

Developing Innovation in Staff and Getting Your Ideas Heard



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Session Objectives

- Identify what types of issues or problems you are facing
- Provide a model for organizing your ideas/solutions
- Work with the model to gain familiarity
- How to vet and hone your idea
- How to sell it
- Q & A

Why are your ideas not adopted?



What makes an idea good?

- It solves a known problem or issue
- It saves time or resources
- It reduces or eliminates risk
- It improves efficiency or effectiveness
- Others?



Step 1: Develop the Problem Statement

- What is the issue?
- Remain objective: state facts, not opinions
- What is the impact of the problem/issue?
- Who are the stakeholders? What do they believe the problem is?
- Write a concise problem statement that details what needs to be solved

Step 2: Detail the Current State

- Provide a detailed account of how the matter is currently managed or handled (if applicable)
- Remember your audience?
 - Stake holders
 - Decision maker
- Enough detail to ensure audience understands the issue



Step 3: Detail your Recommendation/Solution

- Detail your recommendation or solution
 - Who is involved?
 - Who is impacted?
 - Systems or technology
 - Interconnections or interdependencies



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Step 4: Vet your Solution

- Share your work with stake holders
- Ask for feedback
 - Is something missing?
 - Does the solution create new issues?
- Gather Pros, Cons, Resource Needs & Risks
- Revise solution based on feedback or create new options and vet those too.



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Building Support for Your Idea/Solution

- Know your stakeholders and decision maker(s)
- What is most important to them, and how does this issue relate?
- Who are your influencers? Who do the decision makers listen to?
 - Engage them in the issue and your solution
 - Listen, don't be defensive, take notes
 - Who stands to benefit most from the solution?
- Engage in an information campaign
 - Take them to coffee, lunch, ask for a meeting or chat



How did it go?

- Thank those that helped to hone your idea or solution.
- Reflect to make sure you identify what worked best and what didn't work as well as you had hoped.
- Don't give up if your idea isn't adopted or if it is shelved for now.
- Collect feedback on your approach.
- This is a skill and as with any skill, needs practice.



Let's Practice!

- Break into groups of 2-3
- Pick your problem or issue
- Go through the steps

Wrap up and Report Out



Questions/Comments?

Marie Johnson

Director of Student Financial Services

University of Vermont

802-656-1194

Marie.Johnson@uvm.edu