

# **American Management Association's Building a Culture of Innovation for Hybrid and Virtual Teams**

## ***Learning Objectives***

- Understand the Impact Working with Virtual/Hybrid Employees Has on Your Organization
- Understand the Science Connecting Team Dynamics and Innovation
- Identify Current Drivers and Barriers to Innovation and Their Implications
- Implement Techniques for Ideation in Hybrid Teams
- Enhance Your Leadership Role in Reimagining a New Culture of Innovation
- Develop an Implementation Plan for Your Team or Organization

## ***The Business Case for Innovation***

- Establish Working Definition of Innovation
- Understand Rationale for Investing in Innovation
- Identify Organizational Benefits of Innovation
- Explore Challenges and Opportunities of Innovation

## ***Drivers of Innovation***

- Identify Drivers and Barriers to Innovation
- Break Down the Steps to Innovative Thinking
- Connect Company Values to Innovation
- Explore Implications of Behavior for Innovation
- Evaluate Factors that Shape a Culture of Innovation

## ***Virtual/Hybrid Team Dynamics and Innovation***

- Understand the Emergence of Hybrid Teams
- Recognize the Science Connecting Team Dynamics and Innovation
- Explore How Innovation Appears in the Stages of Team Development
- Appreciate the Role of Collaboration, Flexibility, Resilience, Risk Taking, Trust and Communication in Fostering a Culture of Innovation

## ***Creative Thinking and Brainstorming for Hybrid Teams***

- Understand the Importance of Warming up for Thinking Creatively
- Appreciate the Role of Collaboration, Flexibility, Resilience, Risk Taking, Trust and Communication in Fostering a Culture of Innovation
- Reframing for Positive Outcomes
- Tell the Difference between Divergent and Convergent Thinking
- Know the Right and Wrong Way to Brainstorm during Online Meetings

## ***Leadership that Encourages Innovation in Virtual/Hybrid Teams***

- Enhance Your Leadership Role in Reimagining a New Culture of Innovation

## ***Implementing Your Hybrid Ideas for a Culture of Innovation***

- Experience the Stages of Developing an Innovative Hybrid Team for Both Leadership and Teams
- Enhance Your Leadership Role in Reimagining a New Culture of Innovation
- Generate and Develop Innovative Ideas with a Team
- Practice Integrating New Leadership Behaviors to Shape a New Culture of Innovation
- Present Team Project Outcome to Group and Receive Feedback