

Ideas to Action: Creativity & Team Innovation

Virtual Performance Learning Lab

Description

This workshop encourages participants to contribute their creativity turned into innovation as part of their work team processes to incrementally improve their organization. Innovation doesn't have to be complex or difficult, and it's not just for technical problems.

Successful organizations actively encourage innovation from every employee, help people work together and think differently, and reward good ideas. Innovation lowers the costs and/or increases the benefits of a task. So, innovation can be applied to virtually any aspect of running an organization—its products or services, internal processes, single tasks, etc.

Participants will learn their strengths and how their intelligence fits within the innovation process and how important their contributions are to team innovation. Additionally, they will learn to overcome the uncomfortable feeling about creating change. Learn to fail forward by trying something new.

Learning Outcomes

At the end of the course, participants will be able to:

- Recognize common myths and misconceptions about innovation.
- Use multiple intelligences to generate a variety of ideas.
- Apply the characteristics of creative people to any problem or issue.
- Follow a four-step process for team innovation.
- Promote innovation without regulating it.
- Use cross-functional teams to foster innovation.
- Spot sacred cows in your organization.

Course Format

- Live, Virtual Performance Learning Lab Series of two modules
- Intact or Cross-disciplinary Teams
- Interactive learning experience
- Assignment for teams in between modules
- Activities Handout

Course Length

- Two modules of 90-minutes each

Course Capacity – Recommended for optimal learning experience

- Two or three teams of four to eight participants

Workshop Designer and Facilitator

- Pamela Sammarco, CEO, Green Training Associates LLC

Facilitator Profile

Pam Sammarco, CEO, founded Green Training Associates LLC in 2009. Our Purpose-Driven Statement: We develop people's capabilities to solve the world's challenges and build sustainable organizations. We accelerate business growth through Training, Talent, Coaching and Career Solutions. We prepare leaders and workforce to be capable, competent, and skilled. We identify, assess, develop, coach and mentor your talent pipeline. Business confidence and exceptional performance are outcomes of developing the right capabilities.



Pam is a trusted advisor for our clients' talent development priorities to drive sustainable performance. She has proven success as a strategic leader in complex training and talent strategies, sustainability curriculum, leadership and workforce capabilities, organizational effectiveness, culture shift and transformation. Pam collaborates with clients as partners to architect talent solutions that identify and close performance gaps. We engage your leadership to design, facilitate and coach new capabilities. She excels in Life Sciences, Sustainability and Technology industries for STEM professional development.

Our GTA Performance Learning Ecosystem™ is a proprietary methodology combining selected elements for each solution, custom-designed for your organization, based on a thorough needs analysis. We partner with corporate leaders to deliver our solutions increase readiness, along with your committed executive sponsorship, create proven impact for effective transfer of experiences close to the job action, to improve performance:

- Sustainable HRM Solutions™
- Sharpen Your Digital Talent Capabilities for STEM Professionals™
- Climate Adaptation Leadership Strategies Program™
- Essential Connections: A Mentoring Partnership Program™
- Vital Leadership Intelligence for Emerging Young Leaders™
- Mid-level Leadership Readiness Journey™
- Accelerated Performance Coaching™ and Hogan Predictive Leadership Assessment Experience
- Extensive Library of Skill-Building Capability Workshops (catalog available)

Pam is a lifelong yoga practitioner, enjoys a sustainable lifestyle, engages in sustainable investing, is an avid recycler, a nature photographer, donates to charitable organizations, and cooks farm to table with our NJ fruits and vegetables. For many years, she mentors young professionals on careers and other professional endeavors to enable their career future and life success. She is an active Rutgers-Douglass alumnus. Pam is also passionate about women in leadership and gender parity remediation.

Career, Education & Credentials

- Pam's corporate career spans 24 years in three industries for four progressive and innovative corporations to advance performance for employees of Citicorp, American Express, Alcatel-Lucent and Medco Health Solutions.
- Certified in Hogan Predictive Leadership Assessment Systems
- Certified Professional in Talent Development, National ATD
- Master of Science, Applied Industrial/Organizational Psychology, concentration in Human Resources Management, Stevens Institute of Technology, Hoboken, NJ
- Bachelor of Arts, General Psychology, concentration in math and statistics, Douglass College, Rutgers University, New Brunswick, NJ. Magna Cum Laude, Phi Beta Kappa, Psi Chi Psychology National Honor Society.
- Non-profit Board Officer: Professional Association for Talent Development, Northern NJ ATD (1999 - present) Leadership & Talent Development Vice President (2006-Present), Chapter President (2004)

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