

## Driving Innovation – Coaching Exercise

This exercise is designed to help leaders and teams explore new ways to drive innovation. Use the coaching questions below to reflect individually or as a group, and capture your insights and action steps in the spaces provided.

### 1. Mindset & Perspective

- What does innovation mean to you and your team?

Reflection: \_\_\_\_\_

- How do you personally stay curious and open to new ideas?

Reflection: \_\_\_\_\_

- When was the last time you challenged the 'way things have always been done'?

Reflection: \_\_\_\_\_

### 2. Barriers & Opportunities

- What assumptions might be limiting the way you think about this challenge?

Reflection: \_\_\_\_\_

- Where in your current processes do you see friction that could be turned into an opportunity for innovation?

Reflection: \_\_\_\_\_

- What risks are you avoiding that might actually unlock new value?

Reflection: \_\_\_\_\_

### 3. Team & Collaboration

- How do you create a safe space for your team to share bold or unconventional ideas?

Reflection: \_\_\_\_\_

- Whose voice is missing from the conversation that could spark innovation?

Reflection: \_\_\_\_\_

- How do you balance giving direction with giving freedom to experiment?

Reflection: \_\_\_\_\_

### 4. Execution & Impact

- If you had no constraints, what solution would you try first?

Reflection: \_\_\_\_\_

- How can you test your idea quickly with minimal resources?

Reflection: \_\_\_\_\_

- What impact would this innovation have if implemented successfully?

Reflection: \_\_\_\_\_

## Key Insights on Innovation

- Innovation is a mindset, not a department.
- Psychological safety fuels innovation – teams innovate more when they feel safe to fail and learn.
- Small experiments lead to big breakthroughs.
- Diversity drives creativity – different perspectives spark unexpected solutions.
- Constraints can be catalysts for creativity.