Catalysing and embedding innovation

SEL system leaders catalyse and embed innovation **to find new ideas that address the problems that most negatively impact our population. They move ideas into action and spread and scale those that work across our patch. They understand that innovation starts by creating the conditions where everyone they interact with feels empowered to share ideas and try new things.**

They catalyse and embed innovations through invention, adoption and diffusion. Specifically by:

- Creating conditions that enable **high levels of psychological safety,** where colleagues, partners and service users are empowered to share ideas, questions, concerns and failures without fear of judgement. They believe that everyone's suggestions and opinions have the potential to improve our understanding of problems and catalyse innovation
- Actively involving **people with diverse identities, perspectives and backgrounds** in problem-solving efforts. They understand that highly innovative teams are ones with high levels of diversity and that siloed thinking limits our potential to find new, more impactful solutions
- **Looking for and analysing patterns** to identify potential solutions from outside their profession and sector, and adapting them to shape the needs of their own context. They actively look outward beyond health and care for inspiration
- Encouraging and modelling **problem-centric** thinking. They dig deep into the root problem and stay aware of the tendency to drift towards getting better at executing a solution rather than at tackling a problem
- Modelling and enabling **experimentation that is highly disciplined**. They 'fail fast and well' by focusing as much on the risks of not doing something as the risks of doing something, creating agile feedback loops to track what's working and what's not working in real time, and drawing out learning at every stage
- Behaving with **humility above all else**, prioritising the needs of those affected by the problem they are seeking to address over their own needs. They are interested in creating impact, not heroes or heroines
- Paying attention to **adoption, adaptation and diffusion of innovation,** engaging in the complexity of this challenge and the importance of local context