

## Engaging staff

Staff cooperation and commitment is an essential ingredient for maintaining a workable Innovation Program. There are a number of ways that Landgate has managed this aspect of innovation.

### Time to innovate

Staff are given 5% of their daily work time, which equates to approximately 20 minutes per day, to participate in an innovation activity or discussion on the online forum. This participation is actively encouraged and forms part of the agency's ongoing reporting requirements.

### Capital to innovate

Funding innovation not only enables staff to invest time in thinking about the 'big picture ideas' but also allows them to critically construct new and viable solutions to internal processes and systems. This helps staff see the practical application of innovation in a pragmatic and everyday way.

### Staff ownership

Managing staff ownership of ideas and expectation is an important part of an innovation program. Meeting with staff on a regular basis to discuss and develop their ideas is important in fostering ownership and engagement of staff. If ideas are developed or progressed, staff will be more enthusiastic about progressing them. If ideas are closed down, ensure that the decisions behind its closure are fully understood.

### 'Time off' to innovate

Some staff that come up with great ideas on the innovation forum or help contribute toward the development of ideas are able to take time out from their ordinary roles and step into acting roles and idea development roles. This means that staff can commit 100% of their time to developing ideas that have been suggested on the forum while knowing that their own role has been backfilled.

## Recognition

Recognising staff commitment and development in innovation is integral towards a program's sustainable future. It may be one-to-one recognition or an internal news story. Wherever possible, the innovation program tries to include everyone who has helped in the progression of an idea through morning and afternoon teas, lunch and learns, and other corporate events.

## Targeting innovation

On occasion the program gives away free movie tickets for anyone who comments on a particular idea on the forum. Providing random prizes for comments enables the innovation program to target specific themes of ideas that need further development.

## Fun

The program engages staff through the use of fun and creative activities; including the use of glue sticks and collages, play dough, blocks and other creative games. It is through targeted play activities that staff are able to break organisational inhibitions and mental roadblocks in developing unique and viable solutions to long term issues.