

Innovation Creation Skills

1. Overview

This programme 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. This programme covers the creation and management of an environment that promotes innovation.

2. Programme Outcomes

- 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

Qualification:	Certificate of Completion
Duration:	1-Month
Programme Type:	Category B – Workplace-Based Learning Programme
Programme ID:	PA0380
SAQA US:	252020
NQF Level:	5
Credits:	6
Entry Requirements:	Communication & Mathematical Literacy at NQF 4
Training Options:	Online - Each participant will receive access to an online portal, where all programme materials and resources are available. Training is delivered fully online, and participants will join scheduled Microsoft Teams sessions facilitated by a trainer. This mode provides flexibility and allows learners to participate from any location. Blended - Blended learning combines both online and face-to-face training. Participants receive access to an online portal for online content, resources, and self-paced activities. Alternatively, the learning material will be emailed to the participant. They also attend scheduled in-person contact sessions with a facilitator, either at the client's premises or providers campus. This approach offers the flexibility of online learning with the added support of guided, interactive sessions. Face-to-Face - Each participant will receive training resources, which contains all programme materials and resources. Training is delivered through onsite contact sessions, either at the client's premises or providers campus, where a facilitator conducts the sessions in a classroom environment.

Minimum Participants Required: (1) Online, (1) Blended & (1) Face-to-face

**A choice of leveraged programmes for any person,
At any level, in any department, of any company, in any industry.**

3. Programme Content

- **(252020 US):** Create and manage an environment that promotes innovation

4. Topics

Analysing 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

Demonstrating understanding of the Techniques that promote 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
- Analyse Proposed Business or Industrial Development that could Impact on the Physical Environment

Developing 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

Leading 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

We trust that the above is in order and look forward to hearing from you for Implementation

5. Workplace-Based Learning Programme

This WLP is a fusion of academic learning and practical work. The learning is directly applied to the workplace by using client-based mentors and extensive workplace-based portfolio work and assignments. Apart from the obvious benefits of a workplace directed qualification, each WLP qualifies for recognition as a Category B Skills Programme in the Learning Matrix of the Amended BEE codes, which allows for the salaries of participants to be recognized as part of the Skills Development Expenditure.

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