

DESCRIPTION

The Innovation Excellence (IE) team at Humber River Health (HRH) is dedicated to fostering a culture of continuous improvement, leveraging a collaborative approach and best-practice methodologies in areas such as Project and Change Management, Systems and Design Thinking, Process Improvement, and Service Design. IE collaborates with multidisciplinary teams to identify, develop, and implement solutions aligned with HRH strategic objectives and the quintuple aim.

To support building capacity throughout the organization, the IE team collaborated with Organizational Development to host a speed-dating style event called For the Love of Innovation; an interactive knowledge transfer session with intuitive tools to support change.

OBJECTIVE

Embed an innovation mindset and build capacity to support leaders and their teams in change initiatives.

ACTIONS TAKEN

The IE team designed an interactive event where leaders could drop-in and visit booths to:

- Learn about different tools and methodologies commonly used in the innovation space
- Interact with hosts and materials to optimize their awareness and understanding

The delivery model and level of individual interaction allowed each participant to have a unique experience tailored to their interests and needs. Each participant received materials to support their uptake of information, and a passport to track their progress and earn prizes for their participation.

Leadership Development Event: "For the Love of Innovation" Tools to foster your innovation journey

Figure 1. Marketing the event.

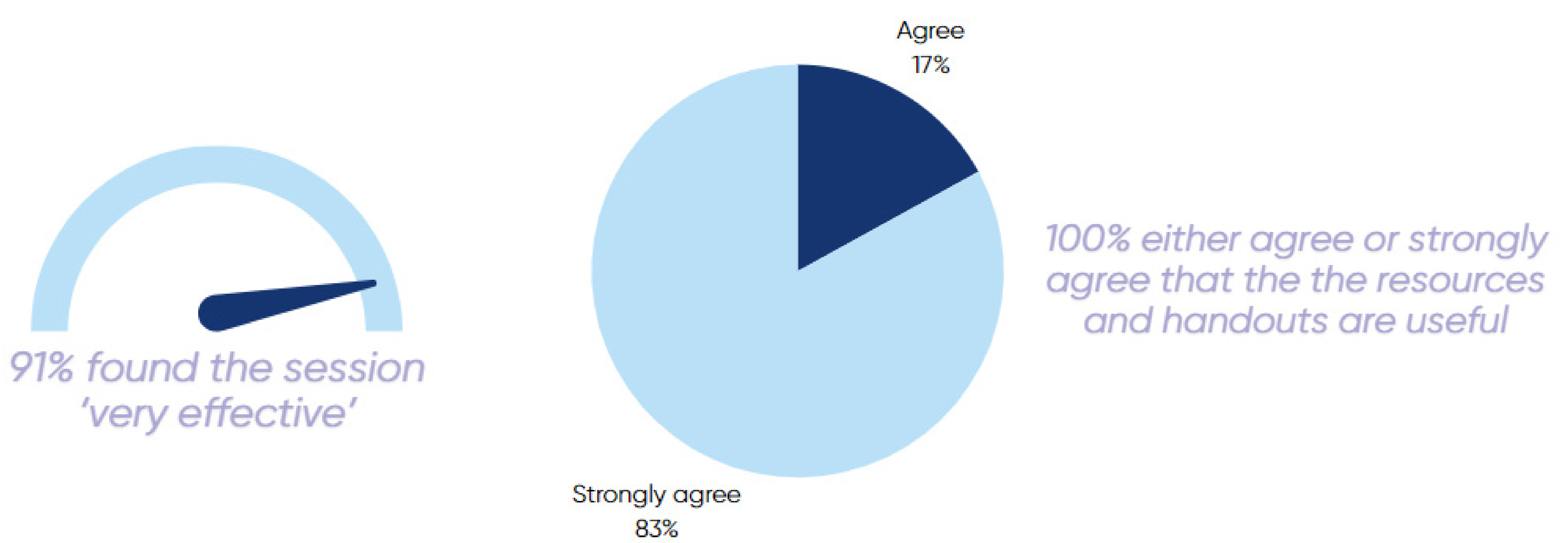


Figure 2. 81% of the Participants completed a survey; the session and materials were rated very favourably.

"Lead, support and manage various improvement related projects."

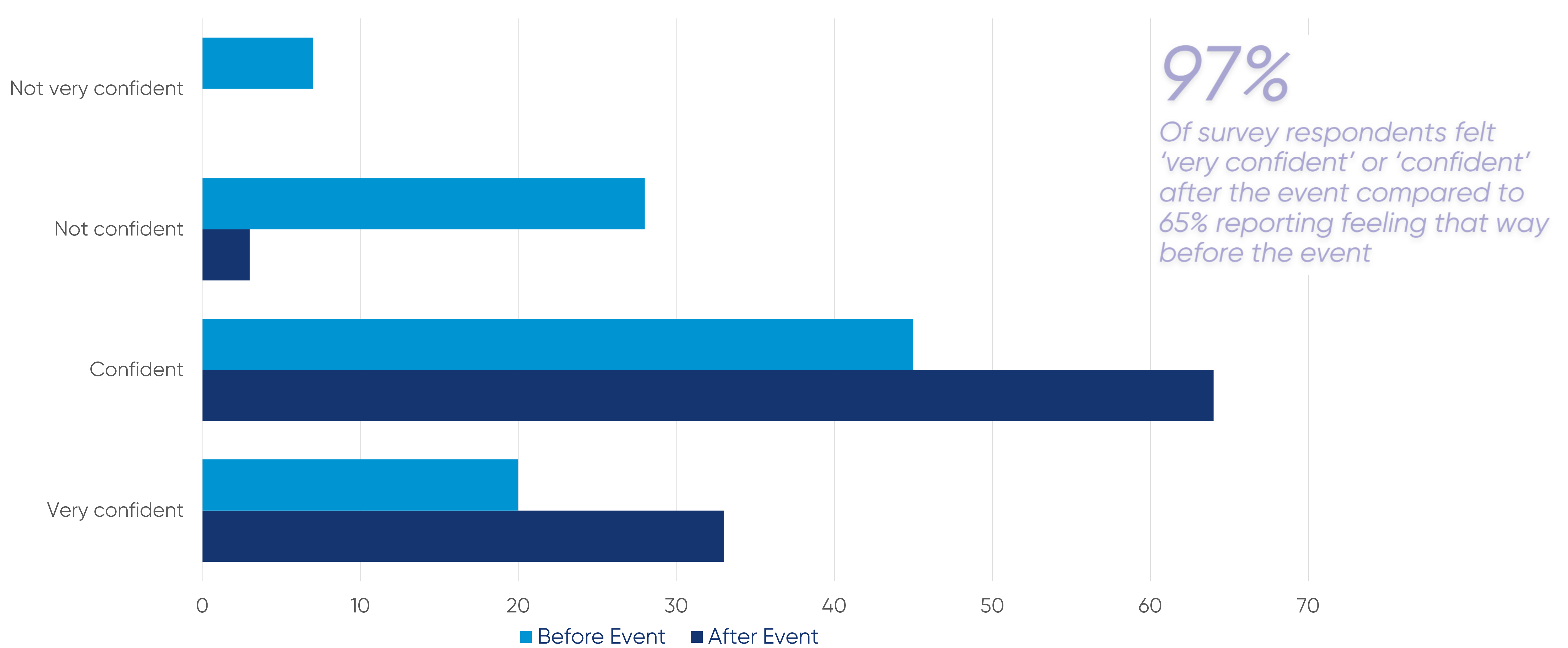


Figure 3. Increased confidence demonstrated in survey results.

SUMMARY OF RESULTS

The engagement was exceptional; 90 participants from 30 departments attended the session. Post-session survey feedback revealed:

- 91% of participants rated the session as "very effective"
- 83% strongly agreed that the resources and handouts were useful
- Key themes in the positive feedback included: interactive nature of the session, clarity, organization, and effective delivery format
- 97% of survey respondents felt "very confident" or "confident" after the event, compared to 65% reporting feeling that way before the event

LESSONS LEARNED

Among the identified opportunities for improvement, several key themes emerged: the need for increased session frequency, expanded practice opportunities, and wider accessibility to these experiences.

