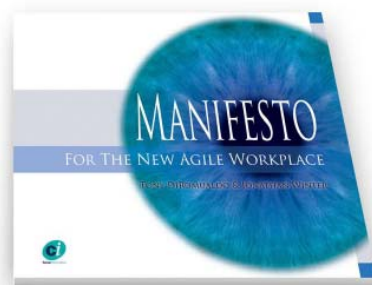


The Workplace Innovation Lab

Building tomorrow's collaborative enterprise

Today's most experienced leaders know that now is the time for agile organisations to maintain engagement: Communicating more not less, focusing on the future, and seizing opportunities to introduce new and innovative ways of working. This is one of the messages from the Ci research: [Manifesto for the New Agile Workplace](#).



“Today's workforce... want to see innovation and creativity in the way companies engage their people in pursuit of company goals. Ci helps us address these concerns creatively around the world.”

Jim Pilarski, Senior Vice President for International Human Resources, Marriott International

The Workplace Innovation Lab:

This new approach offers ambitious leaders, in groups of 10-15, the opportunity to take part in a 10-week *Workplace Innovation Lab* with one or more key team members, including high-potentials from 'Gen Y'. Each participant maps their network, identifies conversation gaps, and links these to high-priority business outcomes. Supported by two events, peer coaching and powerful feedback from the Engaging Conversations™ tool, they then take action to remove barriers to team performance, introduce new working practices and increase external collaboration.

During the Lab, new technologies and agile working practices are debated and applied, with special focus in three areas:

Virtual Collaboration

Using new technology, including social media, to support collaboration and teamwork across the generations

Performance Dev'pt

Building a highly-engaged, purposeful culture in which skills are developed and talent is mobile

Agile Working

Deploying alternative employment contracts and flexible working to build responsiveness and reduce fixed costs

The research: What's new?

In a world increasingly dependent on collaboration, critical relationships are built through creative and honest dialogue. The Ci [Conversation Gap survey](#) revealed the business impact of missing conversations. The Lab is based on this research. Here is a way to help leaders see the invisible forces that really shape organisations and achieve results.

Organisations joining as full partners in this latest Ci innovation will gain strategic Ci team support and facilitation for unlimited Innovation Labs.

What do participants gain?

- Accelerate a business goal or project – a challenge you cannot achieve alone
- Learn how to coach, inspire and build trust in multi-generational teams
- Use networking skills, including potential ways to use social media
- Leverage the high energy of 'Generation Y' team members
- *“A paradigm shift in how we viewed our problem”* (Lab Participant)
- *“Huge potential savings due to utilisation of less resources”* (Lab Participant)

What do organisations gain?

- A way to identify & address conversation gaps linked to critical business issues
- High engagement, especially amongst 'Gen Y'
- More effective working across distance, culture and organisational borders
- A way to test new collaborative technologies at low cost and low risk
- A practical way to accelerate an existing transformation programme

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