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Business Competencies

Innovation (Creative, Challenging)

Creates and develops new thinking, ideas, solutions, methods, business processes and market or customer opportunities, to transform or improve overall organisation performance. The capacity to turn the innovation process into a key growth driver within the business. Challenges the status quo and introduces more dynamic thinking and disruptive technologies.

Competency Evidence	Indicative Behaviours	Suggested Career Stage
1 Basic	<ul style="list-style-type: none"> Finds alternative ways and innovative solutions to complete work where obstacles arise. Identifies areas requiring improvement and takes the required actions. Open to change and is not fazed by ambiguity and has the ability to adapt their approach. Is open to personal development, accepts valid feedback and acts on suggestions to improve. Creates new ideas or develop different perspectives in problem solving or addressing business issues. 	1 2
2 Developing	<ul style="list-style-type: none"> Takes the initiative in seeking to continuously improve how day to day tasks are completed. Makes routine business processes more efficient and clearly focuses on delivering the required outcomes. Capacity to undertake ideas generation exercises within the team; ensuring that the team's creative strengths are utilised and innovation is supported. 	3
3 Solid	<ul style="list-style-type: none"> Seeks to influence key shareholders across the organisation to support the innovation process as a key driver of growth and a clear means to achieve business success. A role model for innovation across the organisation. Is open to considering both conventional as well as non-conventional solutions when problem solving. Constructively challenges the status quo for the good of the organisation. Will seek to enlist supporters for the innovation process from across the business. 	4
4 Strong	<ul style="list-style-type: none"> Champions a culture of continuous improvement through innovation across the organisation. Will make an informed assessment of more "radical" business solutions and will seek to balance potential risks with likely business advantage. Promotes innovation by generating commitment, enthusiasm and energy. Seeks to innovate and take calculated and managed risks in order to achieve long-term business success. 	5
5 Exceptional	<ul style="list-style-type: none"> Leads the innovation effort across the organisation. Will facilitate the development of breakthrough thinking and disruptive technologies by making innovation a core competency within the business. Works with the board to ensure that the organisation invests in research and development and the innovation process in order to ensure future business success. Reviews the long-term impact of innovation within the business in order to accurately access return on investment and other measures of value add. 	6 7