

Specification of Competency Standards
for the Manufacturing Technology Industry
Unit of Competency

Functional Area - Operations Management

Title	Build and foster culture of innovation
Code	106549L5
Range	This unit of competency is applicable to all corporations of Manufacturing Technology Industry. Practitioners should be capable to develop the direction of corporate culture of innovation in accordance with the work nature and corporate culture
Level	5
Credit	3 (For Reference Only)
Competency	<p>Performance Requirements</p> <ol style="list-style-type: none"> 1. Understand relevant knowledge of building and fostering culture of innovation <ul style="list-style-type: none"> • Understand the business development strategies • Understand the innovative knowledge, such as creativity and innovation, cognition, judgment, creative process, improvement and innovation • Understand disruptive innovation, namely the process to develop new products or services to replace of existing products or services • Understand the incremental innovation, that is a series of tiny steps to improve existing products or services • Understand the knowledge of culture of innovation, including Product Innovation, Process Innovation and System Innovation • Understand the innovative methods, standards and work, such as TRIZ and DB44 2. Build and foster culture of innovation <ul style="list-style-type: none"> • Identify the areas to strengthen innovation in areas such as technological innovation, process innovation, business model innovation, product innovation and service innovation • Set up creative team, such as creative listening, creative coach and innovative leadership • Through discover, recruit and reward creative employees, encourage the development of innovative products, and organization of innovative decision-making and support the building of organisation of culture of innovation • Build different channels to collect innovative ideas 3. Professional handling of building and fostering culture of innovation <ul style="list-style-type: none"> • Ensure that the corporate culture of innovation policies are able to meet the latest developments • Follow the local laws so as to protect the interests of the corporation
Assessment Criteria	<p>The integrated outcome requirements of this unit of competency are:</p> <ul style="list-style-type: none"> • Capable to assist building and fostering culture of innovation in the practical management, stimulate individual and the team s creativity and bring innovative reform to the corporation • Capable to use different ways and channels of communication to promote the culture of innovation
Remark	