

**YOUR SESSION TITLE IN ONE OR TWO
LINES**

BILT

**Business Innovation
Leadership & Technology
Conferences**

Dr Koushik, March 2021



People Centric Innovation

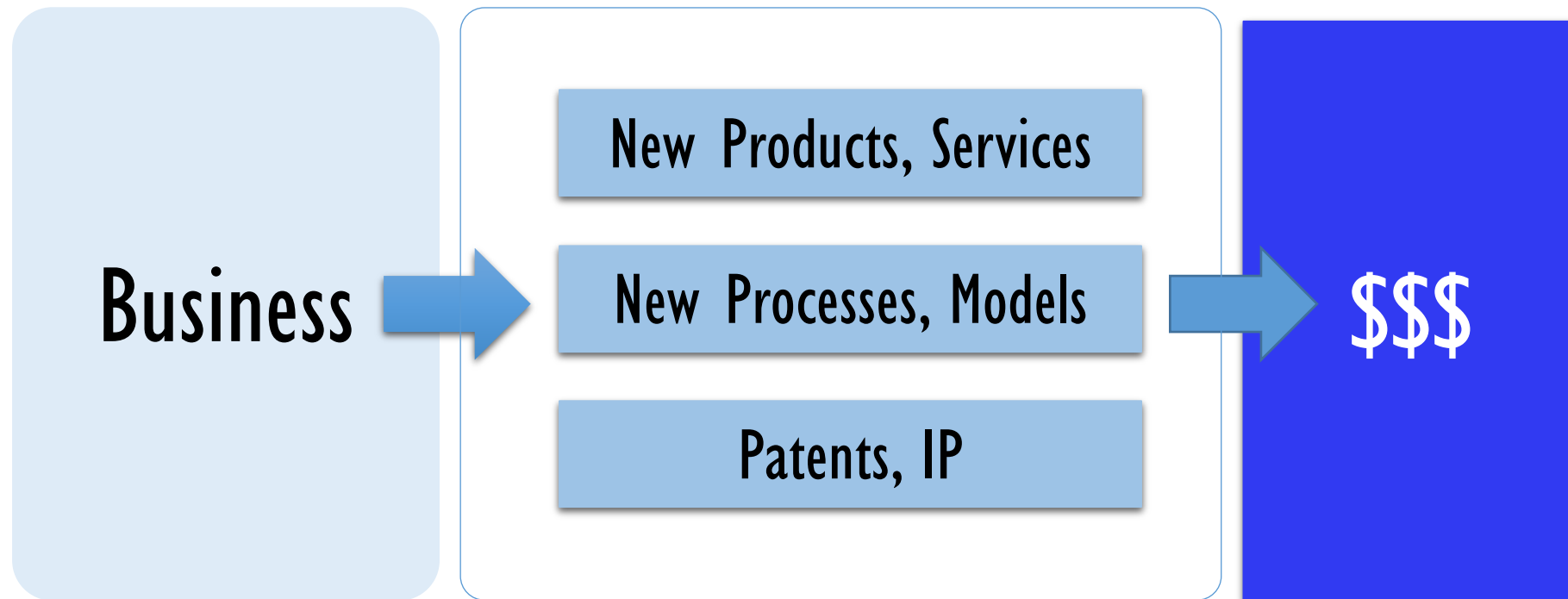
- How do we bring people rather than process at the center of Innovation?
- If empathy is key to defining powerful problems human emotions, people should be leading the innovation while processes support the innovation cycle.
- How to become world class Innovators

What is Innovation

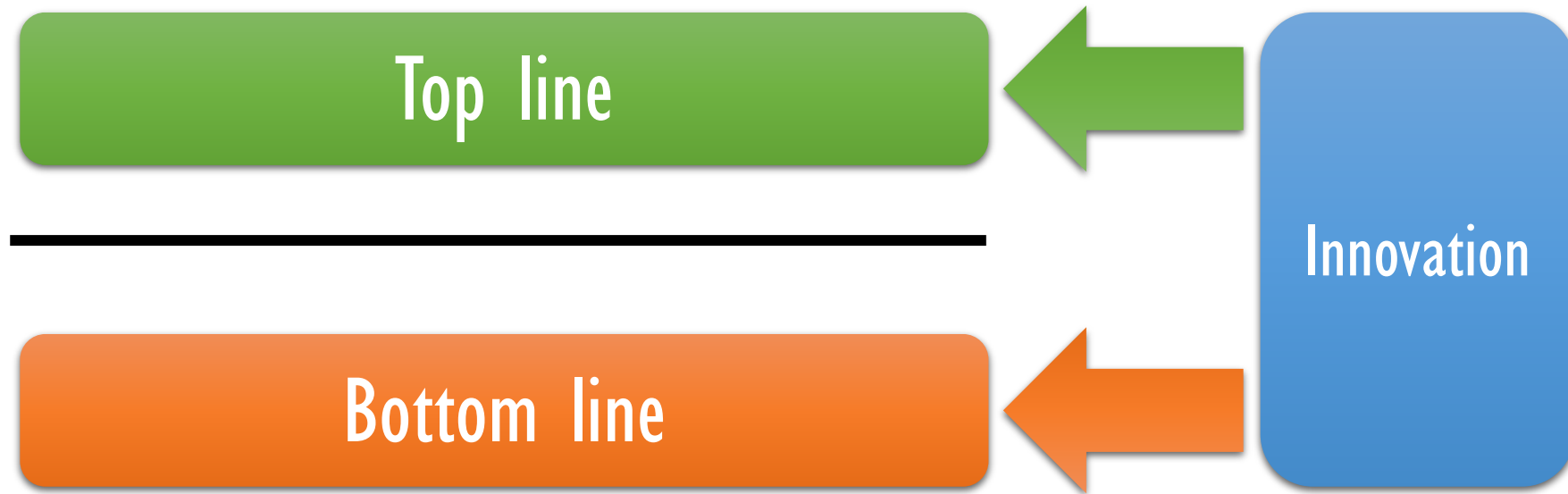
NEW
and
USEFUL

Business relevant Innovation

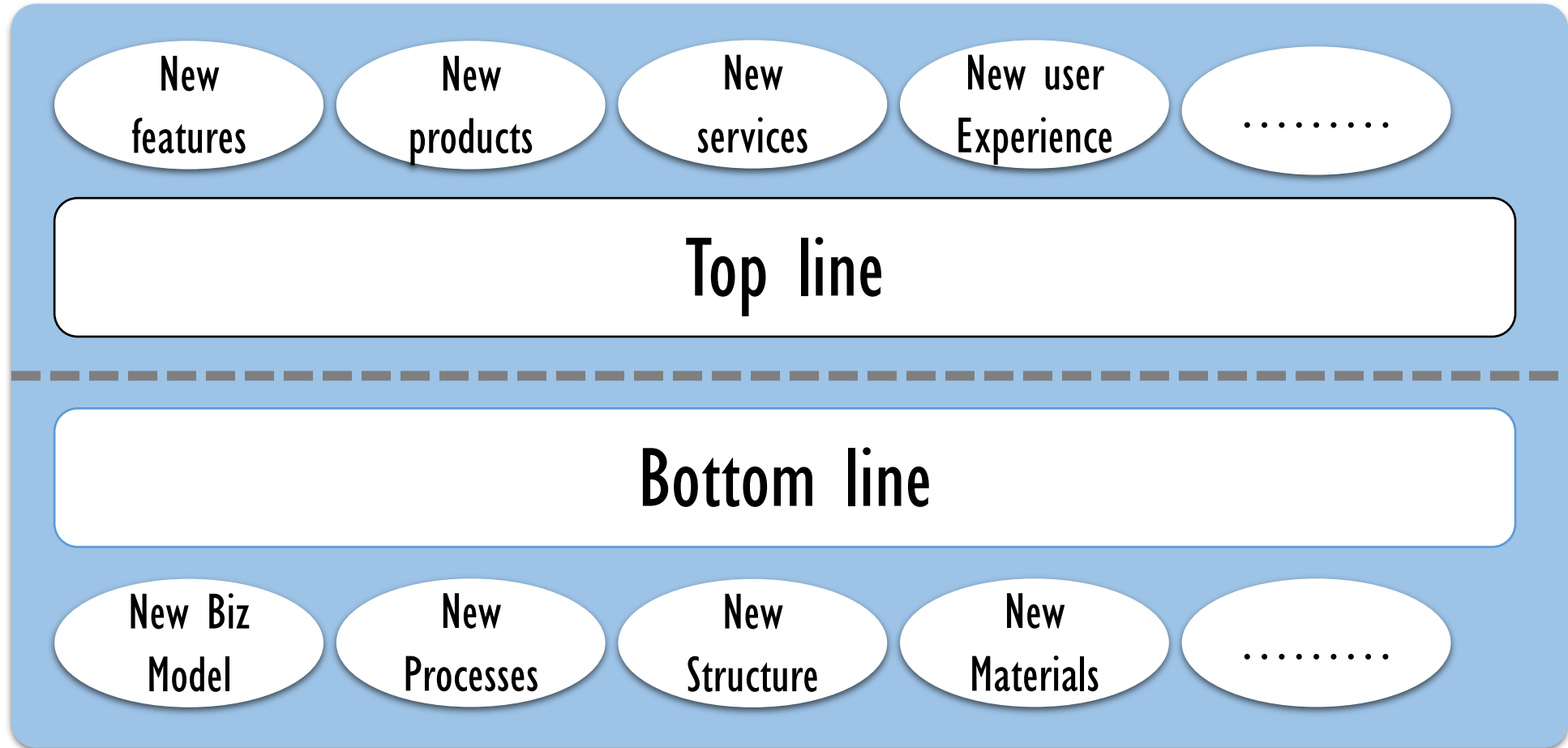
Every business needs Innovation



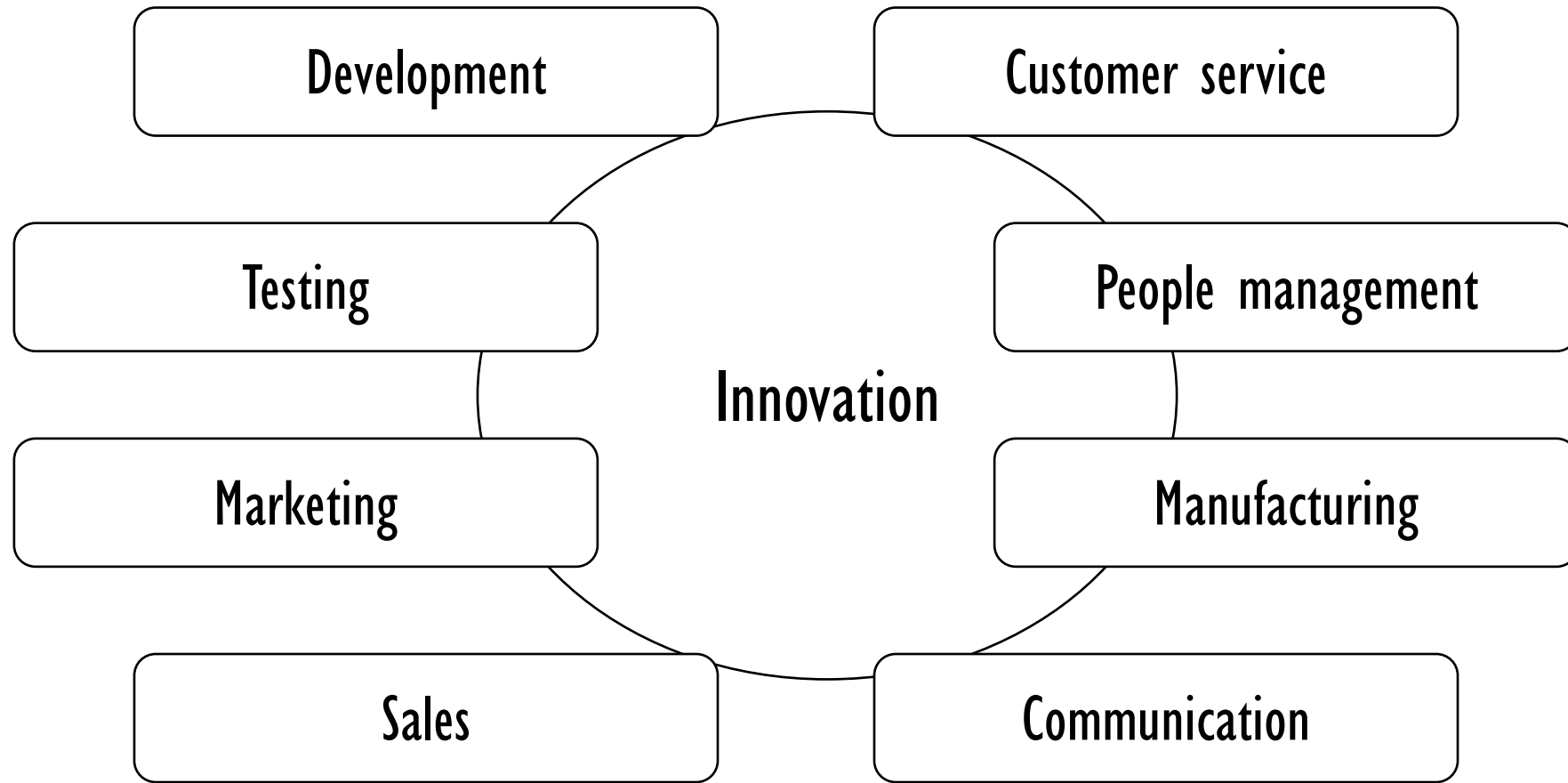
Lines of business relevant Innovation



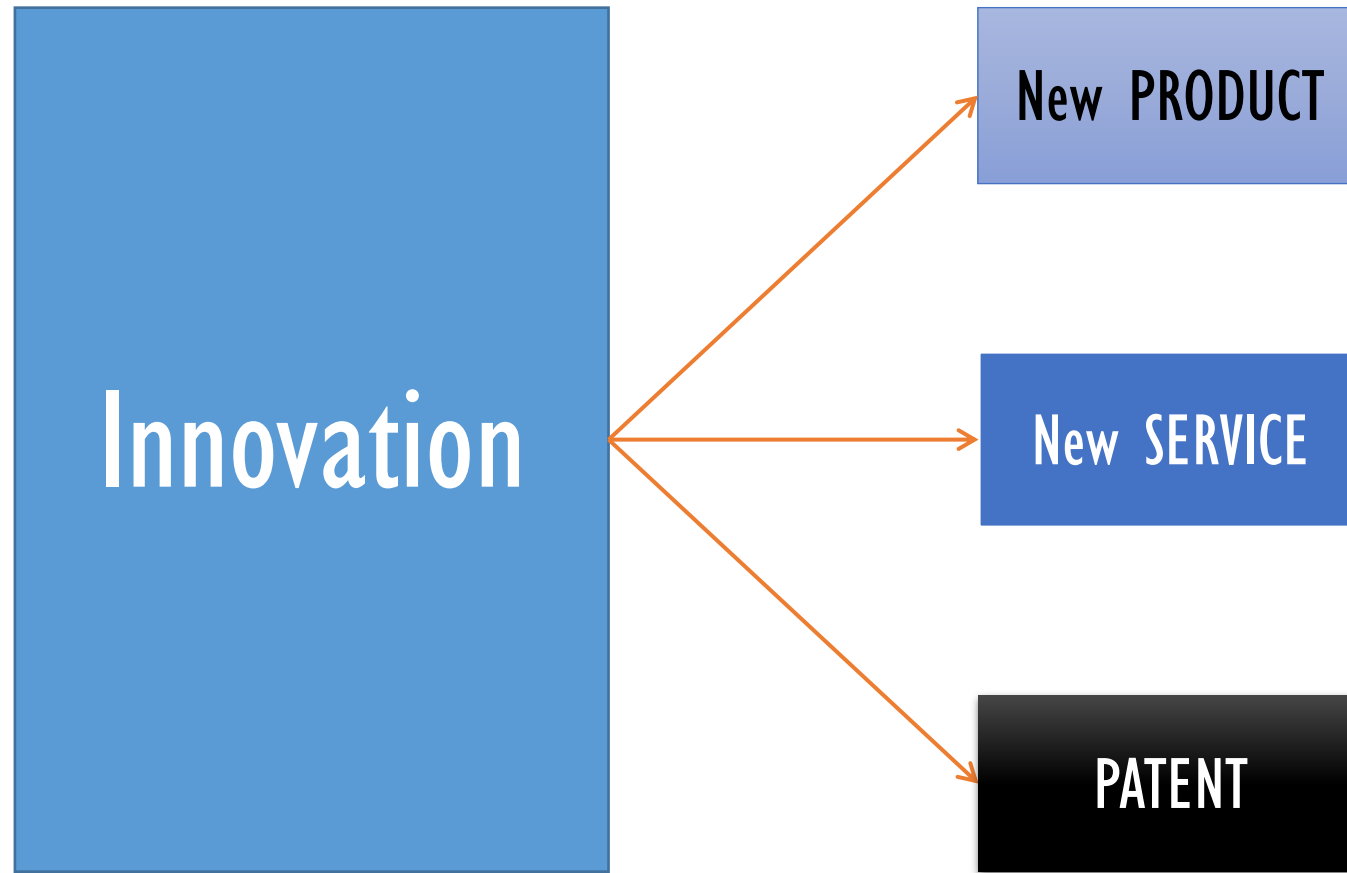
The Innovative company



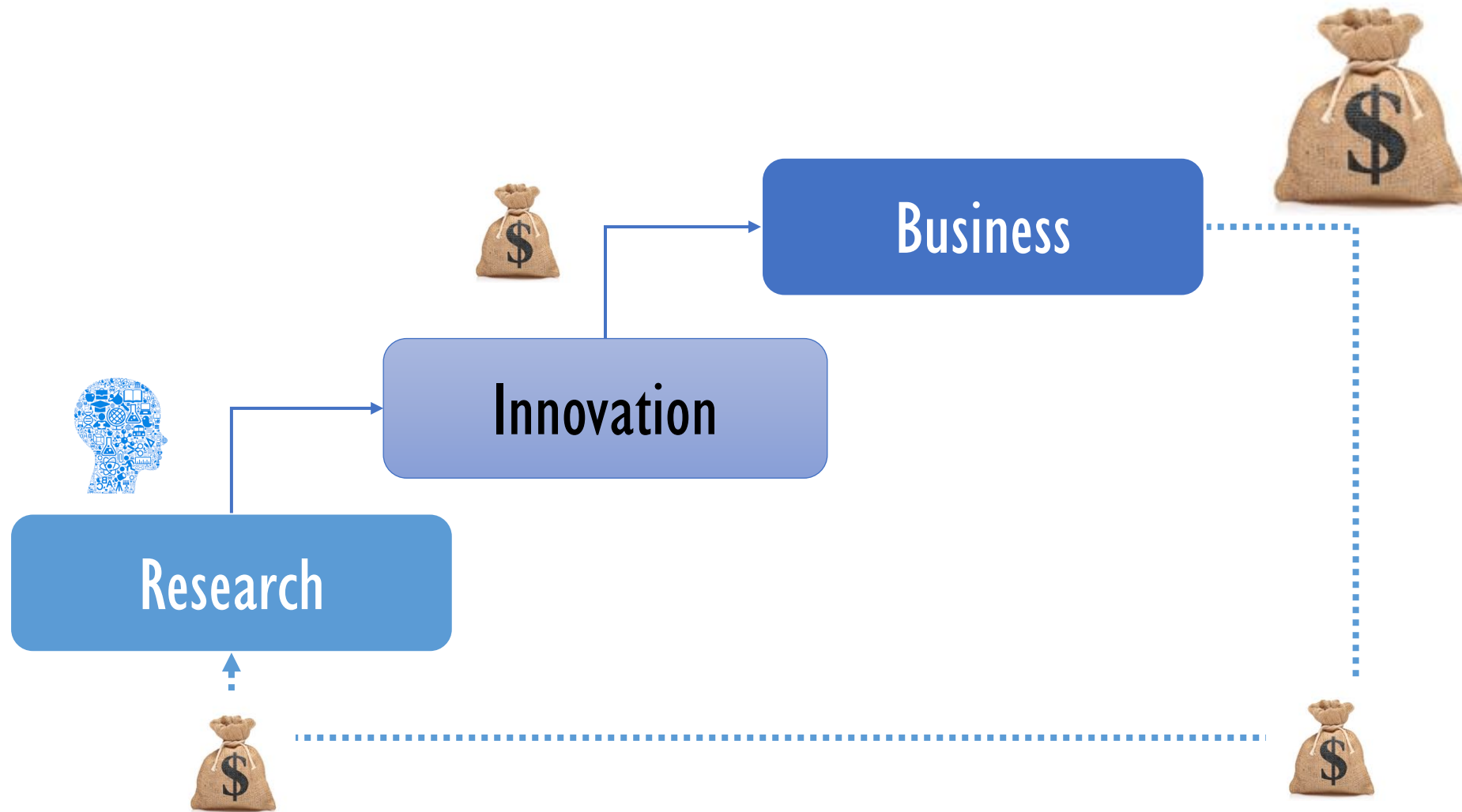
Innovation in everywhere function



How to monetize innovation



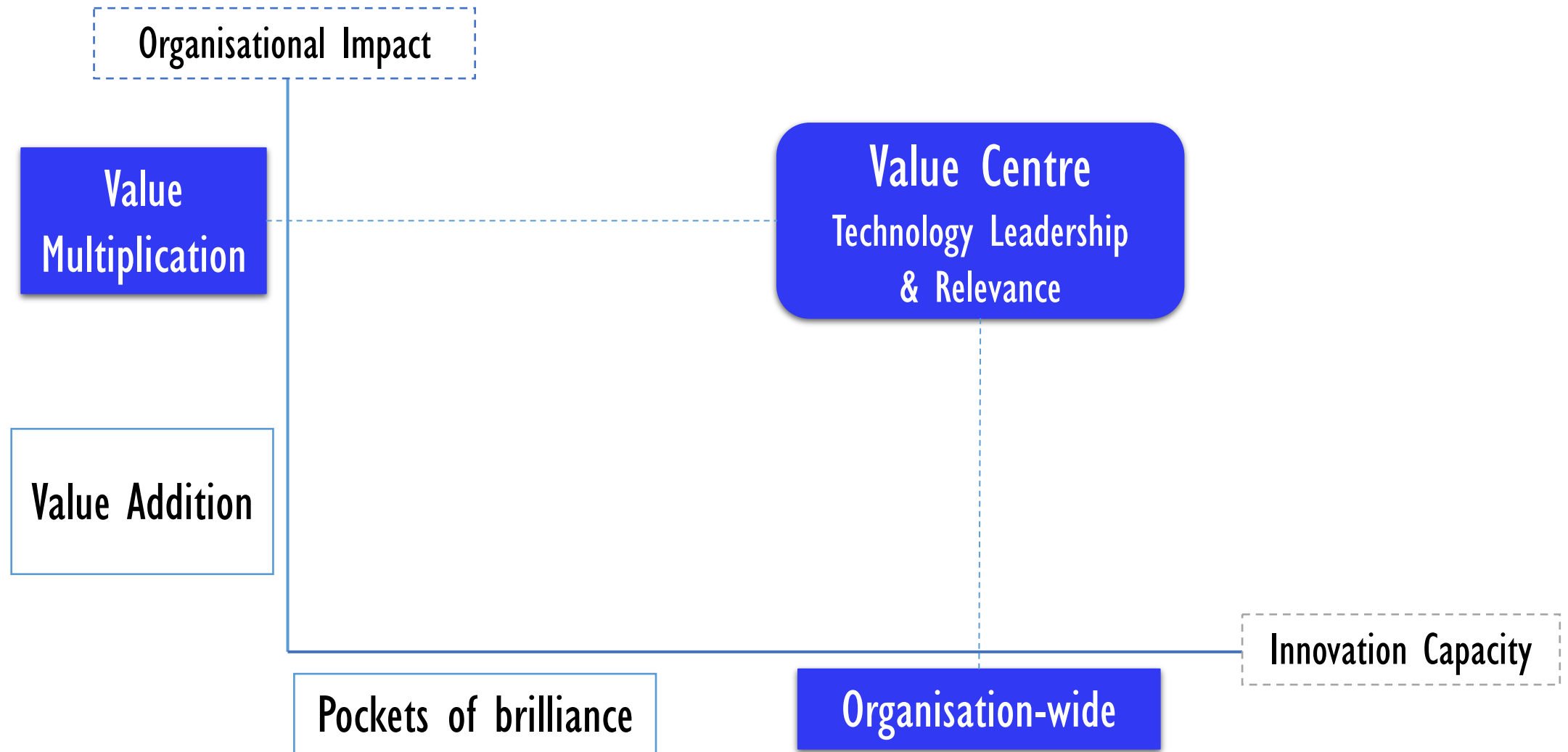
Research, Innovation & Business



Innovation is a UN SDG

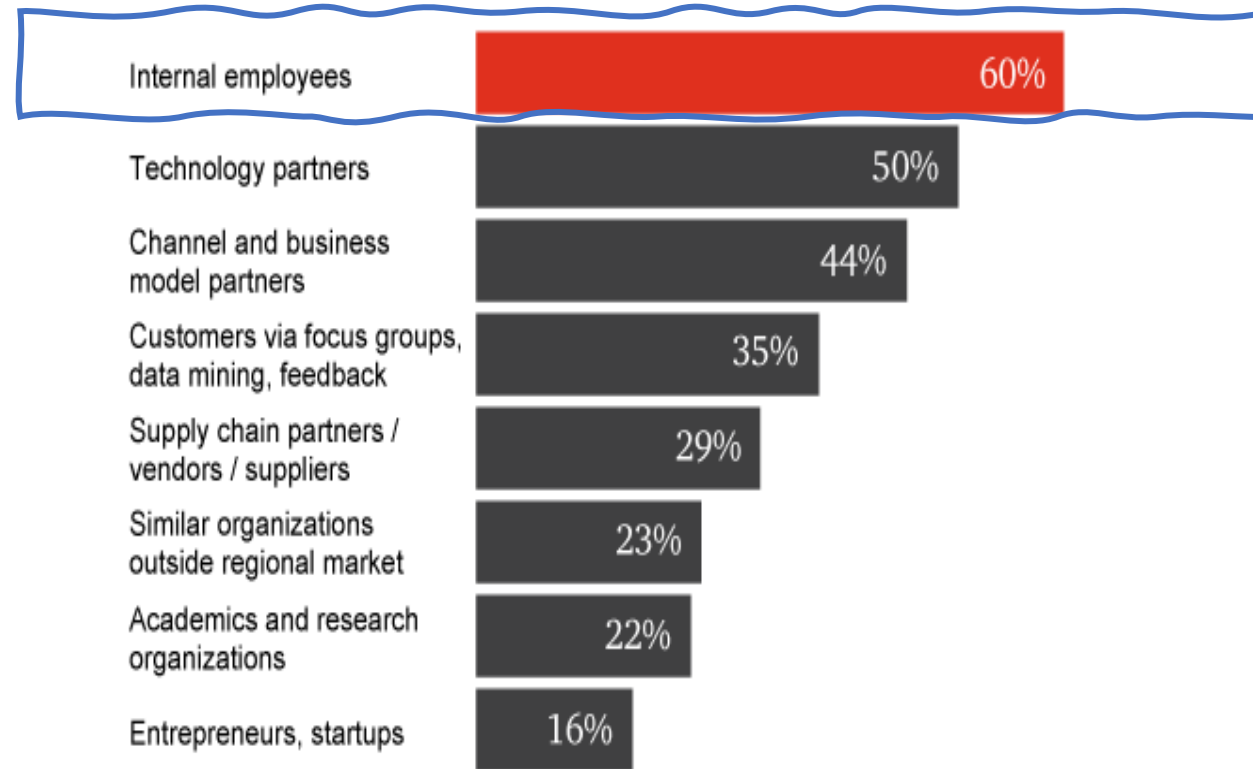


A culture of innovation



Source of innovation

People-powered innovation starts with employees



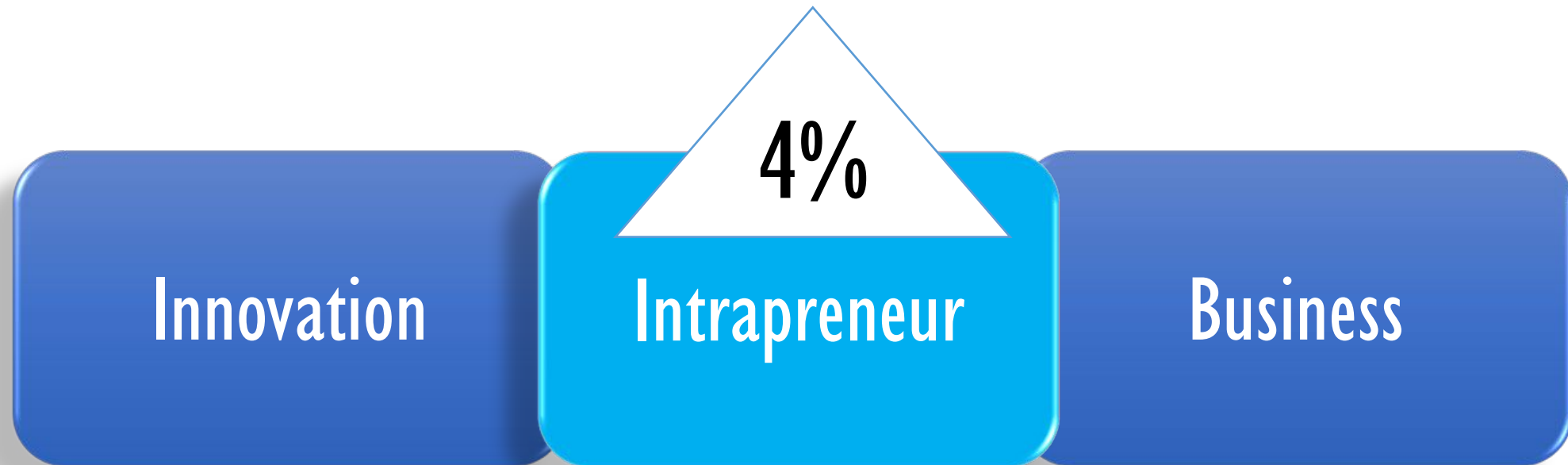
Q: Who are the most important external and internal partners for innovation at your organization?
Percentages denote the number of companies citing each innovation partner as among their most important ones.
Source: PwC's Innovation Benchmark
Base: 1,222

The management trap

Change of expectations of
management
=
Change of skills of People

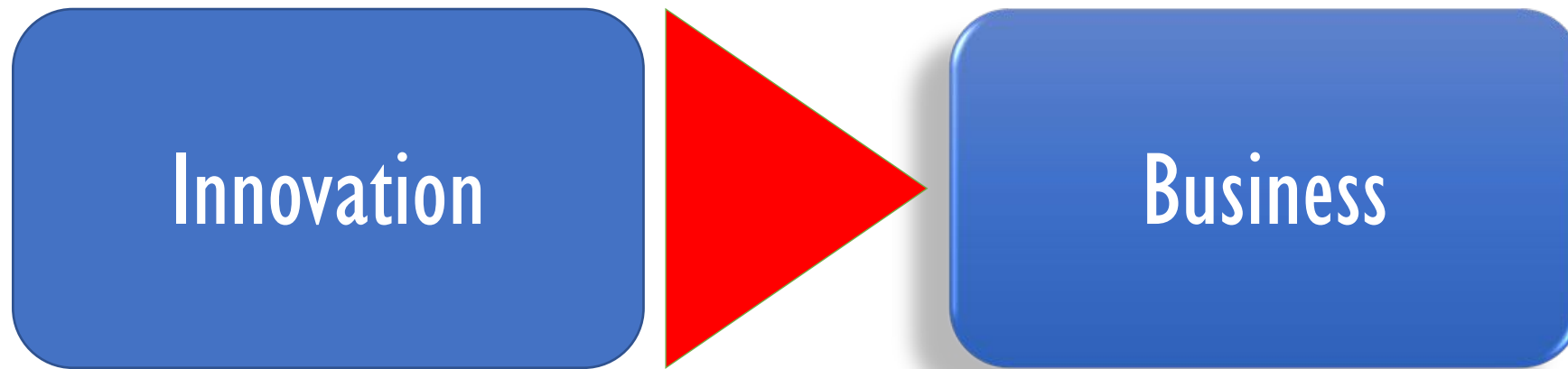
The bad news is...

Only about 4% of internal employees
are successful in business-relevant Innovation (\$\$\$)



Where are we losing out

Conversion loss



Its everywhere...

About 95% of start-ups Fail

Only about 5% start-ups
are successful

* IBM study, Bangalore start-ups 2018

Reasons for Start-ups to fail

1. Building something no-body wants
2. Lack of focus
3. Failing to ask for help

The good news is...

We can change this !

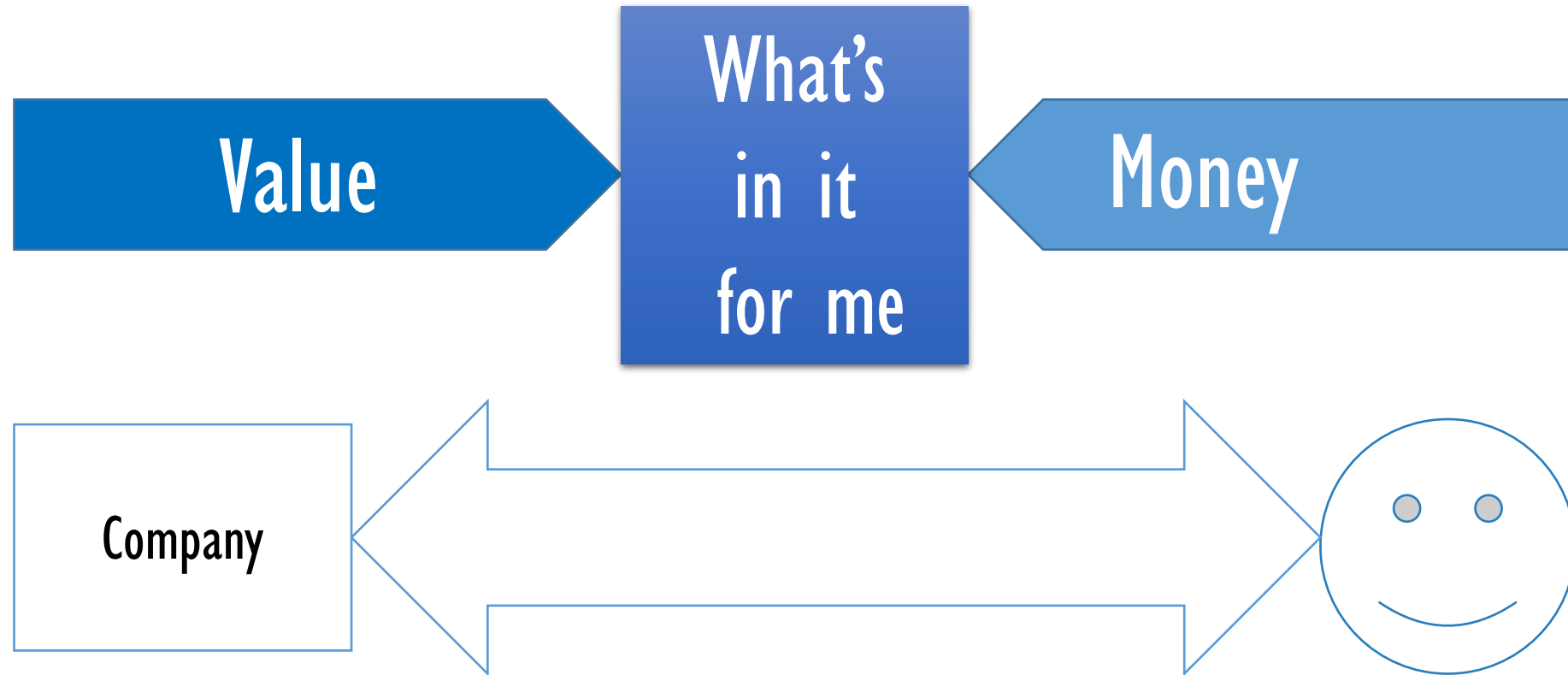
It is about “reskilling people” in
Innovation & Intrapreneurship

It's time to make
people
the center of Innovation

**Innovation ~ 1,240,000,000
1,790,000,000**

**Innovator ~ 55,300,000
85,900,000**

Value is a Critical Success Factor



Good...or not ?



Innovation as an experience

Innovation is about delivering
unique EXPERIENCES

Innovation is about understanding needs &
is about creating value

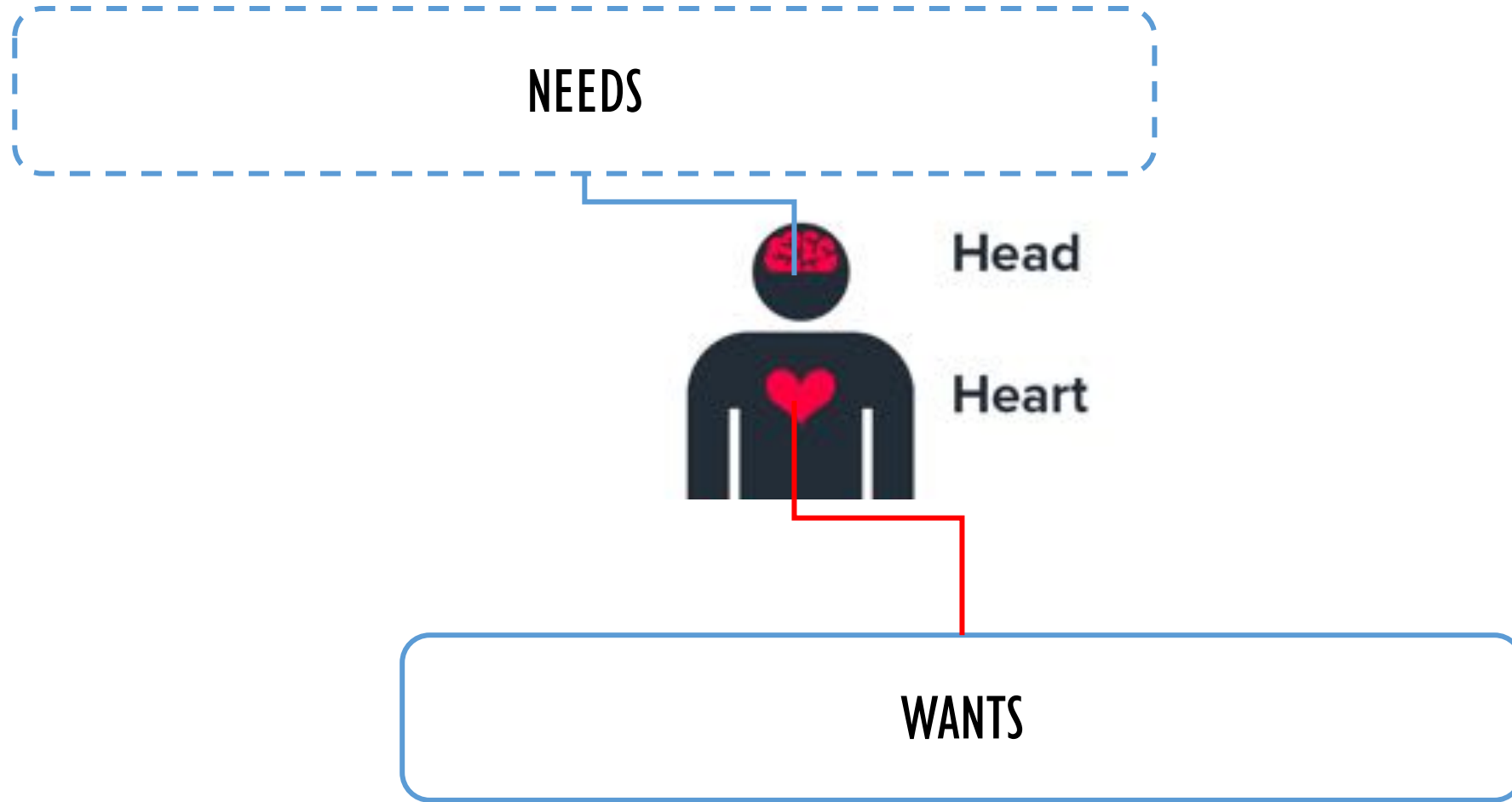
Innovation is NOT about ideas only
Innovation is NOT about Technology

Experience is critical

- User experience is a combination of needs, wants and self-esteem
- Companies create experiences whether they mean it or not, some good and some not so good.
- IF you are not focused on creating an **intentional** experience, you are creating an **unintentional** one.

K C Fowler of Adventis health

Integrating the head and heart



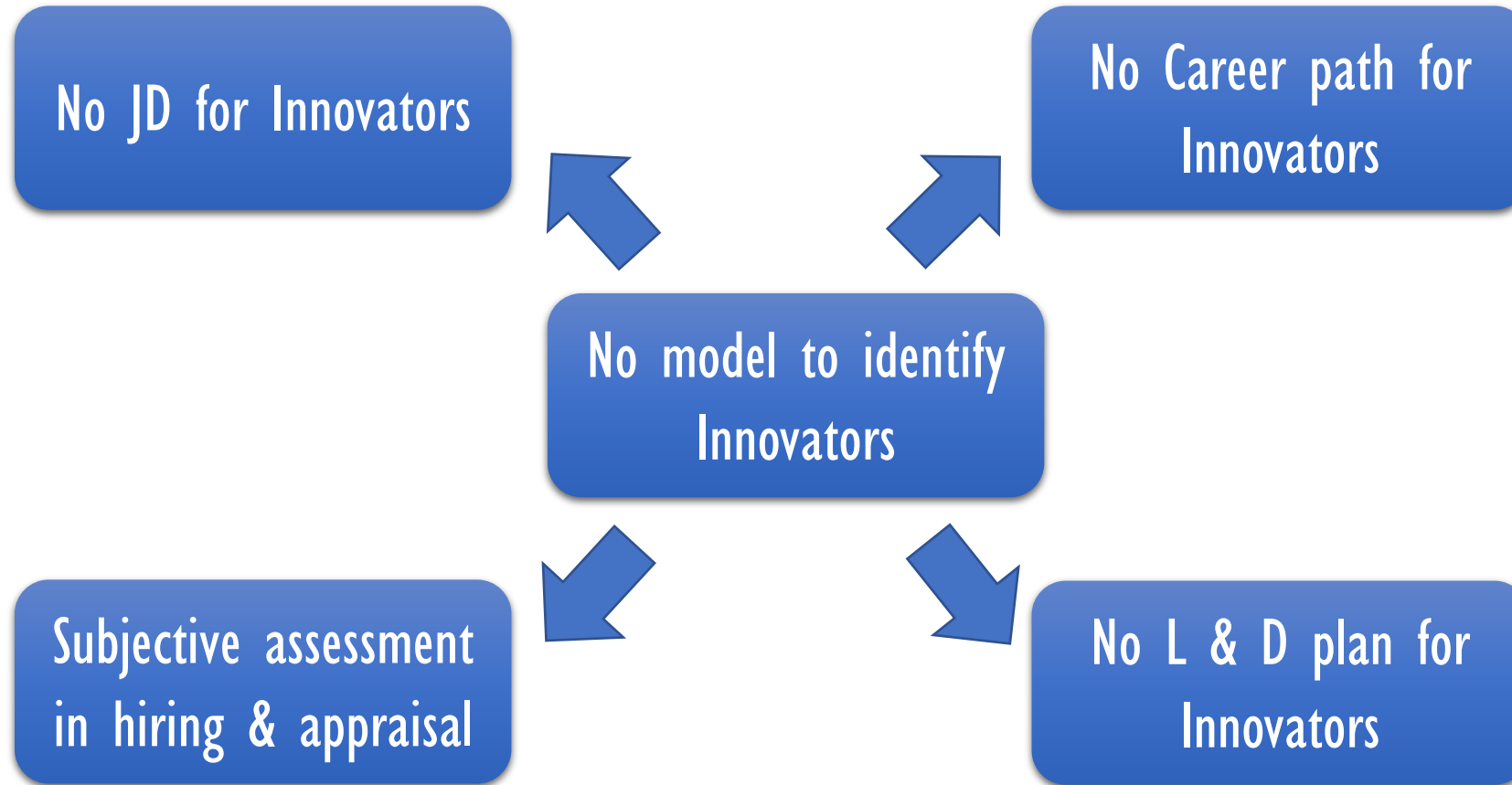
Creative problem solving

“Creative problem solving

Value is contextual, people centric

Contextual Awareness is the
new intelligence

Why people centricity is weak



Innovation profiling of people



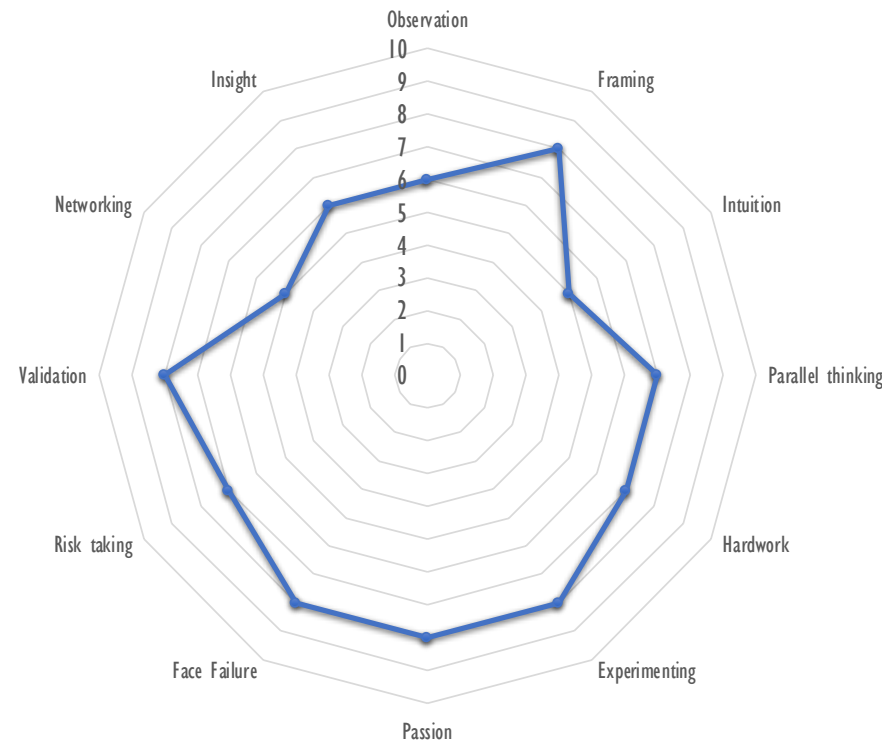
Example profile P5

10	9	8	7	6	5	4	3	2	1
Starter		Professional						Expert	



Example profile P5

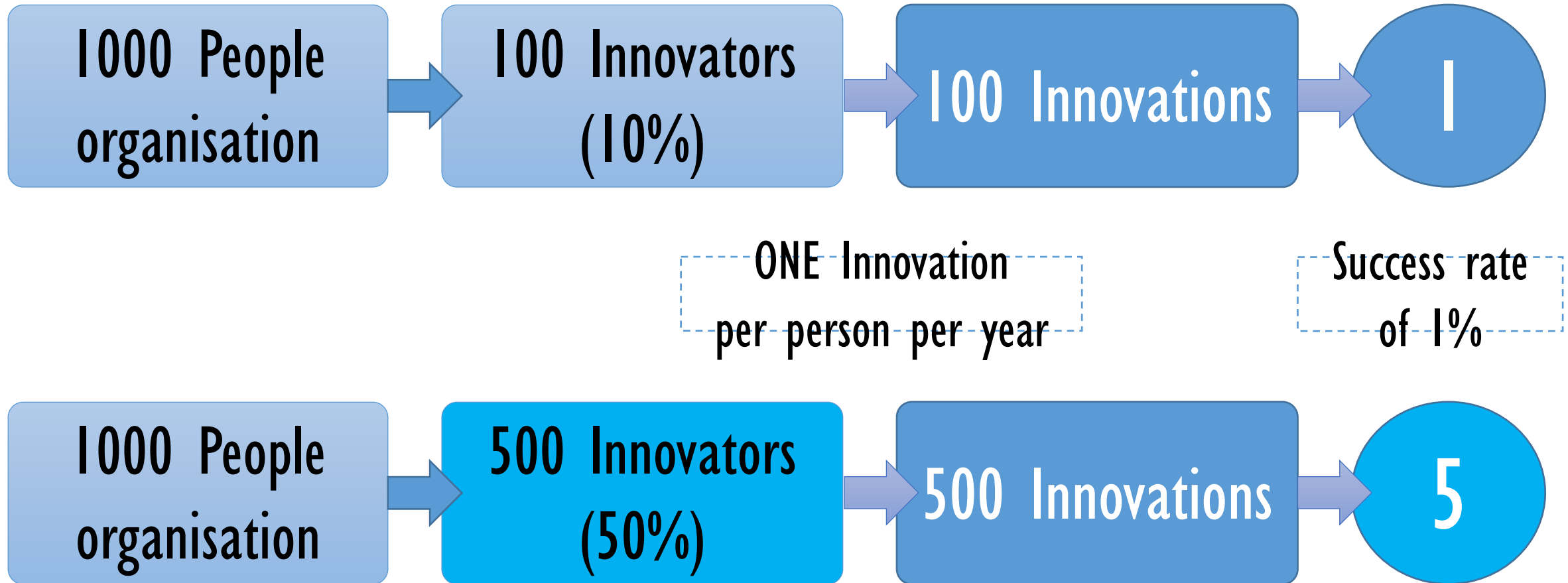
10	9	8	7	6	5	4	3	2	1
Starter		Professional						Expert	



Design of Innovation Talent Management



Consider this...



Should we do this ?

CFO asks CEO: "What happens if we invest in developing our people and then they leave us?"

Yes, if you really want to learn

I don't believe there is such a thing as a
non-innovative person.

Everyone is innovative somewhere in his or
her life.

- John Sweeney

Do you really want to Innovate?



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