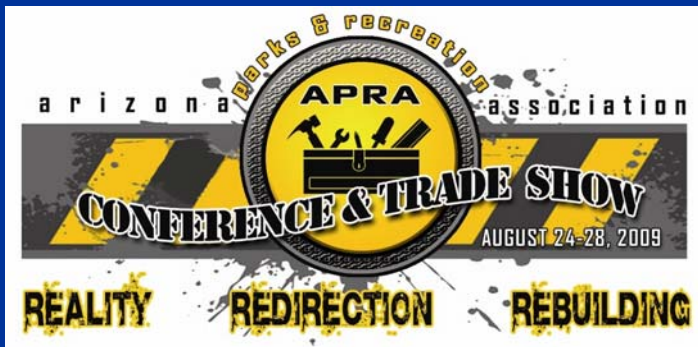


Maverick Thinking: How to Inject Innovation into Your Organization



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The Mejorando Group



“Great spirits have often encountered violent opposition from weak minds”

***“Real progress
demands a
Revolution”***

Definitions

- Exhibits great independence in thought and action
- Rebel
- Nonconformist
- Unorthodox
- Irregular
- Unconventional

Are these Maverick nowadays?

- Personal computer
- Diet Coke
- Microwave ovens
- Telecommuting
- Work-Life Balance
- Pay for Performance

"We've always done it this way"

- 1. Disrupting the status quo is difficult in government. A number of forces seek to sustain the status quo.**
- 2. Understand the distinction between problems you can solve and problems you can only work at.**
- 3. Where does Innovation come from?**
- 4. What is it about risk-taking that seems so troublesome to people in government?**

Think about it

What's the difference between a pain killer and a vitamin?

What's more difficult, going from 0 to 1, 1 to 0 or 1 to 1,000?

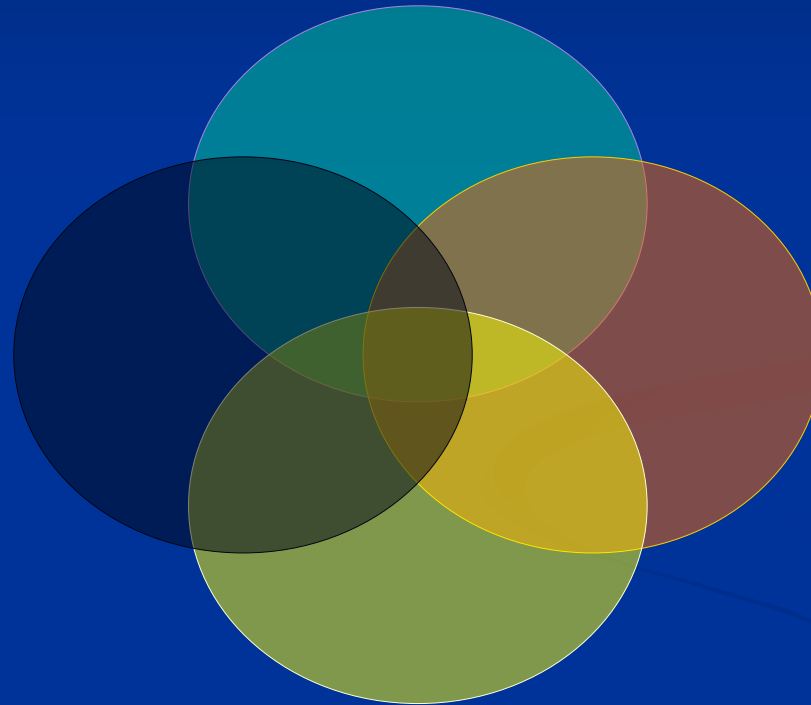
Four Parts

Rethink Competition

Redesign Work

Reinvent
Innovation

Reconnect with Customers



Fundamental to Maverick Thinking...

*“Management innovation
must become an
inescapable topic – a part
of every serious discussion
about your organization’s
future”*

Rethink Competition

If you do things the way everybody else does them, why do you think you're going to do any better?

Rethink Competition

1. Performance trajectory for your organization.
2. Identify competitors to city services.
3. What are the ways other providers can improve services and programs?

Reinvent Innovation

1. Aim ahead of the curve
2. Identify sources for new ideas.
3. Administer a Booster shot - create space for innovation in people's lives – give them bandwidth.
4. Build your innovation engines - provide time to imagine and experiment and develop their own ideas.
5. Talk about innovation.
6. Develop innovation muscles – establish tools of innovation.

Inventors
Vs.
Preventers

Reconnect with Customers

1. Revisit the idea that conceived your organization and determine how it's evolving.
2. Survey less, listen more.
3. Find it, Fix it, and Follow Up!
4. Identify what makes your organization distinctive to your customers.
5. How can your organization strengthen its brand and stay "hip"?

Think about it

Organizations need talented people more than talented people need organizations.

Redesign Work

1. What is the “Cause” statement for your organization?
2. How does your organization’s standing in the talent market enhance its position in the service market?
3. How are *you* making a difference every day?
4. What conditions are needed so great people can do great work?

Moving Forward in All Directions...

- *Dramatically accelerate the pace of strategic renewal.*
- *Make innovation everyone's job, every day.*
- *Create a highly engaged work environment that inspires employees to give the very best of themselves.*
- *Build organizations that are capable of continuous self-renewal in the absence of a crisis.*

“One person with passion is better than forty people merely interested.”

- E.M. Forster

The Mejorando Group

- *Who are we?* A Consulting Practice
- *What do we do?* Partner with organizations and implement solutions to improve organizational performance.
- *How do we do that?* We provide expertise in:
 - Organizational Effectiveness Strategies
 - Employer Brand Building
 - Succession/Workforce Planning
 - Team Building
 - Leadership and Management Skills Training
- *How do you contact us?* Patrick Ibarra, 925-518-0187 or patrick@gettingbetterallthetime.com
- *Web address:* www.gettingbetterallthetime.com

Our mission is to help organizations and their members “get better all the time”