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COURSE BROCHURE

# Managing Innovation Teams and Idea Delivery Training Course

13 – 17 September 2027
Dar es Salaam

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Managing Innovation Teams and Idea Delivery is a 1-week training course for team leaders and department managers who run groups expected to generate new ideas and carry them into use, and who leave with an Innovation Team Operating Charter. Organisations now ask ordinary teams, not only research units, to improve products, services and processes every quarter. Jupiter Prime Training runs this course on managing innovation teams and idea delivery.

## Why Managing Innovation Teams and Idea Delivery Matters Now

Customers expect visible improvement, rivals copy quickly and staff want their ideas heard. Senior leaders now judge managers on how many ideas reach use, not how many are raised. Handled well, this builds a steady flow of tested ideas and people willing to speak up; handled badly, it leaves unread suggestion boxes and stalled pilots. The course rests on general principles of team psychology, staged review and small experiments.

## Who Gains Most from Managing Innovation Teams and Idea Delivery

- Leaders responsible for a team that must improve a service, product or internal process
- Managers who decide which suggestions receive time, people and a small budget
- Supervisors who chair idea reviews and must say no without discouraging contributors
- Project leads who turn approved concepts into pilots and then into routine practice
- Department heads who report innovation output to senior leadership

A department whose team leaders share one idea pipeline gains most when they attend together.

## Managing Innovation Teams and Idea Delivery Capabilities

Participants practise the habits that move an idea from a hallway comment to a working change.

- Design team roles for idea scouting, prototyping and rollout — the manager allocating scarce people
- Build an idea pipeline with clear stage gates and review criteria — the team's monthly idea review
- Assess psychological safety signals and respond to silence or blame — team members weighing whether to speak
- Specify experiment budgets, time boxes and stop rules — finance partners approving small bets
- Calculate innovation output measures beyond idea counts — senior leaders reviewing team results
- Communicate decisions on rejected ideas so contributors stay engaged — the people whose proposals were declined

## Key Managing Innovation Teams and Idea Delivery Terms

- Idea pipeline — The staged route a suggestion follows from capture through screening, testing and rollout.
- Stage gate — A decision point where a reviewer continues, reshapes or stops an idea against stated criteria.
- Psychological safety — A shared belief that people can offer ideas, questions and doubts without fear of embarrassment.
- Experiment budget — A small, ring-fenced amount of time and money a team may spend testing ideas without further approval.
- Minimum viable test — The smallest trial that produces enough evidence to decide the next step for an idea.
- Innovation output — Results that show ideas reached use, such as adopted changes, time saved or customer uptake.

## Managing Innovation Teams and Idea Delivery Day by Day

### Day 1: The Innovation Mandate of an Ordinary Team

- Innovation Mandate Statement — What Kind of Change the Team Is Expected to Deliver
- Improvement Versus Breakthrough Mix — How Much Effort Goes to Each Horizon
- Current Idea Flow Audit — Where Suggestions Arise and Where They Disappear
- Sponsor Expectation Interview — What Senior Leaders Will Count as Success
- Team Capability Inventory — Skills Available for Scouting, Building and Scaling

### Day 2: Roles, Climate and Psychological Safety

- Innovation Role Design — Scouts, Builders, Challengers and Rollout Owners
- Psychological Safety Pulse Questions — Detecting Silence, Blame and Idea Hoarding
- Manager Response Scripts — Reacting to Half-Formed Ideas Without Shutting Them Down
- Constructive Dissent Routines — Structured Challenge Before Ideas Gain Momentum
- Recognition Practices — Rewarding Learning From Failed Tests as Well as Wins

### Day 3: Building the Idea Pipeline

- Idea Capture Channels — Digital Boards, Customer Feedback and Frontline Huddles
- Screening Criteria Matrix — Fit, Effort, Customer Impact and Learning Potential
- Stage Gate Design — Who Decides, With What Evidence, at Each Step
- Idea Review Meeting Format — Monthly Rhythm for Continue, Reshape or Stop Calls
- Declined Idea Feedback — Explaining Rejections So Contributors Try Again

### Day 4: Experiments, Budgets and Output Measures

- Minimum Viable Test Planning — Hypothesis, Evidence Needed and Stop Rule
- Experiment Budget Rules — Time Boxes and Spending Limits Without Fresh Approval
- Pilot-to-Routine Handover — Moving a Proven Change Into Standard Operations
- Innovation Output Measures — Adoption Rate, Cycle Time and Benefit Realised
- Portfolio Balance Dashboard — Spotting Pipelines Clogged With Safe or Risky Ideas

## Day 5: Practising the Innovation Team Operating Charter

- Role and Mandate Alignment — Confirming Who Owns Each Pipeline Stage
- Stage Gate Simulation — Running a Live Review on Participants' Own Ideas
- Experiment Budget Proposal — Presenting a Small Bet to a Mock Sponsor Panel
- Climate Action Selection — Two Safety Practices for the First Quarter
- Innovation Team Operating Charter — Completing and Peer-Reviewing the Final Draft

## Applying Managing Innovation Teams and Idea Delivery After the Course

- Run a first monthly idea review using the screening matrix and record continue, reshape or stop decisions.
- Launch one minimum viable test inside an agreed experiment budget and share its evidence with the sponsor.

## Managing Innovation Teams and Idea Delivery Questions FAQ

### What is managing innovation teams and idea delivery, and why does it matter now?

It is the managerial work of organising people, reviews and small budgets so that ideas become working changes. It matters now because every team is expected to improve continually.

### Which roles gain most from managing innovation teams and idea delivery?

Team leaders, supervisors and department managers gain most. They decide which ideas receive time and money and answer for what the team delivers.

### How does managing innovation teams and idea delivery differ from an innovation strategy course?

An innovation strategy course sets organisation-wide direction. This course works at team level: roles, climate, idea reviews and experiment budgets.

### What do you bring back from managing innovation teams and idea delivery?

You bring back a draft charter setting out team innovation roles, pipeline stages, review criteria, experiment budget rules and output measures.

## Managing Innovation Teams and Idea Delivery: The Way Forward

The Innovation Team Operating Charter first informs which ideas the team pursues in its next monthly review. Team leaders and sponsors use it to agree roles, budgets and stop rules. After the first quarter, the perspective worth revisiting is whether the measures reward ideas that reached use, and whether team members still feel safe raising unfinished thoughts.