

Innovation Governance: Tools and Strategies to Transform Your Organization

Duration: 2 days

Audience: Dirigeant et cadre

Who is this training for?

Executives, senior executives, board members, digital transformation, innovation and research and development leaders, operations management and change management specialists.

Training objectives

- To understand in depth the dynamics of innovation in an organizational context.
- Develop thought leadership to guide innovation at all levels.
- Strengthen your ability to effectively manage change.
- Mobilize and develop the transversal skills of your teams.
- Measure, evaluate and value the real impact of your innovation initiatives.

Summary

This training is aimed at decision-makers, managers and teams who wish to structure and strengthen their approach to innovation, from strategic governance to action on the ground. Master the essential tools to manage change, measure impact, and balance skills across your teams. Take a holistic and consistent view of innovation to create a resilient, agile, and forward-looking organizational culture.

Course outline

Session 1 : Roles and responsibilities of governance bodies

Objective

To clarify the roles and responsibilities of all decision-making bodies involved in innovation, from the board of directors to the implementation teams.

This module aims to establish a shared vision of innovation governance, ensuring a coherent mobilization of all stakeholders.

Content

- Distinction between strategic and operational roles in innovation management
- Legal and ethical responsibilities of the different committees and decision-making bodies
- Influence of governance structures on the organization's innovation culture

Session 2 : Understanding innovation at a strategic level

Objective

To explore the different forms of innovation and their integration into the organization's overall strategy.

This module allows you to develop a strategic vision of innovation in line with competitive positioning and long-term objectives.

Content

- Disruptive innovation versus incremental innovation : definitions, issues and strategic choices
- Integration of innovation into planning and strategic direction
- Competitive analysis and positioning of the organization in its market

Session 3 : Innovation leadership

Objective

Identify the leadership styles and skills that promote a sustainable innovation culture.

This module focuses on the role of leadership in inspiring, mobilizing, and aligning teams around a shared vision for innovation.

Content

- Transformational and Charismatic Leadership: Levers to Stimulate Innovation
- Development and Communication of an Innovation-Oriented Strategic Vision
- Case Studies of Leaders Who Have Successfully Instilled a Culture of Innovation

Session 4 : Structures and Processes for Innovation

Objective

To understand how to structure the organization and its governance bodies to support innovation in a sustainable way.

This module explores organizational levers, committee roles, and mechanisms for continuous learning.

Content

- Organizational design and governance models conducive to innovation
- Responsibilities of board committees in steering innovation
- Feedback mechanisms, learning loops and continuous improvement

Session 5 : Performance indicators and innovation monitoring

Objective

Develop the skills needed to measure the impact of innovation initiatives and ensure strategic monitoring.

This module provides participants with the tools to report on the value created to decision-making bodies.

Content

- Performance indicators (KPIs) adapted to innovation
- Dashboards and reporting mechanisms for boards of directors
- ROI analysis and long-term impact assessment

Session 6 : Risk management in innovation

Objective

To master the identification, assessment and management of risks related to innovation initiatives.

This module allows you to take a proactive approach to uncertainty, while ensuring compliance and quality of innovative projects.

Content

- Analysis of financial, technological and market-related risks
- Mitigation, uncertainty management and quality assurance strategies
- Legal, regulatory and compliance frameworks in innovation

Session 7 : Decision simulation workshops

Objective

Put learnings into practice through immersive simulations, by experimenting with decision-making in complex innovation contexts.

This module promotes the development of strategic, ethical and collective judgment.

Content

Role plays : simulations of committee and board meetings

- Decision-making in the face of ethical, strategic or organizational dilemmas
- Analysis of real cases and hypothetical scenarios to enrich governance reflexes

Session 8: Personalized strategic planning

Approach and methodology

Interactive and practice-oriented approach, combining conceptual inputs, collaborative workshops and case studies. Participants explore the levers of innovation governance through concrete situations inspired by the organizational context. They are required to analyze real issues, to co-construct solutions and to experiment with innovation tools (ideation, prioritization, structuring of initiatives).

The training favours :

- Collaborative learning and exchange of experiences
- Case studies and simulations
- Practical workshops to structure innovation initiatives
- Strategic thinking and application in a real context

Recommendations

- Experience in managing, transforming or improving organizational practices
- Familiarity with innovation approaches (ideation, design thinking, continuous improvement – asset)
- Understanding of organizational change and governance issues
- Interest in collaboration, creativity and change management
- Ability to adopt a strategic and value-oriented vision
- General understanding of how an organization operates
- Interest in organizational issues transformation, innovation and change