



[thisisalchemist.com](http://thisisalchemist.com)

# LEADERS ARE KILLING INNOVATION.

Here's how to build it  
into your team



PRESENTED BY  
TOMOS JAMES



# WAYMO





# EVERYDAY INNOVATION.

Innovation comes  
in **all sizes**

**Reframing**  
prevailing narratives

It's **problem solving**

Innovation is a **mindset**  
and a **skillset** you can  
train

**Owning the solutions**  
to the challenges  
you encounter



**CREATE &  
MOBILISE  
IDEAS.**

“ **THERE’S A  
BETTER WAY  
TO DO IT.**

**FIND IT.**

Thomas Edison



# THE SCAMPER FRAMEWORK.



## **SUBSTITUTE**

What can you substitute?



## **COMBINE**

What can you combine or bring together?



## **ADAPT**

What can you adapt to help with the solution?



## **MODIFY**

What can you modify, magnify or minify?



## **PUT TO OTHER USE**

What other ways could you put this into use?



## **ELIMINATE**

What can you get rid of?



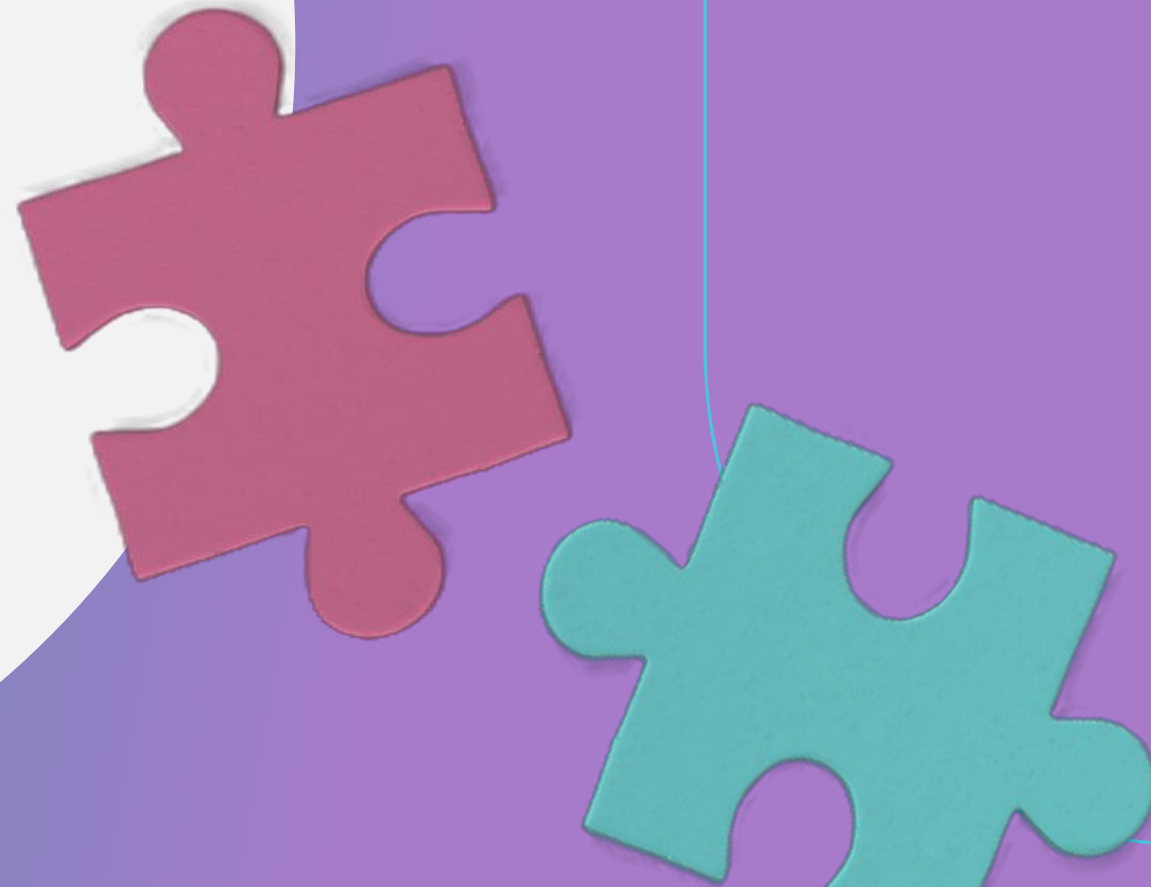
## **REVERSE/ REARRANGE**

What would happen if you reversed or re-arranged

# SCAMPER

## LIVE.

Let's look at how you can put these ideas into practice together



# ORIGINAL IDEA



## Away Day Timetable (09:00–17:00)

09:00–09:30 Arrival, coffee, name badges, find your seat

09:30–09:45 Welcome & agenda overview (house rules)

09:45–10:45 CEO speech: 'The Year Ahead' (1 hour)

10:45–11:00 Break (15 mins) — please return promptly

11:00–12:00 CFO speech: 'Financial Performance & Cost Discipline' (1 hour)

12:00–12:30 HR update: policy refresh + mandatory reminders

12:30–13:15 Lunch (sandwich buffet, standing)

13:15–14:15 'Business Updates' carousel: each department reads slides

14:15–15:00 Project status round-up (RAG ratings, risks, dependencies)

15:00–15:15 Break (15 mins)

15:15–16:00 'People Updates': promotions, leavers, org chart changes

16:00–16:40 Q&A (questions submitted in advance only)

16:40–17:00 Close: actions, owners, deadlines, feedback form

# ORIGINAL IDEA



## **SUBSTITUTE**

What  
can you  
substitute?

## Away Day Timetable (09:00–17:00)

09:00–09:30 Arrival, coffee, name badges, find your seat

09:30–09:45 Welcome & agenda overview (house rules)

09:45–10:45 CEO speech: 'The Year Ahead' (1 hour)

10:45–11:00 Break (15 mins) — please return promptly

11:00–12:00 CFO speech: 'Financial Performance & Cost Discipline' (1 hour)

12:00–12:30 HR update: policy refresh + mandatory reminders

12:30–13:15 Lunch (sandwich buffet, standing)

13:15–14:15 'Business Updates' carousel: each department reads slides

14:15–15:00 Project status round-up (RAG ratings, risks, dependencies)

15:00–15:15 Break (15 mins)

15:15–16:00 'People Updates': promotions, leavers, org chart changes

16:00–16:40 Q&A (questions submitted in advance only)

16:40–17:00 Close: actions, owners, deadlines, feedback form

# ORIGINAL IDEA



## COMBINE

What can  
you combine  
or bring  
together?

## Away Day Timetable (09:00–17:00)

09:00–09:30 Arrival, coffee, name badges, find your seat

09:30–09:45 Welcome & agenda overview (house rules)

09:45–10:45 CEO speech: 'The Year Ahead' (1 hour)

10:45–11:00 Break (15 mins) — please return promptly

11:00–12:00 CFO speech: 'Financial Performance & Cost Discipline' (1 hour)

12:00–12:30 HR update: policy refresh + mandatory reminders

12:30–13:15 Lunch (sandwich buffet, standing)

13:15–14:15 'Business Updates' carousel: each department reads slides

14:15–15:00 Project status round-up (RAG ratings, risks, dependencies)

15:00–15:15 Break (15 mins)

15:15–16:00 'People Updates': promotions, leavers, org chart changes

16:00–16:40 Q&A (questions submitted in advance only)

16:40–17:00 Close: actions, owners, deadlines, feedback form

# ORIGINAL IDEA



## ADAPT

What can you adapt to help with the solution?

## Away Day Timetable (09:00–17:00)

09:00–09:30 Arrival, coffee, name badges, find your seat

09:30–09:45 Welcome & agenda overview (house rules)

09:45–10:45 CEO speech: 'The Year Ahead' (1 hour)

10:45–11:00 Break (15 mins) — please return promptly

11:00–12:00 CFO speech: 'Financial Performance & Cost Discipline' (1 hour)

12:00–12:30 HR update: policy refresh + mandatory reminders

12:30–13:15 Lunch (sandwich buffet, standing)

13:15–14:15 'Business Updates' carousel: each department reads slides

14:15–15:00 Project status round-up (RAG ratings, risks, dependencies)

15:00–15:15 Break (15 mins)

15:15–16:00 'People Updates': promotions, leavers, org chart changes

16:00–16:40 Q&A (questions submitted in advance only)

16:40–17:00 Close: actions, owners, deadlines, feedback form

# ORIGINAL IDEA



## MODIFY

What can you  
modify,  
magnify or  
minify?

## Away Day Timetable (09:00–17:00)

09:00–09:30 Arrival, coffee, name badges, find your seat

09:30–09:45 Welcome & agenda overview (house rules)

09:45–10:45 CEO speech: 'The Year Ahead' (1 hour)

10:45–11:00 Break (15 mins) — please return promptly

11:00–12:00 CFO speech: 'Financial Performance & Cost Discipline' (1 hour)

12:00–12:30 HR update: policy refresh + mandatory reminders

12:30–13:15 Lunch (sandwich buffet, standing)

13:15–14:15 'Business Updates' carousel: each department reads slides

14:15–15:00 Project status round-up (RAG ratings, risks, dependencies)

15:00–15:15 Break (15 mins)

15:15–16:00 'People Updates': promotions, leavers, org chart changes

16:00–16:40 Q&A (questions submitted in advance only)

16:40–17:00 Close: actions, owners, deadlines, feedback form

# ORIGINAL IDEA



P

## PUT TO OTHER USE

What other  
ways could  
you put  
this into use?

## Away Day Timetable (09:00–17:00)

09:00–09:30 Arrival, coffee, name badges, find your seat

09:30–09:45 Welcome & agenda overview (house rules)

09:45–10:45 CEO speech: 'The Year Ahead' (1 hour)

10:45–11:00 Break (15 mins) — please return promptly

11:00–12:00 CFO speech: 'Financial Performance & Cost Discipline' (1 hour)

12:00–12:30 HR update: policy refresh + mandatory reminders

12:30–13:15 Lunch (sandwich buffet, standing)

13:15–14:15 'Business Updates' carousel: each department reads slides

14:15–15:00 Project status round-up (RAG ratings, risks, dependencies)

15:00–15:15 Break (15 mins)

15:15–16:00 'People Updates': promotions, leavers, org chart changes

16:00–16:40 Q&A (questions submitted in advance only)

16:40–17:00 Close: actions, owners, deadlines, feedback form

# ORIGINAL IDEA



## **ELIMINATE**

What can you  
get rid of?

## Away Day Timetable (09:00–17:00)

09:00–09:30 Arrival, coffee, name badges, find your seat

09:30–09:45 Welcome & agenda overview (house rules)

09:45–10:45 CEO speech: 'The Year Ahead' (1 hour)

10:45–11:00 Break (15 mins) — please return promptly

11:00–12:00 CFO speech: 'Financial Performance & Cost Discipline' (1 hour)

12:00–12:30 HR update: policy refresh + mandatory reminders

12:30–13:15 Lunch (sandwich buffet, standing)

13:15–14:15 'Business Updates' carousel: each department reads slides

14:15–15:00 Project status round-up (RAG ratings, risks, dependencies)

15:00–15:15 Break (15 mins)

15:15–16:00 'People Updates': promotions, leavers, org chart changes

16:00–16:40 Q&A (questions submitted in advance only)

16:40–17:00 Close: actions, owners, deadlines, feedback form

# ORIGINAL IDEA



R

## **REVERSE/ REARRANGE**

What would happen if you reversed or re-arranged

## Away Day Timetable (09:00–17:00)

09:00–09:30 Arrival, coffee, name badges, find your seat

09:30–09:45 Welcome & agenda overview (house rules)

09:45–10:45 CEO speech: 'The Year Ahead' (1 hour)

10:45–11:00 Break (15 mins) — please return promptly

11:00–12:00 CFO speech: 'Financial Performance & Cost Discipline' (1 hour)

12:00–12:30 HR update: policy refresh + mandatory reminders

12:30–13:15 Lunch (sandwich buffet, standing)

13:15–14:15 'Business Updates' carousel: each department reads slides

14:15–15:00 Project status round-up (RAG ratings, risks, dependencies)

15:00–15:15 Break (15 mins)

15:15–16:00 'People Updates': promotions, leavers, org chart changes

16:00–16:40 Q&A (questions submitted in advance only)

16:40–17:00 Close: actions, owners, deadlines, feedback form



# BRINGING IT BACK TO WORK.

## HOW LEADERS USE SCAMPER

Using a framework like SCAMPER, leaders can work with their team to look at challenges differently.

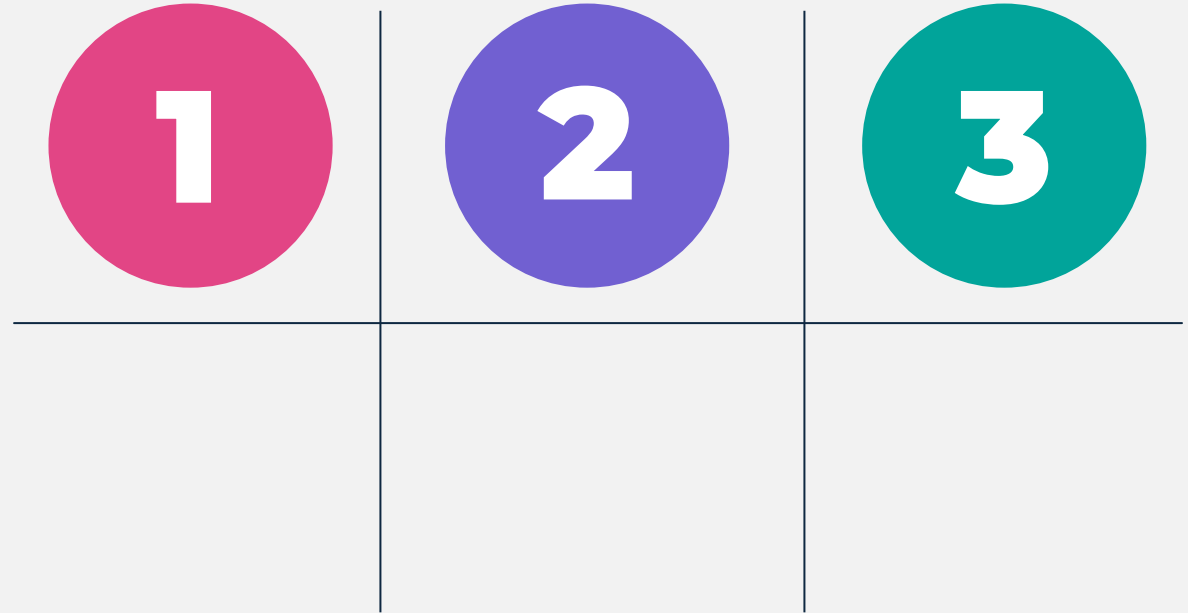
Before a leader requests additional resources, the team can look at other options.



**UNLOCK  
CURIOSITY.**

# ACTIVITY:

## Types of Curiosity





# WHEN YOU SEE A PROBLEM, WHAT IS YOUR FIRST INSTINCT?

- A. Collect as much data and information as you can
- B. Start looking for abstract and unusual ideas
- C. Think about the people this problem affects



# WHAT TYPES OF CHALLENGES DO YOU MOST LIKE SOLVING?

- A. Challenges that involve data, numbers, facts and figures
- B. Challenges that involve words, concepts, and visuals
- C. Challenges that involve listening to people's feelings



# WHICH WORD BEST DESCRIBES YOU?

- A. Logical
- B. Creative
- C. Empathetic



**EPISTEMIC  
(A)**



**DIVERSIVE  
(B)**



**EMPATHETIC  
(C)**



## **EPISTEMIC**

- Promotes problem-solving
- Fosters lifelong learning
- Cultivates innovation
- Improves decision-making
- Contributes to societal advancement



## **DIVERSIVE**



## **EMPATHETIC**



## **EPISTEMIC**



## **DIVERISVE**

- Promotes discovery
- Enhances adaptability
- Serves as a gateway to deeper curiosity
- Acts as a starting point
- Provides mental refreshment



## **EMPATHETIC**



## **EPISTEMIC**

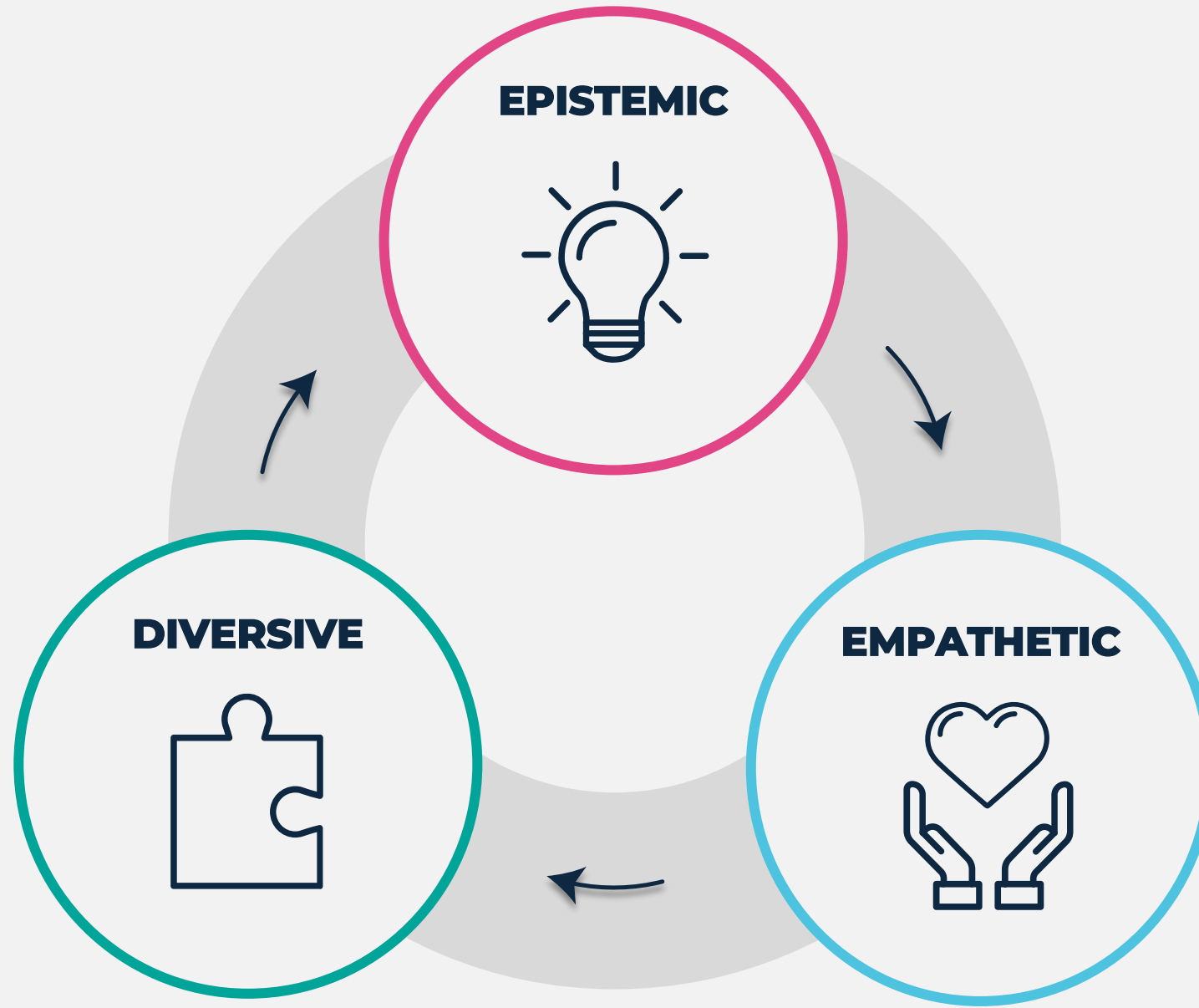


## **DIVERSIVE**



## **EMPATHETIC**

- Enables deeper understanding of others
- Helps avoid assumptions
- Improves communication
- Creates inclusivity





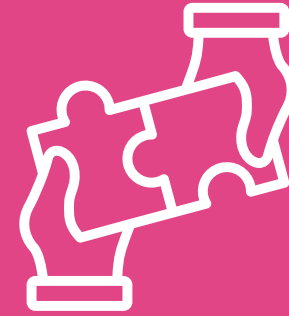
“

**GREAT MINDS  
THINK ALIKE.**

(17TH CENTURY PROVERB)

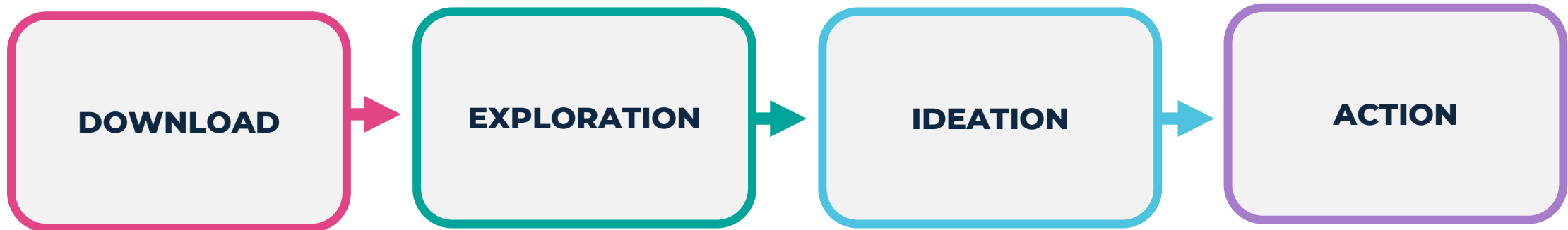
**THOUGH FOOLS  
SELDOM DIFFER.**

ALCHEMIST®



**COLLABORATIVELY  
SOLVE PROBLEMS.**

# 4 STAGES OF STRUCTURED PROBLEM SOLVING.



- Name the issue you need help with
- Ask: “How do I/we...?”
- Summarise the situation
- State: “Here are the relevant assumptions.”

- Examine the issue  
Ask: “What else?”
- Create healthy conflict
- Ask: “What’s debatable?”
- Continue to state new or different relevant key assumptions.

- Explore options
- Ask: “What’s possible?”
- Provide ideas
- Ask: “Why not consider...?”

- Summarise an action plan
- Test the action plan  
Ask: “Will it solve the issue?”
- Drive accountability  
Ask: “Will we implement this?”

## General Guidelines

One stage at a time | Balance advocacy and inquiry | Ask clarifying questions | Encourage diverse points of view



You can be an innovator by understanding your curiosity and reframing challenges with SCAMPER

---



Innovation comes from the daily habits of being curious and owning solutions

---



Your team need curiosity, structured problem solving, to generate ideas, and a supportive culture to unlock innovation.

# WE EXPLORED



# BRINGING IT BACK TO WORK.

## WHAT WILL YOU REIMAGINE?

What product, process, or tool could you SCAMPER?

What types of curiosity do you have on your team and does your culture support curiosity?

What one thing will you try differently?

**Take a moment to write down one small experiment you will try in the next two weeks**



# WORK WITH ALCHEMIST

## PRACTICE-LED LEARNING

Research-backed, multi-modal learning journeys

End-to-end systems to drive lasting behaviour change for measurable business results



# HOW WE PARTNER.

## ALCHEMIST CAPABILITIES AND MODALITIES



### CONSULTING.

### EXPERIENTIAL.

### SIMULATION.

### DIGITAL.

### COACHING.

**Our Learning Method** ensures our design links client needs to defined learning objectives and evaluates impact and results



Begin with the end in mind



Untangle your learning ecosystem



Learning journey design



Behavioural framework design

Engaging formats to keep learners actively involved



Inspiring engagement and launch events



In-person & Virtual Sessions



Skills-based practice with actors



Collaboration & Engagement Tools

Hands on experiences that build confidence and capability by 'doing'



Conversational AI



Immersive Simulations



Gamification

Scalable and accessible content that fits into the flow of work



Learning journey app



Diagnostics (180 skills checker and 360)



Coaching platform



E-learning / Micro-learning

1:1 or group coaching to personalise the journey and support accountability



1:1 Coaching



Group coaching



Facilitated peer sessions



**THANK YOU  
FOR JOINING.**



**YOUR FEEDBACK FROM  
TODAY'S WEBINAR**



LEARNING TRANSFORMED

[THISISALCHEMIST.COM](http://THISISALCHEMIST.COM)