

Unit of Competency**Functional Area: Strategic Management**

Title	Foster innovation in workplace
Code	105345L5
Range	This unit of competency is applicable to practitioners in the import and export industry to foster innovation by enhancing the divergent thinking and convergent thinking.
Level	5
Credit	5 (for reference only)
Competency	<p>Performance Requirement</p> <p>1. Possess relevant knowledge of innovation</p> <ul style="list-style-type: none"> • Describe the innovation skills, e.g., divergent thinking (i.e., ability to generate original, diverse, and complex ideas) and convergent thinking (i.e., ability to evaluate new ideas) • Describe the techniques to facilitate staff members to generate new ideas • Describe the techniques to facilitate staff members to evaluate ideas <p>2.1. Foster innovation skills</p> <ul style="list-style-type: none"> • Use 'question and answer' approach to generate ideas, e.g.: What are the existing products? How do our products differ from other products in the market? What are the products needed by customers? Can some new products be launched? How could we produce the products? Are there better ways to produce products? • Use such methods as brainstorming and word associations to develop innovative and creative ideas • List a selection of new ideas • Use 'question and answer' approach to facilitate learners to evaluate new ideas, e.g.: Would the new ideas work? Can the new ideas achieve the specific needs? Are the new ideas technically feasible? Are the required resources available? What are the risks to translate the new ideas into new products? Do the new products meet the wants and needs of end users? Will the new products be profitable? • Evaluate the new ideas logically • Choose the best idea according to specific needs • Provide feedback to staff members on the use of innovative skills <p>2.2. Encourage innovation in workplace</p> <ul style="list-style-type: none"> • Organise teams to maximise innovation • Organise work assignments within teams to facilitate innovative work practices • Provide guidance and coach team members on innovation in the workplace • Provide a model of innovative work practices • Monitor teams ongoing use of innovative work practices
Assessment Criteria	<p>The integrated outcome requirements of this unit of competency are:</p> <ul style="list-style-type: none"> • Capable of fostering innovative skills • Capable of encouraging innovation in workplace
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