

ratio

ratio pty ltd was established in 1990 by Tess Julian. Since then, we have grown into a dynamic and highly collaborative team with expertise in research, facilitation, assessment and project management.

ratio works with the broad education and training sector, leading researchers as well as the corporate sector to develop a truly thoughtful and comprehensive approach to developing an innovative culture within organisations.

innovation works™

Innovation is not just about what we produce but how we work, our processes, practices and strategies. Innovation works™ is the ratio method for enhancing and incorporating innovation within all levels of an organisation. It is based on five years of research and trials, conducted by ratio, for the Australian National Training Authority (ANTA).

Innovation Works™ combines a series of tools and training that provide support and leadership to organisations committed to improving their innovation strategies.

Innovation works™ includes:

- : Methods to determine an organisation's readiness for innovation
- : Skills training for staff at all levels, and
- : Innovation coaching and consulting services.

Innovation works™ methodology can be readily adopted by organisations and managed internally.

our innovation model

Innovation works™ is based on the ratio model for organisational innovation founded on six key skills we have termed *innovation @ work* skills. These skills provide a systematic approach to the development and implementation of ideas across all industries.



Interpret – participants learn how to identify opportunities, assess problems and scope needs.



Generate – participants generate a range of alternative options, potential benefits, issues and possible solutions using a variety of individual and group creative thinking techniques.



Collaborate – participants learn how to collaborate internally and externally. This can include working in teams, with networks and other contacts, or with consultants and advisers.



Reflect – often overlooked by organisations, reflection - internal brainstorming and the ability to take a step back from a new idea - is crucial. Participants learn how to capture and utilise reflections.



Represent – ideas are often scuffed because they are not understood or appreciated. Participants learn the critical skills of presenting ideas in a way that ensures enthusiasm and understanding by decision makers.



Evaluate –an idea must meet the original objectives. Evaluation ensures it can be implemented.

innovation works™ philosophy

There are many assumptions about creativity and innovation which often obstruct the process. **ratio** has developed a sound and inclusive approach which breaks through these barriers. Our philosophy is based on three main principles:

principle one: creativity is not enough

We have found that many organisations have a wealth of ideas but it is the development and implementation of ideas that can be the more challenging. While creative thinking is indeed important to the innovation process, there are other factors that must occur if innovation is to happen. Our training programs are based on the skills needed for generating and developing ideas whilst ensuring ideas are creative, useful and add value.

principle two: everyone has the potential

While some of us may appear to be more creative or innovative than others, evidence shows that all of us have the capacity to develop and strengthen our creative talents. Evidence also suggests that better ideas come from collaboration and by utilising networks. innovation works™ is a holistic and inclusive approach to innovation where everyone in group is encouraged to contribute.

principle three: formalising innovation

In order to foster whole organisation innovation, we have identified a number of critical components:

- : staff and management need to be trained in the innovation @ work skills;
- : leaders in the organisation need to foster innovation through innovation coaching;
- : the environment must encourage innovation;
- : systems must be developed that make innovation transparent and accessible to all.

our services

Useful innovation training is not an add-on, it is designed to become part of the core operations of a business and it needs to be strategic. **ratio** has developed a series of strategies for organisations, whole groups and individuals to encourage and support innovative work practices.

In order to gain commitment, identify needs, determine an organisation's 'innovation readiness', develop skills and guide and implement the process of innovation within the group, we provide:

- : workshops
- : training sessions
- : coaching practices
- : ongoing consultancy services

customised training

Following initial research and audits, **ratio** can develop an innovation works™ training program that is customised to meet your organisational requirements. The training program is designed to introduce participants to the six innovation @work skills, the cornerstone of innovation works™, and is highly recommended for all organisations and for staff at any level of an organisation. It is a simple, accessible and highly interactive training program in which everyone can participate and benefit.

Ideally, the program is delivered over two days and includes:

- : an overview of the six innovation @work skills;
- : various activities and role plays so participants can practise the six skills, and;
- : innovation works™ tools that participants can take away and apply to a workplace project.

By the end of the two days, you will be able to:

- : recognise and use the six skills;
- : apply the skills to a range of workplace situations;
- : follow a timeline and set of objectives for a work-based project, where relevant.

implementing innovation

Following the workshop, participants are guided to use the skills on a work-based project using specially designed tools. We can also provide guidance and coaching where required to ensure the innovation process is implemented successfully in your organisation.

developing the organisation

After learning the general principles of innovation@work skills, managers or team leaders within the organisation can seek additional training and/or coaching to help facilitate and manage the process.

management workshop

Managers can undertake an additional workshop to help ensure innovation is sustained over the long term. Management workshops can be a one-day session or can continue over several months depending on individual needs.

Management workshops help managers to:

- : identify opportunities to use innovation@work skills in their own teams and provide guidance in using them;
- : design teams to foster innovation and prioritise project ideas for innovation;
- : recognise and encourage innovation;
- : provide feedback on ideas and the use of innovation @ work skills.

innovation coaching

Coaching is a developmental tool tailored to the individual and their personal learning preferences and goals. A coaching program is tailored to meet individual needs after they complete a self-assessment audit. Through continuous assessment, practice, feedback and encouragement, **ratio's** coaching for innovation

enables key players to overcome barriers to innovation and improve their ability to manage change.

Coaching programs might involve weekly face-to-face coaching sessions followed by telephone coaching.

additional services

ratio can also provide a range of ongoing consultancy services to ensure that organisations optimise innovation in the long term, establishing systems and a culture which foster innovation.

products

innovation kit – Unpack this suitcase of activities designed to support the learning and development of the innovation process.

The innovation kit contains:

- : an introductory document on **ratio's** innovation works™ methodology;
- : over 30 tools that you can use to support innovation training including magnetic poetry, music CD, sensory items, Symbol Simon cards and more;
- : an activity guide.

project management journal – This journal is a project book that can assist facilitators to organise the innovation process through a selected project. The journal can also serve as a record of the project's development. Where appropriate, it can be used for an individual's assessment against the Australian innovation competency standards.

licensing agreements – We also establish licensing agreements with some clients who we train to deliver our innovation works™ methodology with access to a range of our resources.