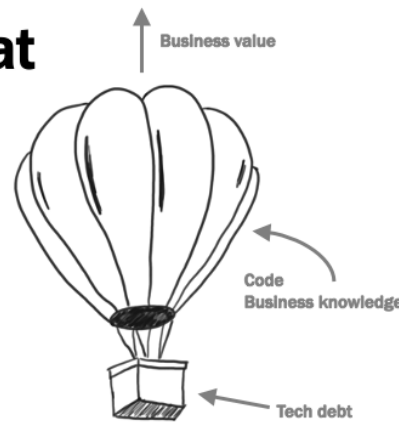


## Understand What Influences Lift

Look at what you can both add and remove to continue to give your team lift.



Source: "Complexity It Outside the Code" - Jessica Kerr

## Monday Morning Tech Video Hour

Build learning into your iterations by scheduling the time for this routine improvement.



Each iteration, rotate who on the team picks the talk to introduce newer topics and perspectives.

## The Large Dog Method

Seek deep creative thinking periods in your life.

With changes in life, look at those as opportunities to find new creative thinking periods.



## Hammock Driven Development

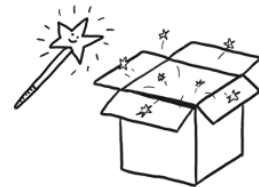
Your brain can process problems while you sleep, you just have to give it a chance.



Waking mind: Assign tasks  
Background mind: Synthesizing, make connections

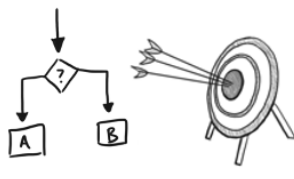
Source: "Hammock Driven Development" - Rich Hickey

## Divergent Thinking



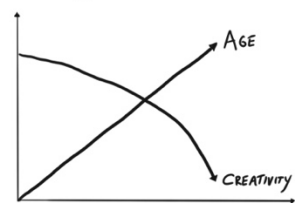
Focuses on producing many answers for a problem with varying levels of "correctness."

## Convergent Thinking

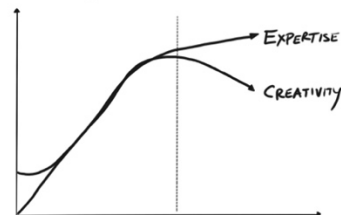


Focuses on producing a single, conventional answer for a problem.

## Growing out of Creativity

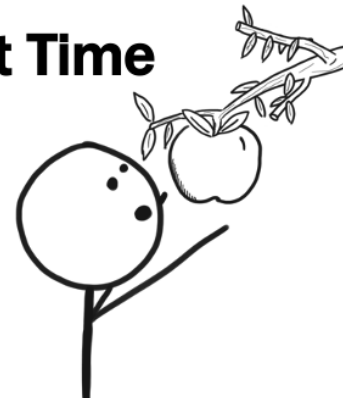


## Expertise Effect



## Low Hanging Fruit Time

Build in a stable schedule to address items for improvement which may not get attention otherwise.



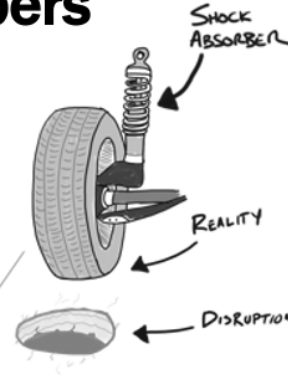
Make is long enough to start and complete the work as a team (ex. 2 - 4 hours) at a routine low peak period (ex. Friday afternoon).

## Install Shock Absorbers

Reality isn't simple.

Install things into your team that can handle the typical fluctuations of life that can promotes stability.

Look at using a time schedule (Monday morning, Friday afternoon) which can typically be a stable period for these sessions.



## Think Days

You can progress through large problems by organizing contributors to share ideas in a collective forum.

These promote the use of large meetings, which have a high risk of being inefficient with people's time.

You should plan these with care to be beneficial to the team.



## Think Days: Planning

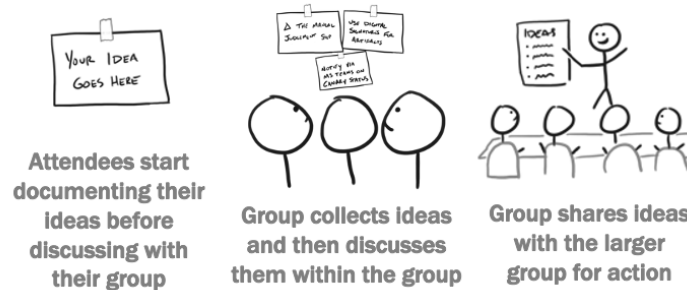


Organizers assign attendees to groups (Intentional mix for diverse ideas)



Assign groups a problem set based on background and different experiences

## Think Days: Idea Collection

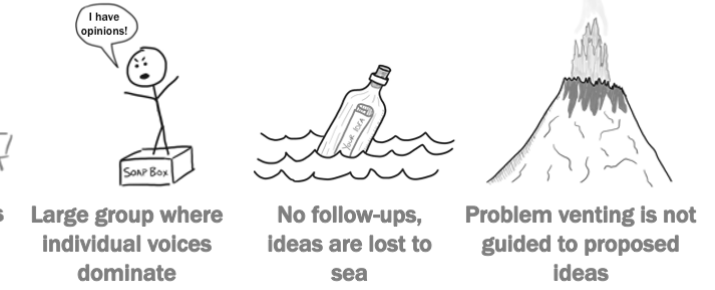


Attendees start documenting their ideas before discussing with their group

Group collects ideas and then discusses them within the group

Group shares ideas with the larger group for action

## Think Day Pitfalls



Large group where individual voices dominate

No follow-ups, ideas are lost to sea

Problem venting is not guided to proposed ideas

## Test Early. Test Small.

Share your idea with an individual to get quick and initial feedback.

Seek to address their initial questions or what triggers their emotional responses.

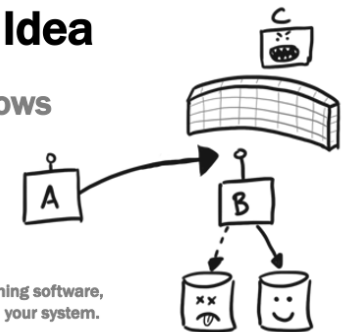
Build champions for the idea, by making it a shared idea.



## Visualize your Idea

Simple box and arrows can communicate more than you think.

Whether you draw it or using a diagramming software, consider using emotional indicators on your system.



## Build it in a Day

Commit to a fixed time period with a feasible scope to prove your idea.

A short time period (single day) is easier to negotiate and can be an effective building period for the idea.

## Shipt



## Reverse Engineer with Conway's Law

Recognize the influence of communication structures in your organization.

Before you try to change something, understand why the problem exists and if incentive structures are influencing it.



## Visualize your idea with code

A working example can quickly captivate others on your idea.

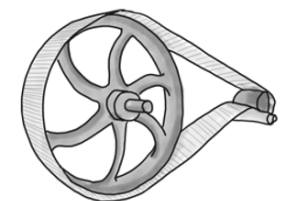
Allows you to easily navigate the discussion on feasibility as you have just implemented a working example.



## Flywheel of Success

Leverage the momentum from your flywheel of success to achieve the big ideas.

Big things happen when you do many small things well.



Source: "Good to Great" - Jim Collins

# Innovation Invigoration



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