

Innovation in Administration

April 9 – April 29, 2012

Course Outline

Facilitator: Cate Walker Hammond

Overview:

While it has been said that the word innovation is one of the most over-used buzzword of the past 10 years, there is no doubt that the College system needs leaders who role-model innovation competencies, and promote cultures of innovative thinking practices and processes. Using a variety of learning activities, the concepts of innovation, as well as specific frameworks and steps that can be followed to implement innovation within the college context will be explored. Participants will create a Personal Innovation Plan, applying creative problem/applied innovation processes to a specific challenge they are currently facing within their college role. Activities will include examining characteristics of innovative organizations, exploring practices of organizations identified as leaders in innovation, assessing one's individual preference in creative problem solving and applied innovation, and practice using specific innovation frameworks. Participants will compile a toolkit of strategies to assist in integrating innovation practices within their College leadership role, as well as examine measurement of innovation performance

Module 1: Innovation: beyond the buzzword

- Define innovation and examine characteristics and work practices, within education in general and community colleges specifically
- Self-assess individual innovation skills as well as the innovation aptitudes necessary in one's work role
- Identify unique individual preference for creative problem solving and implementing innovation
- Determine strengths, and opportunities for growth at your college within the context of "Characteristics of a community college culture that supports and enhances innovation"

Module 2: Innovation in Practice

- Identify the four lenses of innovation and explore how they can be applied to uncover opportunity
- Identify creative problem solving behaviours, attitudes and strategies
- Apply creative problem solving strategies to specific challenges identified by presidents of Ontario colleges in "A New vision for higher education in Ontario"
- Compile a toolkit of creative problem solving techniques that can be applied throughout the innovation process

Module 3: Sustaining innovation

- Explore the framework necessary for building systemic innovation capability
- Examine innovation performance metrics
- Participants will create their Personal Innovation Plan, applying creative problem solving techniques to challenges they are currently facing in their role

About the instructor:

Cate Walker-Hammond, M.Ed. in Higher Education, Emphasis on Leadership

Cate Walker Hammond, Manager of Leadership Development at University of Toronto, ODLC, is a self-confessed “informavore”. A keen interest in innovation and applied creativity has led Cate to become a certified facilitator in the Productive Thinking framework, and the Basadur Creative Problem Solving Profile, as well as completing advanced level programming in innovative leadership, design thinking, and business practices of innovative organizations.

Cate coordinates a Mentoring Learning program and develops leadership and management programming for employees of University of Toronto. Cate has also worked at Mohawk College as a Learning and Development Specialist, coordinating and facilitating in Mohawk College’s Workplace Leadership for Support Staff certificate program, applying the learning from certifications including: Strengths-Based Advocate and Educator, Adult Teaching and Learning ISW and FSW, Myers-Briggs, Personality Dimensions, and DiSC.

Cate is passionate about life-long learning and recently completed a Masters Degree in Higher Education with an Emphasis on Leadership, at OISE, University of Toronto.