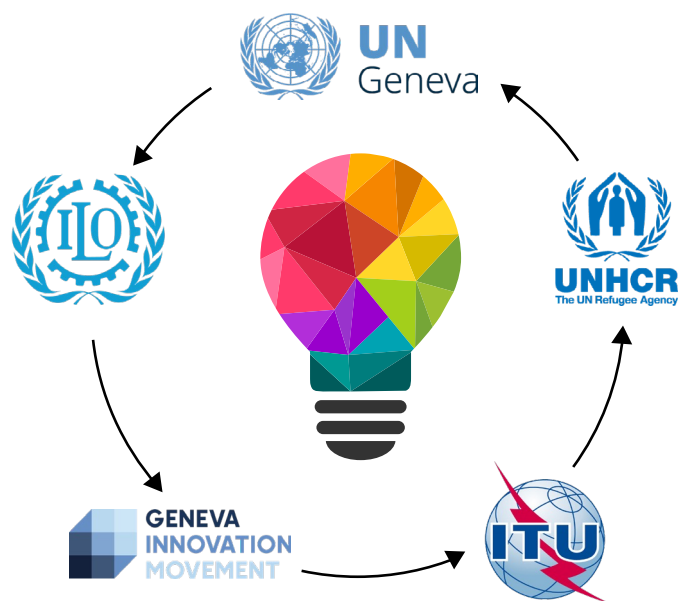
INNOVATING IN A TRANSFORMING WORLD – NEW STRATEGIES, NEW SKILLS

The SDGs are unlikely to be met by 2030 without rapid, all-encompassing innovation relying on the opportunities of **digitalization and culture change**. But digitalization also presents threats to international organizations' values, legitimacy, and responsibility. Confronting these opportunities and challenging and devising new strategies for how to navigate a digital world, as well as how to empower people with new skills is a priority for all organizations today. **Support and guidance from the leadership is crucial for successful development towards new strategies and new skills in a digital world.**

Innovating in a digital world is increasingly important. The way that services are delivered, that humans interact, and that connections are created are now fully entrenched in technology. New strategies for how to prioritize activities and streams of work and new skills for how to implement these, will be required on three levels to manage this change effectively.



At the individual level, confidence is required to try out new tools and the skills to understand when these tools can be used and how to achieve greater efficiency and effectiveness. **At the team leadership level**, managers are poised to lead their groups through change. A deep understanding of what 'digital thinking' means for their area of work will motivate and engage teams, boost their collaboration for remote management and distributed work scenarios and create of new KPIs. **At the senior leadership level**, new strategies to focus activities, leverage capabilities and make investments in digital technology will arise from a clear understanding of the organization gaps and possibilities.



PROGRAM OBJECTIVES

NEW SKILLS FOR A NEW WORLD

This training focuses on the **team leadership level** while also equipping team leaders as individuals with innovation and digital technology tools and allowing them to design and implement strategic priorities in a digital work.

While digital transformation presents many opportunities, operationalizing digital transformation strategies bears risks and requires correctly assessing the specific opportunities for the organization and division. The training **integrates the senior leadership level** through preparatory conversations and follow-up workshops to elevate gap analysis and possibilities.

The objective of this training is two-fold. First, on the content-level, it seeks to engage **senior leaders** (those managing teams) in innovation and digital transformation work and provide them with processes and tools to lead teams through change. Second, on the interpersonal level, it continues to build **a movement of collaborators** from across organizations with the aim of enabling the environment for innovation and transformation.

SESSIONS: SEVEN MODULES TO EQUIP SENIOR LEADERS WITH NEW SKILLS AND PROVIDE NEW STRATEGIC PERSPECTIVES FOR INNOVATION IN A DIGITAL WORLD

SESSION 1 25 May	INTRODUCTION: INNOVATING AS A FORCE FOR GOOD IN A DIGITAL WORLD <ul style="list-style-type: none"> • Key Focus: Latest research insights conducted at the University of Geneva on Innovation in the United Nations organizations and International NGOs • Detailed description: Understanding and applying best practices across organizations and developing applicable pathways for how to manage innovation in a digital world • Expert Interventions: Research input and discussions by renowned academics from the Center for Innovation & Partnerships at the University of Geneva, specifically Prof. Tina Ambos and team • Practitioner Interventions: Successful leaders from the Ecosystem will present their stories of failures and success
SESSION 2 30 May	WELLBEING FOR MANAGERS LOOKING TO BREAK BOUNDARIES THROUGH INNOVATION AND LEAD IN TIMES OF CHANGE <ul style="list-style-type: none"> • Key Focus: Learning inner wellbeing practices that cultivate resilience to change and reduce fear towards new technologies • Detailed description: Mental health and burnout were particularly prevalent in individuals constantly coming up against the bureaucratic processes of their organizations as they try to move forward innovative ideas. Against this backdrop, giving colleagues the opportunity to learn inner wellbeing practices that cultivate resilience to change is vital for continued productivity and efficiency • Expert Interventions: This session is led by Katherine Milligan, Director of Collective Change Lab and former head of the Schwab Foundation for Entrepreneurship at the WEF • Practitioner Interventions: This closed-door session will allow the group to learn from one another in a safe space
SESSION 3 1 June	MASTERING DIGITAL TOOLS AND BEST PRACTICES FOR INNOVATING IN A BUREAUCRACY <ul style="list-style-type: none"> • Key Focus: Demystifying and applying innovation and tools and practices in a digital world • Detailed description: Understanding the principles and strategies of digital tools to support leaders (such as \ automated data visualizations, ChatGPT, and machine-driven decision making) and uncovering both the strengths and weaknesses in applying these tools in your work • Expert Interventions: Research input by renowned academics and their teams from INSEAD, specifically Prof. Phanish Puranam and team; with contextual framing provided by the team at the University of Geneva • Practitioner Interventions: Successful leaders from the ecosystem will show applications of digital tools
SESSION 4 6 June	ORGANIZING TEAMS FOR INNOVATION: TEAM COMPOSITION, KPIs, AND FUTURE THINKING <ul style="list-style-type: none"> • Key Focus: Using digital technology to manage distributed work while empowering and motivating team members and people for innovation • Detailed description: Prioritizing and facilitating greater agility and adaptability to spur innovation in teams • Expert Interventions: Research input by the University of Geneva team on their work on agile teams and organizing for innovation in the context of mission-driven organizations; with inputs from Prof. Phanish Puranam on teams and organizational design in times of digitalization • Practitioner Interventions: Successful leaders from the private sector and International Organizations will share their experience
SESSION 5&6 8 June, 13 June	HUMAN CENTERED DESIGN FOR INNOVATING IN A DIGITAL WORLD (2 SESSION HANDS-ON WORKSHOP IN CROSS-ORGANIZATIONAL TEAMS) <ul style="list-style-type: none"> • Key Focus: Applying the HCD innovation methodology to your own digital transformation projects • Detailed description: These hands-on workshops allow both learning the principles of human centered design as well as using the methodology in cross-functional teams to ideate, develop, design, iterate and pitch their own project ideas • Expert Interventions: These sessions are led by Ruth McLachlin, Human Centered Design Expert at the GIM, formerly at IDEO and now at the WEF
SESSION 7 15 June	WRAP-UP & PRESENTATION OF PROJECTS <ul style="list-style-type: none"> • Key Focus: Pitching your ideas, key learnings and future application possibilities • Detailed description: Participants share their key learnings while pitching their ideas from the hands-on workshops • Expert Interventions: This session will be pre-empted by a public speaking expert who will share insights on how to inspire your audience and pitch your idea

CONTRIBUTORS

The Geneva Innovation Movement (GIM) connects leaders across organizations and provides a **platform for knowledge creation and exchange to create actionable pathways to innovation for its members**. The Movement brings together a global team of top academics and practitioners to conceptualize and teach these topics. Exciting and influential guest speakers join each session to share their experience and bring the topics to life. The main academic contributors and facilitators are listed here:



Prof. Tina Ambos is Professor of International Management and Director of the Center for Innovation & Partnerships at the Geneva School for Economics and Management at the University of Geneva. Her research and teaching interests include global strategic management and innovation in the context of multinational corporations, technology start-ups and international (non-for-profit) organizations. She has published widely in the academic journals and is a regular speaker at international conferences and practitioner forums as well as leading executive programs. She is a founding member of the Geneva Innovation Movement.



Prof. Phanish Puranam is Professor of Strategy, the Roland Berger Chaired Professor of Strategy and Organization Design at INSEAD. Phanish's research in organizational science focuses on how organizations work, and how we can make them work better. His advanced projects cover non-hierarchical organizations, organizational learning, and organizational culture. His new work focuses on different ways in which intelligent algorithms relate to organizations, in their roles as tools (e.g., machine learning applied to organizational data) and members (e.g., human-AI collaboration), besides their traditional use as models (e.g., computational models of organizations as aggregations of learning agents). He is widely published and has authored numerous books on Strategy and Organizational Design.



Dr. Katherine Tatarinov is Postdoctoral Scholar and Research Director of the Center for Innovation & Partnerships at the Geneva School for Economics and Management at the University of Geneva. Her research focuses on social innovation, digital transformation and managing the grand challenges. The United Nations organizations are her primary research context. Katherine lectures at Ecole Polytechnique Federale de Lausanne (EPFL) and is the Managing Director of the Geneva Innovation Movement Association, where she translates her research findings into applicable insights and community building.



Katherine Milligan is Director at the Collective Change Lab, Adjunct Faculty at the Graduate Institute, and former Head of the Schwab Foundation at WEF. She is a lecturer for Social Entrepreneurship at the Graduate Institute and has a wide network of social entrepreneurs. Katherine is a founding member of the Geneva Innovation Movement.



Ruth McLachlin is Human Centered Design expert for the Geneva Innovation Movement. Ruth is currently Impact Management & Inclusivity Specialist at the World Economic Forum and formerly led teams at the Ford Labs and IDEO. Ruth converts Human Centered Design concepts to the specific context of the International Organizations.



COSTS & REGISTRATION

The fee for participation in the Innovation Movement Training including annual membership in the Geneva Innovation Movement Association is CHF 3'000 per participant. Exclusively for the Innovation Movement Training - Spring '23 Cohort, Ernst & Young graciously offers a scholarship of 90% of the costs for participants from UN agencies and INGOs.

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FEEDBACK FOR THE INNOVATION MOVEMENT TRAINING

“The Training taught us a problem-solving approach that puts the ‘user’ of the products, services, and solutions at the center.”


“The Innovation Movement Training guided us through a variety of practices and processes that can easily be adopted by the stakeholders, are user-friendly, and could be a game changer in the delivery of better services. It was an excellent investment of time and effort.”

“The participants brought a rich experience from all over the world, that made the training a rich experience for all of us.”

“I liked that every session of the Innovation Movement Training was dedicated to a different theme. I learned about a many different tools and am ready to use them.”

CONTACT

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 Geneva Innovation Movement Association