

Idea Management as a Business Strategy **The Process that Harvests the Savvy of Front-line Employees**

With International Speaker and Workplace Process Improvement “guru” Bernie Sander

When: On Company Request
8:30 a.m. – 5:00 p.m

Where:
On Company Premises or Hotel Setting



Attend if you are:

- HR Development Specialist
- Plant Manager, Cost Accountant or Comptroller
- Front-Line Supervisor or Team Leader
- Quality, Suggestion System or CIP Administrator

And attend if:

- You want to cut costs and add value, and you believe that listening to your people is the key to achieving corporate success

Investment and format:

- \$399 (plus HST) per person; less 10% if you send 3 or more people from the same organization
- or \$2500 (plus HST) on site for up to 20 people
- One full 8-hour day; includes lunch, materials: a 20-page workbook handout and Bernie’s book: Idea Management
- Participative with individual exercises, group exercises and lots of discussion

Content:

This workshop provides a 50,000 foot overview of idea management, with transferable templates that you can take back and apply in your workplace. See over for details.

- The 7 faces of an idea
- The 3 principles of idea management
- The 3 faces of an evaluator
- Formulae: e.g. the cost of poor processes
- Problem solving strategies

“Idea Management is about how to collect, harness and manage the hard bottom line returns on the hard bottom line cost of work process inefficiencies” ~ Bernie Sander

Registration:

To register, e-mail this completed form to: jim.slavin@thedelfigroup.com or fax to: 613-432-9961
Make cheque payable and mail to: The Delfi Group, 11 McKay St., Petawawa, Ontario K8H 3G7
Questions? Call Jim at 613-432-0874.

Attendee(s): _____

Firm: _____

Address _____

Company Contact: _____ Phone _____ e-mail _____

Idea Management as a Business Strategy

Employee Engagement – The Art of Unleashing and Maximizing Hidden Potential

Organizations that succeed in today's competitive environment share a common secret - their management practices ensure the involvement of all individuals in their organizations. For organizations to be truly successful they must provide vehicles to engage their people and to tap their creativity and innovation.

The misuse, abuse or non-use of employee ideas is one of the last barriers of the industrial and information age. This kind of behaviour - or lack thereof - does damage to the bottom line. It kills the one thing organizations need most - new ideas. People have to let go of old paradigms, practices and behaviours in order to unleash and maximize the potential of employee creativity and innovation in the workplace.

Key Learning:

- To understand international trends and best practices in employee involvement
- To see how suggestion systems have changed into idea management vehicles that enable organizational culture change and productivity improvement
- To know how to mobilize the creative reserves of employees
- To convince and sensitize managers and decision makers
- To understand what poor processes really cost and how to tap into employee ideas
- To understand the critical success factors and key result areas to be successful
- Ways and means to create idea generating organizational cultures

This one-day workshop exposes participants to a wide range of skills, tools and international best practice to effectively develop and evaluate ideas in the workplace, and to strategically understand employee engagement as both a cost savings and employee recognition and motivation tool. Hands-on exercises and numerous group activities will augment presentation material, to enable each participant to effectively help implement the idea factory at work.

Bernie Sander is an international consultant, author and workshop leader. He lives in Ottawa, Canada and travels the world working with Fortune 500 organizations. He has international expertise in suggestion system design and implementation, continuous improvement processes, group facilitation and problem solving, strategic planning, recognition architectures and idea management processes. He is President of his own consulting firm, Innovation Transfer, serves on the education faculty of several international organizations and is author of the books, "A Wake-Up Call for Idea Champions", "On Idea Management" and "PiT-Stop – Problem Finding and Problem Solving in Teams", all best-practice thinking in the field of managing employee ideas. Bernie served as a past President of the North American Employee Involvement Association and speaks at many international conferences annually.

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