



imagine

OCTOBER 25-27, 2022

POWERED BY **ICF** Coaching Education

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Coaching Innovation

Affecting profound change for leaders
and teams in life and at work

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Janet Sernack PCC EMCC Master Practitioner

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- Dis-rupt
- Dis-connect
- Re-connect
- Re-envision



IMAGINATION™

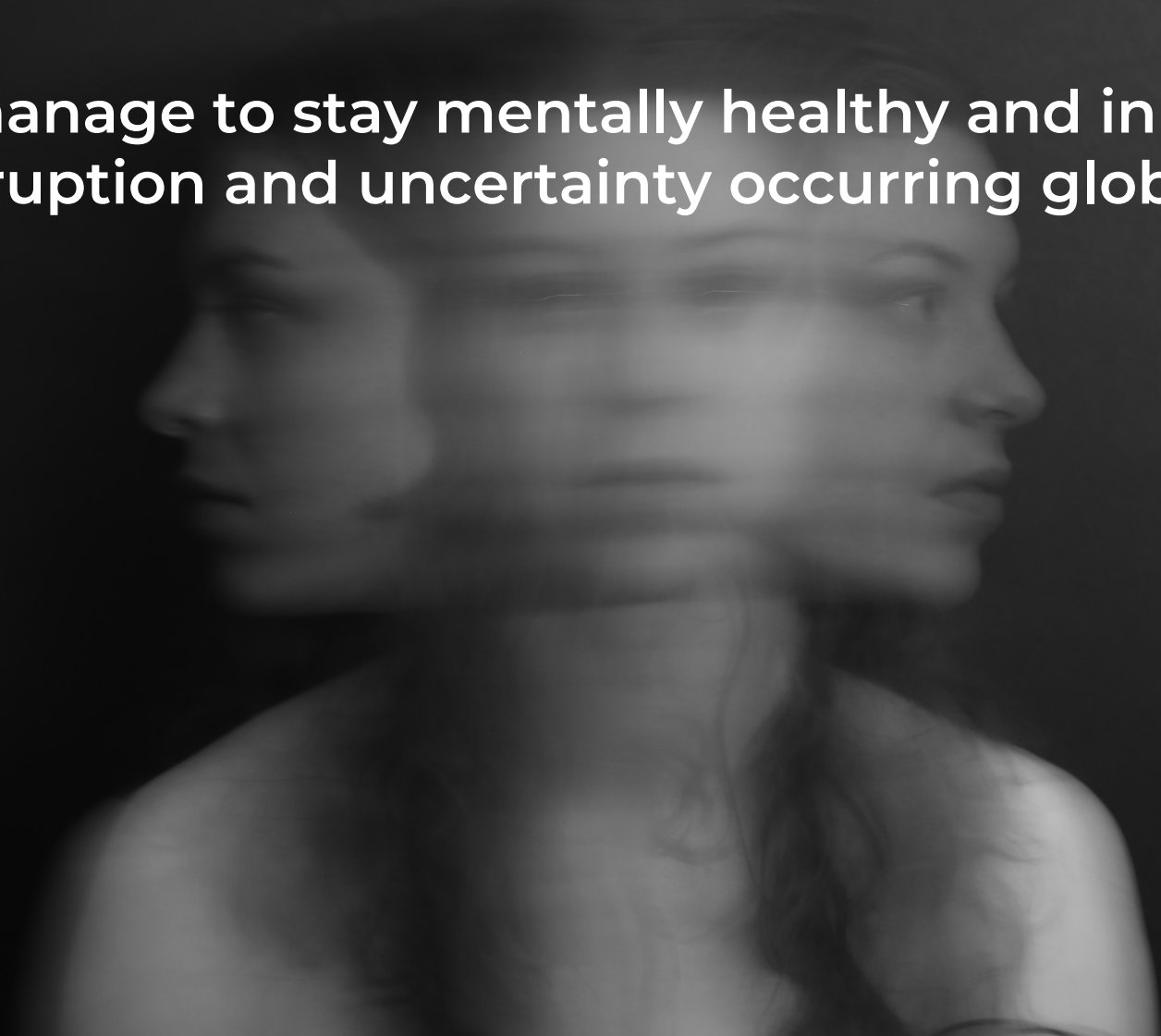
Learning outcomes

- Understand some of the key challenges and constraints in the current BANI environment.
- Know why innovation is a critical lever for leaders, groups and teams to pull to succeed in digital and other organizational transformation initiatives.
- Know how to make sense of innovation.
- Know what is required to coach people, groups and teams, to shift, adapt and innovate in digital and other transformation initiatives.
- Know what the key generic inhibitors are to digital and other transformation initiatives
- Know how to shift these to co-create a world where people matter and innovation becomes the norm.



How might we think and behave in such a world, where old patterns are seeming to crumble while new ideas and systems need to be invented and established?

How can we manage to stay mentally healthy and innovate despite all this chaos, disruption and uncertainty occurring globally?



DIS-RUPT

Brittle
Anxious
Non linear
Incomprehensible



Overwhelmed Isolated Disconnected Languishing





Help people self regulate
Be compassionate
Help break old patterns
Inspire and pull forwards



Be Mindful

Be Conscious

Be Grounded

Reflection Possibilities Opportunities Balance



RE-ENVISION





Why innovate?

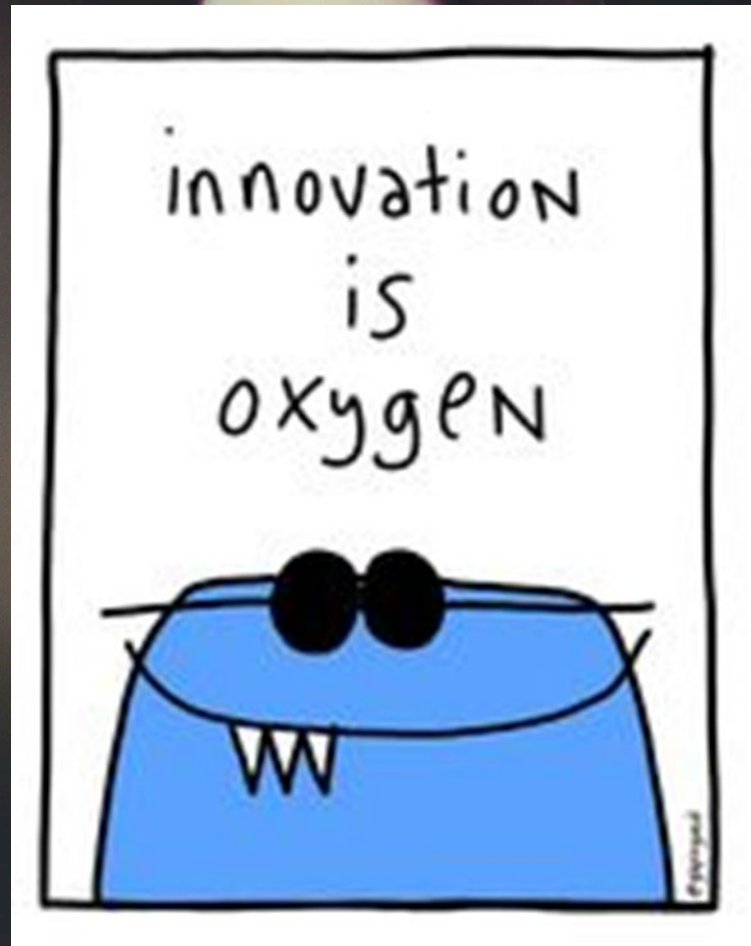
- **Maximizing Return on Investment**
- **Achieve business growth goals**
- **Increase the productivity and profitability**
- **Respond to industry disrupters**
- **Increase market share**
- **Develop a competitive niche or edge**
- **Develop agility to respond and reinvent**
- **Maximize consumer and technological changes**
- **Create leverage for collaborative culture and digital transformation initiatives**



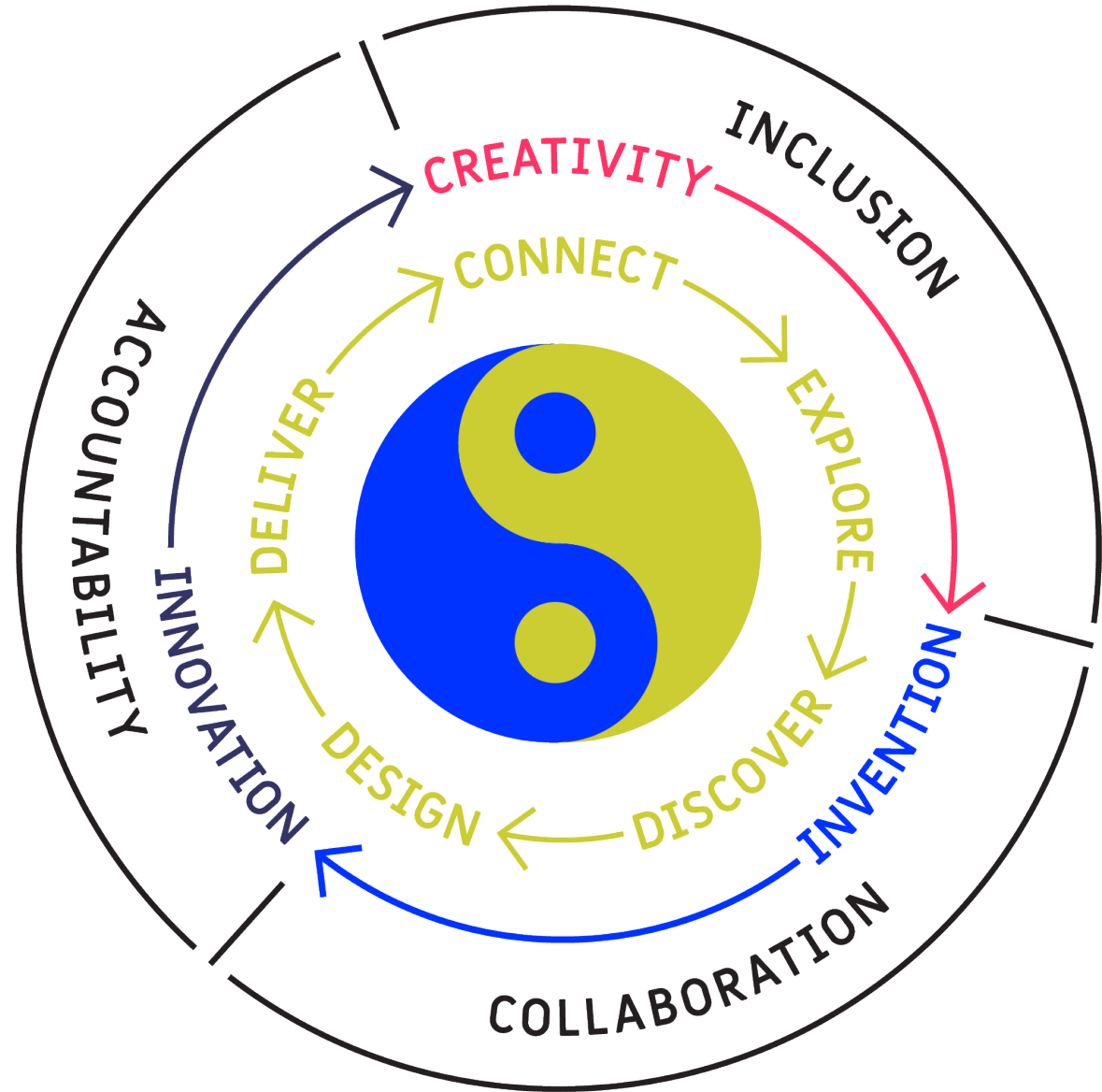
Change, something different that adds value



Innovation is about successfully bringing the new to the world differently, and its crucial to define innovation in your own or in your clients unique context



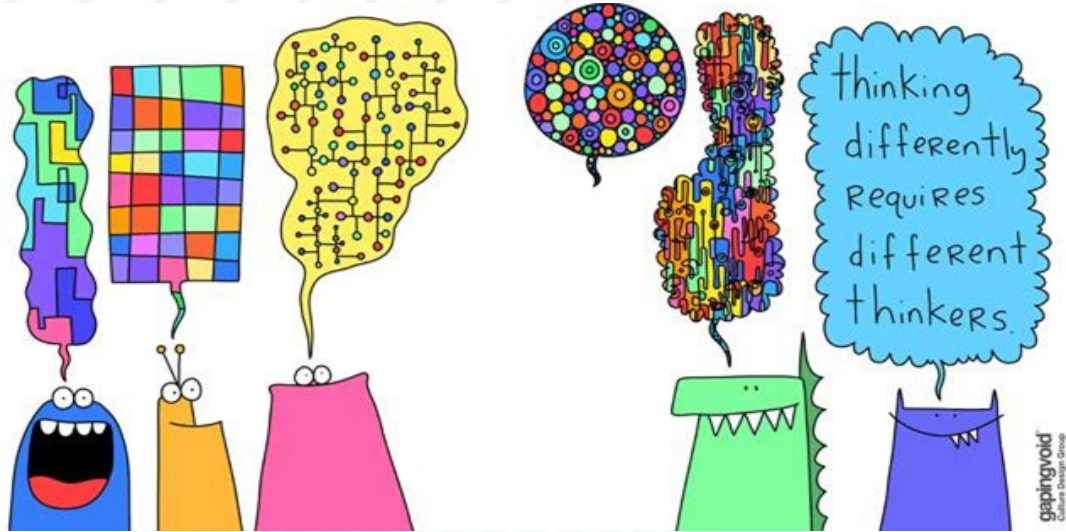
Innovation is knowing how to be present, sense, see, respond to opportunities and solve problems in creative ways that people value, appreciate and cherish



Maximise diversity and difference, experiment to fail fast and learn by doing



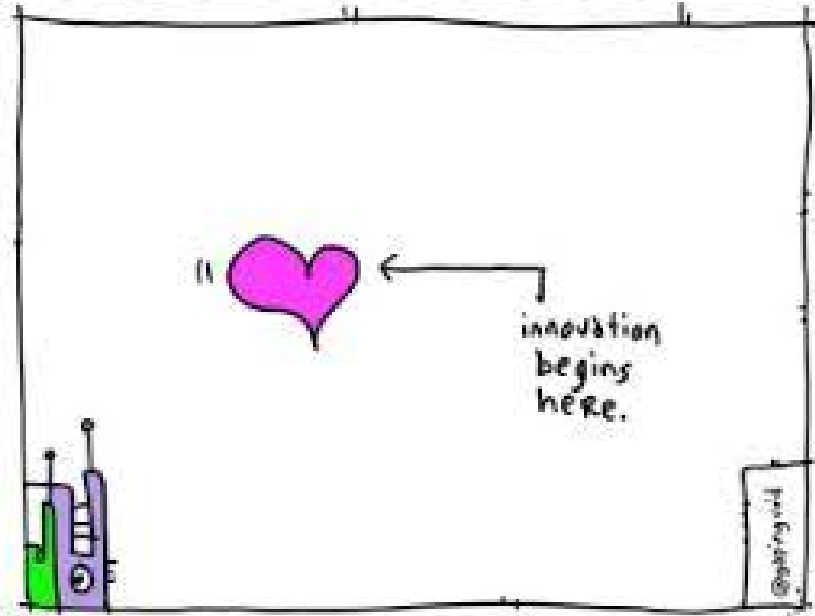
Innovation coaches



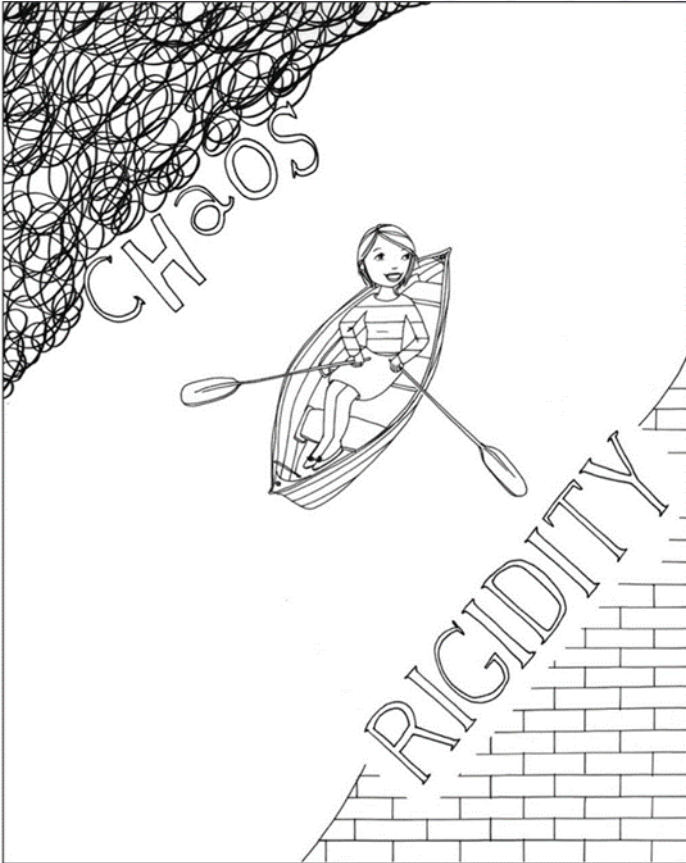
Empower, enable and equip clients to be, think and act differently in a BANI world to add value to the quality of peoples lives in ways they appreciate and cherish



Innovation coaches



- Compassion, creativity and courage (heart, mind and gut)
- Walk through thresholds (sensing, emerging, diverging and converging ideas)
- Optimizes systemic change to effect transformational outcomes (balancing chaos and rigidity to optimize focus and flow)



<https://www.mindsightinstitute.com/>

Innovation coaches

- Confidence, capacity and competence to be agile, flexible, adaptive and coherent
- Emerge creative ideas, experiment with smart risk-taking and failing fast
- Safely use cognitive dissonance, diversity, differences and disagreement as energetic and creative tension and as catalysts for disciplined change
- Safe disruptive provocateur who evokes, provokes and creates breakthrough mindset and behaviour shifts to unleash creative energy and ideas

Client Case Study

Global Pharma Leadership Group

Face Everything and Rise Learning Challenge (FEAR)

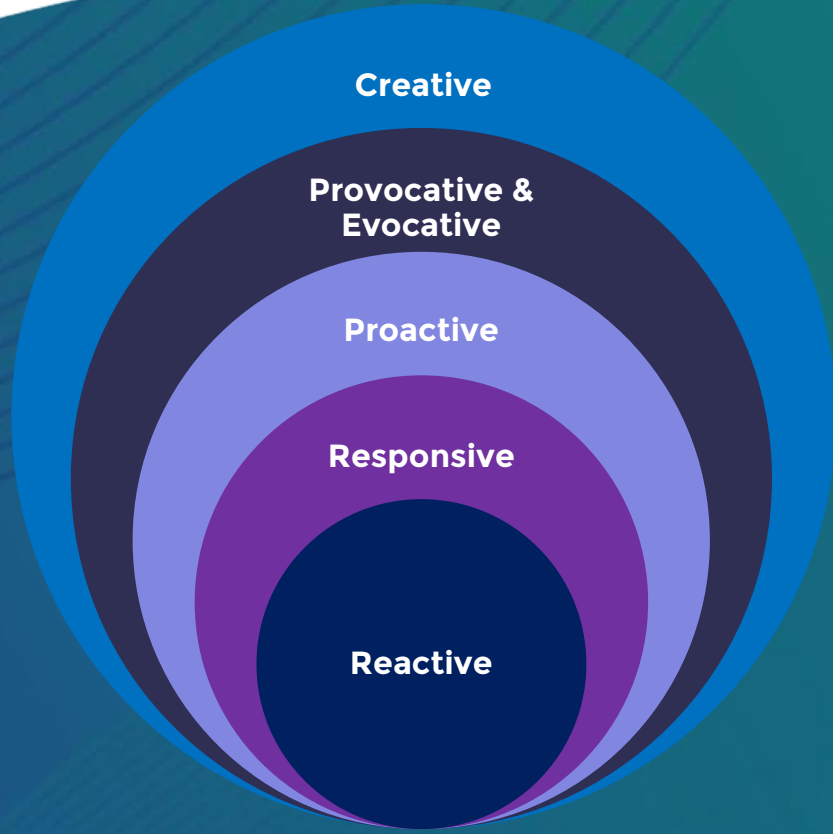


The problem

- Despite being in the second year of a global digital transformation, this group of senior leaders had a clear understanding of the mindsets, behaviours, and skills they were expected to demonstrate, role model, and lead others in the transformation journey.
- However, they were avoidant and inert in taking the required actions to lead the desired changes and innovate.
- Largely due to Covid-19 languishing, habitual procrastination and risk adverse mindsets and behaviours, “busyness” coupled with their fear of failure, and risk adversity.
- Which prevented them from fulfilling their role in advancing and accelerating change-led innovation across their division and across the global organisation.

Our approach

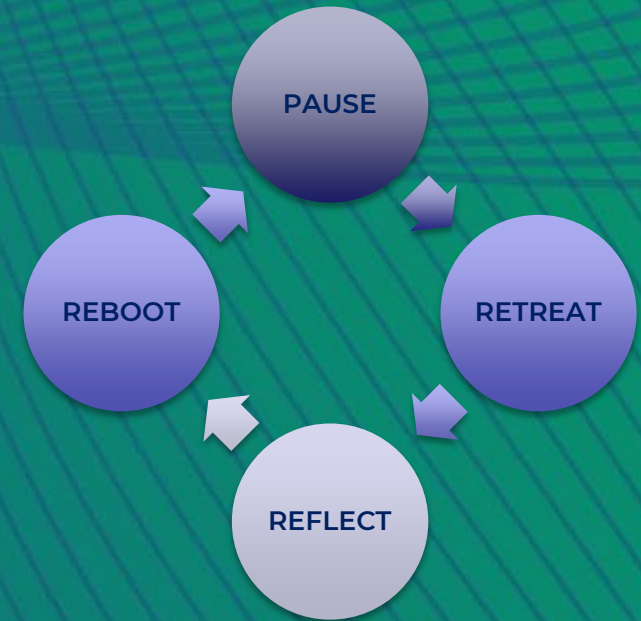
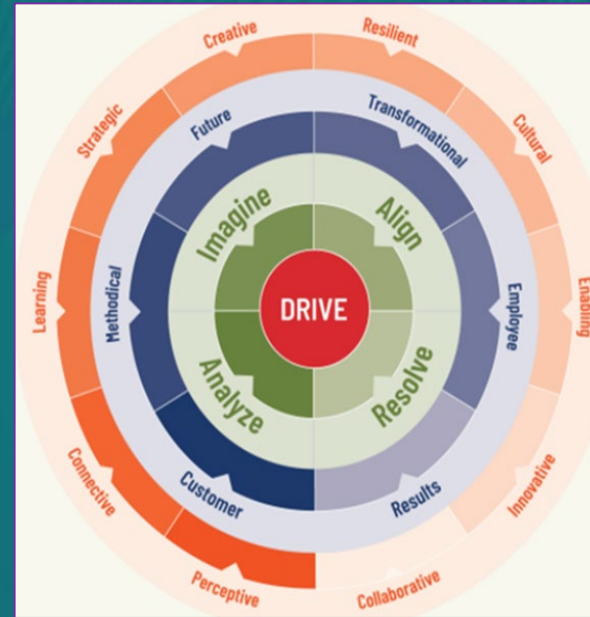
Re-Connection, Re-Thinking and Reflection



GLI



Growth
Leadership
Indicator



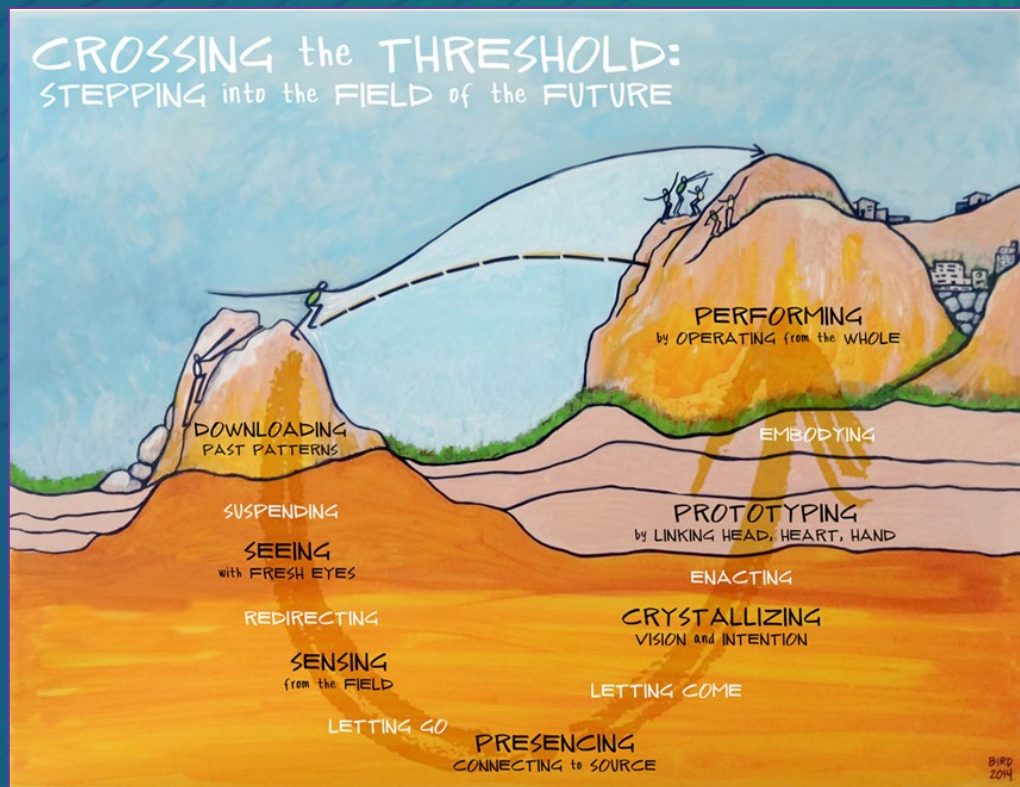
Reference – Dr Nick Udall “Riding the Creativity Roller-Coaster”



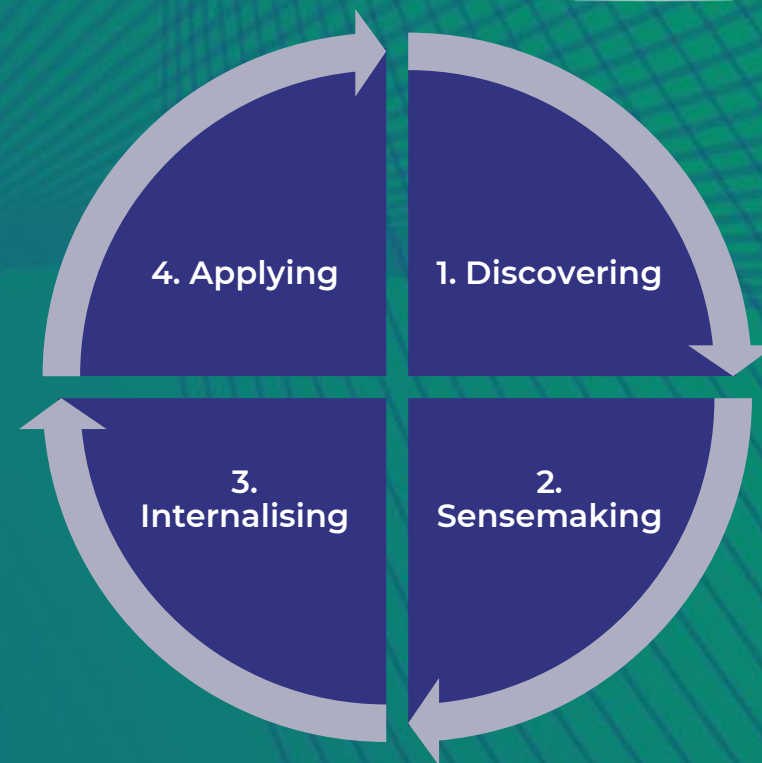
BESPOKE DEEP GROUP LEARNING PROGRAM INCORPORATING:
IMAGINATION LEARNING CURRICULUM, EMERGENCE AND NEUROSCIENCE PRINCIPLES,
HUMAN CENTRED DESIGN THINKING AND START-UP METHODOLOGIES AND REFLECTIVE
PRACTICE

Our methodology

Observation, Presencing and Action Learning

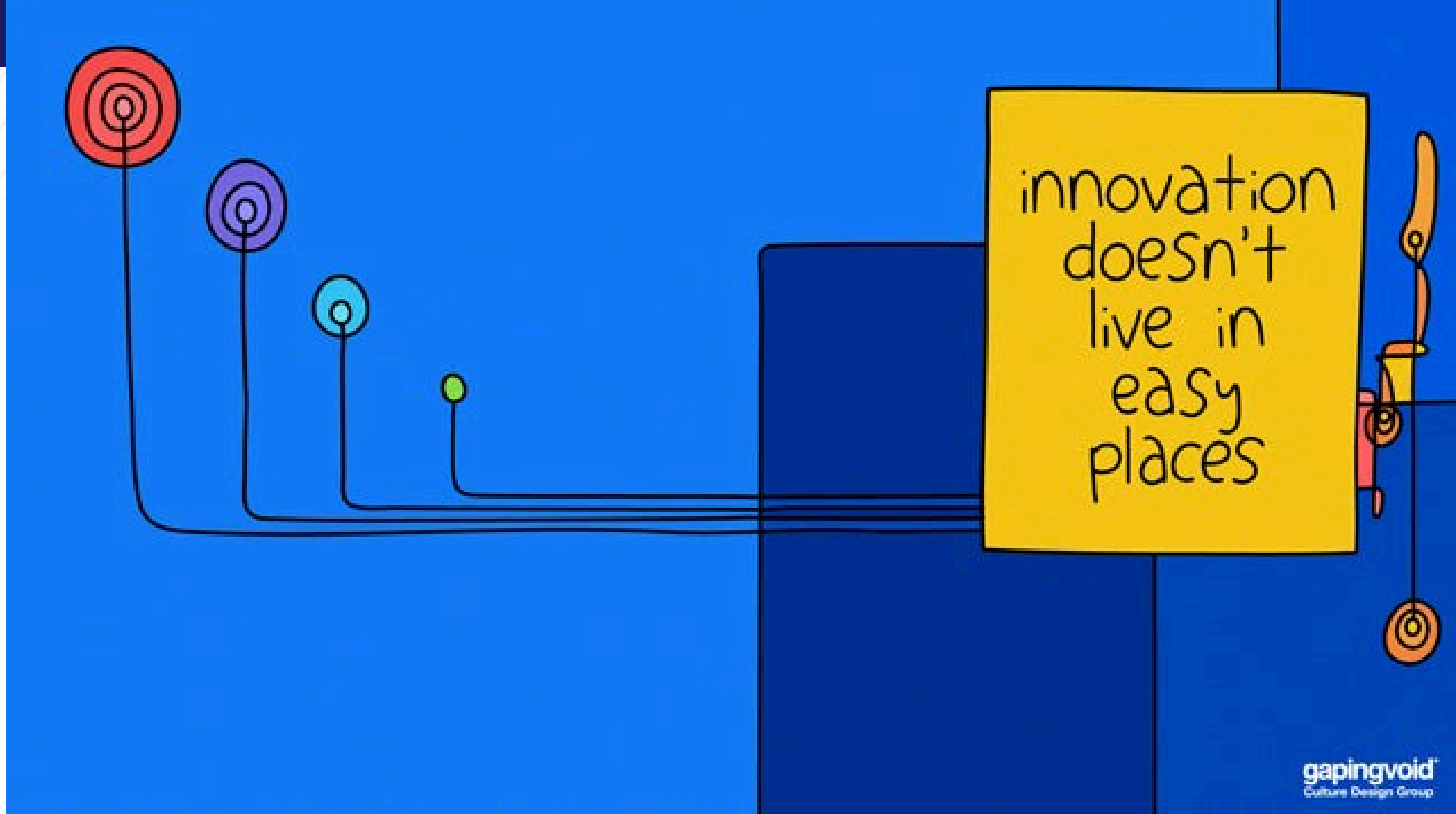


Reference Otto Scharmer U Process



BESPOKE DEEP GROUP LEARNING PROGRAM SUPPORTED BY:
 ONE ON ONE COACHING SESSIONS, WEEKLY RECREATION ACTIVITIES, ONLINE
 COMMUNICATIONS AND A FINAL GROUP ACTION LEARNING ASSIGNMENT TO TEST, APPLY
 AND PRACTICE SAFELY

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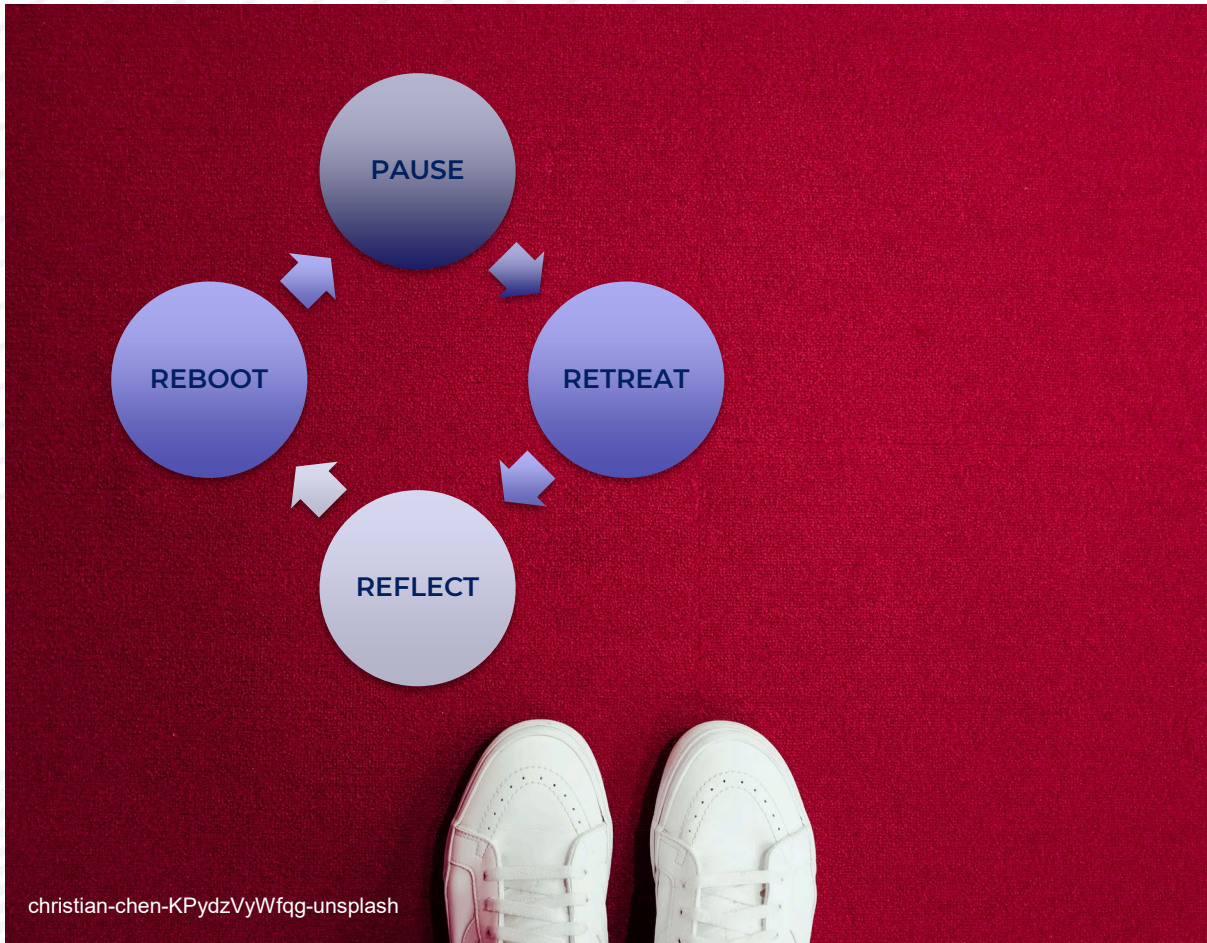
Consciousness + Mental Toughness + Emotional Agility + GRIT

Client Results

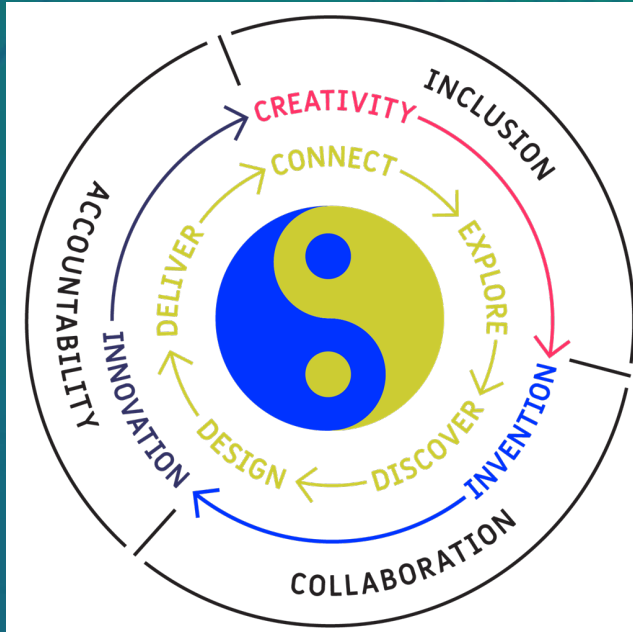
- Co-created permission, tolerance, and a safe learning environment for medical group members to shift mindsets, to re-think and role model new ways of being, thinking, and acting.
- Created a common understanding and language for innovation, smart risk-taking, and failing fast.
- Developed medical group members' discomfort resilience, by normalizing their reactive responses to failure, and by reframing mistakes and failures as opportunities for learning and change.
- Developed medical group members' receptivity towards smart risk-taking, by normalizing their reactive responses to risk and by reframing risk, and also developed a strategic approach for mitigating risk.
- Enabled and empowered the medical group leaders to challenge the status quo, communicate and collaborate, improve individual self-efficacy and leadership competencies, and aligned to the 21st-century Growth Leadership (GLI) mindsets, focus areas, and skills.
- Embedded learning through action learning assignments, a set of reflective practices, a range of regular recreation activities, and "on the job" applications.



Affecting profound change in your world



- What has really stood out for you from this session?
- What is your key take away?
- What is one thing you are going to stop doing?
- What are willing to experiment with in your coaching practice?
- One word into the chat box?



“Creativity is thinking up new things. Innovation is doing new things.”

Theodore Levitt (1925 - 2006), Renown economist

“Innovation is taking two things that exist and putting them together in a new way.”

Tom Freston (born 1945), Co-founder of MTV

“If you look at history, innovation doesn’t come just from giving people incentives; it comes from creating environments where their ideas can connect.”

Steven Johnson (born 1968), Science author & media theorist



**BOLDLY GO
WHERE NO ONE
HAS
GONE BEFORE**

IMAGINATION™

THE COACH FOR INNOVATORS
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M +61 420 679303
E janet@imagination.com.au
W <http://www.imagination.com.au>
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THANK YOU





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