BSBSTR401 Promote innovation in team environments

Release: 1

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Modification History

Release	Comments
Release 1	This version first released with BSB Business Services Training Package Version 7.0.

Application

This unit describes the skills and knowledge required to identify and implement ways of promoting innovation within team environments in the workplace.

The unit applies to individuals who are team participants or team leaders responsible for playing a proactive role in demonstrating innovation in a formal or informal team environment.

No licensing, legislative or certification requirements apply to this unit at the time of publication.

Unit Sector

Critical Thinking and Problem Solving – Business Strategy

Elements and Performance Criteria

ELEMENT	PERFORMANCE CRITERIA
Elements describe the essential outcomes.	*Performance criteria describe the performance needed to demonstrate achievement of the element.*
1. Identify opportunities to maximise innovation	1.1 Identify team requirements relating innovation 1.2 Determine team dynamic and own relationship with team 1.3 Assist in evaluating team requirements according to workplace policies and procedures 1.4 Assist in identifying team's current ways of working according to team objectives 1.5 Assist in identifying opportunities in areas for innovation 1.6 Assist in creating processes that allow team members to suggest options for innovation and innovative ideas
2. Organise and agree on effective ways of	2.1 Identify ideas for ways of working better 2.2 Delegate responsibilities across the team, and encourage and

ELEMENT	PERFORMANCE CRITERIA
working	reinforce team-based innovation
	2.3 Agree and share responsibilities and confirm best use of team strengths and abilities
	2.4 Schedule activities that allow time for thinking, challenging and collaboration
	2.5 Establish reward and stimulation as an integral part of the team's way of working
3. Support and guide colleagues to promote innovation	3.1 Demonstrate behaviour that supports innovation within team
	3.2 Create an environment for staff to proactively share information, knowledge and experiences with other team members
	3.3 Dedicate time with team members to challenge and test ideas
	3.4 Discuss and explore innovation ideas with other team members
4. Evaluate innovation ideas and promotion	4.1 Identify criteria to review successful innovation in the workplace
	4.2 Share innovation successes and examples of successful innovation within own workplace
	4.3 Reflect on implemented innovation ideas
	4.4 Seek and respond to feedback from relevant stakeholders to generate discussion and identify improvements in promoting innovation
	4.5 Discuss with relevant stakeholders the challenges of being innovative
	4.6 Document feedback received for improvements in promoting innovation for future activities

Foundation Skills

This section describes those language, literacy, numeracy and employment skills that are essential to performance but not explicit in the performance criteria.

SKILL	DESCRIPTION
Reading	• Interprets and analyses textual information, from a wide range of sources, to identify information relevant to team activities
Writing	• Uses clear language and formats appropriate for the audience to highlight and present specific information
Oral communication	• Actively participates in verbal exchanges of ideas and elicits the views and opinions of team members by listening and questioning • Uses clear language to clarify rules and roles relating to team activities in formal and informal situations

SKILL	DESCRIPTION
Numeracy	• Interprets numeric information relevant to team activities
Planning and organising	• Selects the appropriate form, channel and mode of communication for a specific purpose relevant to own role
Teamwork	• Uses inclusive techniques to initiate, contribute and promote discussion amongst potentially diverse team members • Recognises the importance of establishing and building effective working relationships
Planning and organising	• Plans, sequences and prioritises tasks for efficient and effective outcomes
Problem solving	• Uses problem-solving processes to address less predictable problems, and when appropriate, seeking input from others • Contributes to continuous improvement of current work practices by applying basic principles of analytical and lateral thinking • Reflects on outcomes and further explores own and the team's role in implementing innovation
Initiative and enterprise	• Understands the nature and purpose of own role and how it affects others in the work context

Unit Mapping Information

No equivalent unit. Supersedes but is not equivalent to BSBINN301 Promote innovation in a team environment.

Links

Companion Volume Implementation Guide is found on VETNet - https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=11ef6853-ceed-4ba7-9d87-4da407e23c10