

252020 Create and manage an environment that promotes innovation

Purpose of this Unit Standard

This Unit Standard is intended for managers in all economic sectors. These managers would typically be second level managers such as heads of department, section heads or divisional heads, who may have more than one team reporting to them.

The qualifying learner is capable of:

- Analysing own unit in terms of opportunities for innovation.
- Demonstrating understanding of the techniques that promote creativity.
- Developing a plan for creating an environment conducive to innovation.
- Leading a team through a creative thinking process.

Learning Assumed to Be in Place and Recognition of Prior Learning

- Communication at NQF Level 4.
- Mathematical Literacy at NQF Level 4.
- Computer Literacy at NQF Level 4.

Outcomes

SO1: Analyse own unit in terms of opportunities for innovation.

SO2: Demonstrate understanding of the techniques for promoting creativity.

SO3: Develop a plan for creating an environment conducive to innovation.

SO4: Lead a team through a creative thinking process.

SAQA US ID	NQF LEVEL	CREDITS	US TITLE
252020	NQF Level 5	6	Create and manage an environment that promotes innovation

Duration: 2-days



Content

Outcome 1

Analyse own unit in terms of opportunities for innovation

- Identify features of an environment that promotes innovation.
- Analyse own unit in relation to the features of an environment conducive to innovation.
- The findings of the analysis are interpreted to determine whether the current environment promotes innovation.
- Areas for improvement are identified on the basis of the analysis conducted.

Outcome 2

Demonstrate understanding of the techniques for promoting creativity

- Creativity and innovation techniques are identified in terms of generally accepted theory and practice.
- Three techniques for promoting creativity are explained with practical examples.

Outcome 3

Develop a plan for creating an environment conducive to innovation

- The role of the unit manager in creating an environment conducive to innovation is described with reference to continuous improvement and innovation of the unit.
- The processes, actions and approaches necessary to create an environment conducive to innovation are recorded in the plan.
- The implementation of the plan is described with reference to the environment and availability of resources.
- The plan is promoted within the unit in order to encourage commitment.

Outcome 4

Lead a team through a creative thinking process

- Techniques for promoting innovation and creativity are applied to generate ideas for a new or improved process, project or product.
- A number of alternative solutions are generated in relation to the process, project or product.
- The best alternative is selected from the solutions generated on the basis of evaluation criteria.
- A concept is developed for implementation in accordance with the entity's policies and procedures.
- The concept is recorded and communicated for implementation.

<https://www.stafftraining.co.za/workshops/252020-create-and-manage-an-environment-that-promotes-innovation>



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