Creating a Culture of Innovation

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5 years ago > restructuring
innovation = core value
innovation = 1980s
core value ≠ core practice
How might we internalize innovation so that it becomes part of our DNA?
learning = doing
innovation boot camp
entrepreneurship
startup thinking
startup weekend: libraries

experiments
in the water
Creating a Culture of Innovation  Practice People Platform
Thoughts on Creating a Culture of Innovation from a middle manager at some university up in Canada
Platform
budget allocation
project approval/oversight
innovation incentives
celebration + recognition
Platform
plans v. models
plans

- built on assumptions
- assumptions become facts
- plan becomes static
- library-centric
plans productivity measured against the plan
“No plan survives first contact with its customers.”

-Steve Blank
based on observations
assumptions get challenged
models are dynamic
client-centric
productivity is measured by performance models
predict v. build
the future the future
Innovation Fund
How might you remove organizational barriers to innovation?
People
attracting/retaining talent
vision + motivation
user experience
collaboration + co-creation
test the product v. test the problem
problem-solution fit
“There are no facts inside the building, so get outside.”

-Steve Blank
The Listening Project
How might you enhance creative confidence in your organization?
Practice
foster experimentation
share insights
borrow methods
fail faster

Practice
pilot vs. iterative projects vs. design
build-measure-learn
“The only way to win is to learn faster than everyone else.”

-Eric Ries
Research Help Desk
How might you celebrate the experiments that are currently happening in your organization?
Practice
People
Platform
Persistence
Researchers
Researchers

observe phenomena
state hypotheses
design an experiment
collect data
draw conclusions
Researchers  Repeat
What would happen if you viewed your library more like a lab? What would you learn?
Thank You

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