COMMON COURSE OUTLINE: Course discipline/number/title: SMGT 1245: Innovation and Creativity in the Workplace

A. CATALOG DESCRIPTION
   1. Credits: 2
   2. Hours/Week: 2
   3. Prerequisites (Course discipline/number): None
   4. Co-requisites (Course discipline/number): None
   5. MnTC Goals (if any): NA

The purpose of this course is to develop creative and innovative leaders. This course is designed to assist supervisor’s in gaining fresh insights and new perspectives on how to creatively and innovatively approach self-motivation, problem solving, workplace expectations, leading others and goal attainment.

The course will focus on developing techniques that will assist students in developing creative strategies to implement into the participant’s personal and professional life. The course will make the case for creativity and innovation as a vital component of a leader’s repertoire. Students will plan an innovative relevant workplace action plan using the tools and techniques covered in this course. RECOMMENDED ENTRY SKILLS/KNOWLEDGE: Reading and writing at the college level is encouraged.

B. DATE LAST REVISED (Month, year): December, 2008

C. OUTLINE OF MAJOR CONTENT AREAS:
   1. Characteristics of Innovation and Creativity
   2. Benefits and Barriers
   3. Mind mapping
   4. Creative and innovative tools
   5. Ideation and idea selection
   6. Implementation and evaluation
   7. Imagination
      a) Curiosity, Dreaming, Imagining, Vision, State of Mind, Cognition, Play, 5 senses
   8. Capacity and Capability
      a) Skills of the individual to be a contributor, catalyst, and thinker within the innovation process.
         i. Experience, Situational Awareness, Motivation, Self Reflection
   9. Methodology & Applications (Process)
      a) Discovery-ideas, serendipity, research, tolerance of ambiguity, insight, direction, explore, investigate, critique
      b) Ideation- giving shape to an idea, brainstorming, idea generation, free flow, play
      c) Synthesis- associative ability, free form, attribution, similarities, opposites, pattern recognition, critique
      d) Experimentation- trial and error, iteration, prototype, testing, mock ups, simulation, fast fail, incubation, critique
      e) Filtering- voting, ranking, screening, evaluation, potential, relevancy, value, marketability, viability, criticism, boundaries
   10. Collaboration and Connection (WE)
      a) Skills of the individual and the greater team to collaborate with all the available creative resources and to leverage ideas and concepts throughout the innovation process.
      b) Contextualization- common language, meeting of the minds, shared understanding, mind mapping

D. LEARNING OUTCOMES (GENERAL): The student will be able to:
   1. Identify characteristics of the benefits and barriers of creativity and innovation.
   2. Assess the skills of the individual to be a contributor, catalyst and thinker within the innovation process.
   3. Develop an innovator’s tool box of approaches, tools and techniques used to explore potential paths within an innovative process.
   4. Detect, uncover, or find the seeds of concepts or ideas through deliberate research or being open to serendipitous experiences. (Discovery)
   5. Overcome barriers to creativity and innovation.
   6. Continue the exploration and development of concepts or ideas. (Ideation)
   7. Understand how more than one idea or concept might be combined, modified, or redefined into something new. (Synthesis).
D. **LEARNING OUTCOMES (GENERAL): Continued. . .** The student will be able to:
8. Use creative problem solving tools to continue the learning process and refinement of concepts or ideas through iteration, prototyping and failing fast. (Experimentation)
9. Implement creative strategies when working in a group to collaborate available resources and to leverage ideas and concepts.
10. Understand not only how to become a change agent but also an advocate inspiring others to get things done and contributing to bottom line results.
11. Practice skills that will help visualize and demonstrate the value, impact and meaning of innovation and creativity to the organization, society and customers/users.
12. Create and present an action-plan designed to develop more creative and innovative solutions to small and large workplace opportunities or challenges.

E. **LEARNING OUTCOMES (MNTC):** NA

F. **METHODS FOR EVALUATION OF STUDENT LEARNING:**
1. Oral Presentations
2. Textbook Problems
3. Group Activities
4. Individual Projects
5. Worksheets
6. Application Papers

G. **SPECIAL INFORMATION (if any):** None