



**IMPACT  
RESULTS**

# Session 10: Managing Change and Innovation

## Key Topics:

- Framing the conversation: Change and Innovation
- Executive Panel
- Roadmap to drive and lead innovation and organizational change.



**Innovation, if properly executed, brings change.  
Change, if it is going to succeed, takes innovation.**

Key Lessons from the UNDP Leaders on Change and Innovation:

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## Creating a Roadmap for Innovation and Change

1. Define the opportunity
2. Identify why it matters to your organization (“So What” – compelling need)
3. Create Action Plan for Implementation
4. Develop support and commitment (who needs to buy off)
5. Manage the CHANGE and transition (for everyone impacted)



## 10 Lessons from Innovative Leaders

1. Improve upon what *already* exists. (Don't confuse innovation with invention)
2. Create clear goals / vision for the future
3. See the bigger picture; expand your world view
4. Focus more on your "users" (WHO you serve) than your products / policies
5. Be creative; stay curious
6. Do what you love; passion fuels determination and perseverance
7. Believe in the impossible and be willing to fail
8. Be a "forward thinker"
9. Don't be afraid of change
10. Be persistent; success is not linear

<https://www.lifehack.org/articles/productivity/7-valuable-lessons-from-the-greatest-innovative-leaders.html>



Change always brings the potential for both danger and opportunities.

- How are you responding to the current business issues?
- What will you commit to do today to keep yourself and others motivated and aligned? Who can help?

- What about your idea is *innovative*? \*
- Why does it matter to your organization?
- Who will benefit?
- What are the potential obstacles?



**\*Fresh thinking creates value**



**NEXT STEP: Create your "ROI" Statements:**

Articulate value / impact (ROI) of the Mentoring Programme for YOU and UNDP

- Reflecting on your journey; what are you most proud of in terms of your progress on your IDP?
- How are you contributing differently as a result of the RBAS/UNDP investment?