BSBSTR801 Lead innovative thinking and practice

Release: 2

BSBSTR801 Lead innovative thinking and practice

Modification History

Release	Comments
Release 2	This version first released with the Business Services Training Package Version 8.0. Duplicative text removed from Foundation Skills.
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 generate, lead and sustain innovative organisational thinking and practice.

The unit applies to individuals who initiate and lead innovation in any industry or community context. Each organisation's thinking and practice will be different depending on its core business, purpose, size, complexity and broader operating context.

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. Generate innovative thinking and creativity	1.1 Identify and analyse trends shaping organisation's current and future thinking and practice
	1.2 Identify and use techniques and tools to generate ideas and facilitate thinking
	1.3 Introduce and promote creative thinking techniques
	1.4 Research and analyse relevant conditions for innovation and issues that impact innovative thinking and creativity
	1.5 Research and review innovation drivers and enablers

ELEMENT	PERFORMANCE CRITERIA
2. Lead innovative practices	2.1 Assess personal leadership style to confirm it models positive innovative thinking and practice
	2.2 Review and refine practice that models and supports innovation
	2.3 Determine and assess the requirements to promote sustainable innovative activities
	2.4 Construct and implement methods to promote knowledge transfer with relevant stakeholders
	2.5 Identify, evaluate and manage risks associated with innovation
3. Support a culture of innovation	3.1 Identify, introduce and promote innovative practices, processes, products and/or services according to audience and organisational requirements
	3.2 Establish ways to capture, communicate and share innovative ideas and practices
	3.3 Confirm team approaches foster communication, consultation and team development for innovation
	3.4 Identify, assess and provide relevant resources for innovation processes
	3.5 Develop and apply strategies to foster a workplace culture that encourages innovation
	3.6 Establish systems and processes that support innovation
4. Sustain innovative thinking and practice	4.1 Develop strategies where innovation is an integral part of organisational activity
	4.2 Develop and monitor processes that confirm ongoing awareness of individual and collective contributions to innovative thinking and practice
	4.3 Identify and analyse potential barriers and risks to innovation and devise strategies to respond
	4.4 Analyse and reflect on innovation performance as a basis for developing strategies for improvement
	4.5 Seek feedback from relevant stakeholders
	4.6 Make changes to innovative thinking and practices according to feedback received

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

SKILL	DESCRIPTION
Reading	• Identifies, analyses, interprets and evaluates visual and textual information from a range of sources to identify innovation strategies, practices and trends
Writing	• Uses clear and precise language to document research findings for reference purposes • Develops complex plans, strategies and systems to integrate innovation into the organisation using appropriate formats for the audience and purpose
Initiative and enterprise	• Discusses, presents and seeks information using appropriate structure and language for the particular audience • Uses questioning and active listening to encourage discussion and to clarify or confirm understanding • Plans, develops, implements and monitors practical strategies to introduce and support innovation in the workplace • Develops new and innovative ideas through exploration, evaluation, analysis and critical thinking
Numeracy	• Interprets, analyses and presents numeric/financial information in complex documents
Self-management	• Evaluates and reflects on personal effectiveness to develop strategies to enhance own performance
Teamwork	• Understands how own role links in with others and contributes to broader work goals • Uses a variety of relevant communication tools and strategies to build and maintain effective working relationships • Uses inclusive and collaborative techniques to communicate, negotiate and consult effectively with a range of stakeholders • Actively seeks the perspectives of others as part of work role
Problem solving	• Leads in the development of strategies to integrate innovative practices into the organisation • Uses formal analytical and lateral thinking techniques to identify issues, generate and evaluate possible solutions, and select most appropriate option

Unit Mapping Information

Supersedes and is equivalent to BSBINN801 Lead innovative thinking and practice.

Supersedes but is not equivalent to BSBMGT802 Lead design and review of enterprise systems.

Links

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