



Unlocking Innovation

Bhavesh Patkar

Senior Director, Parexel FSP

Adam J Mitchell

Agile Coach, Cprime





Panel Guests

Adam J Mitchell – Agile Coach, Cprime

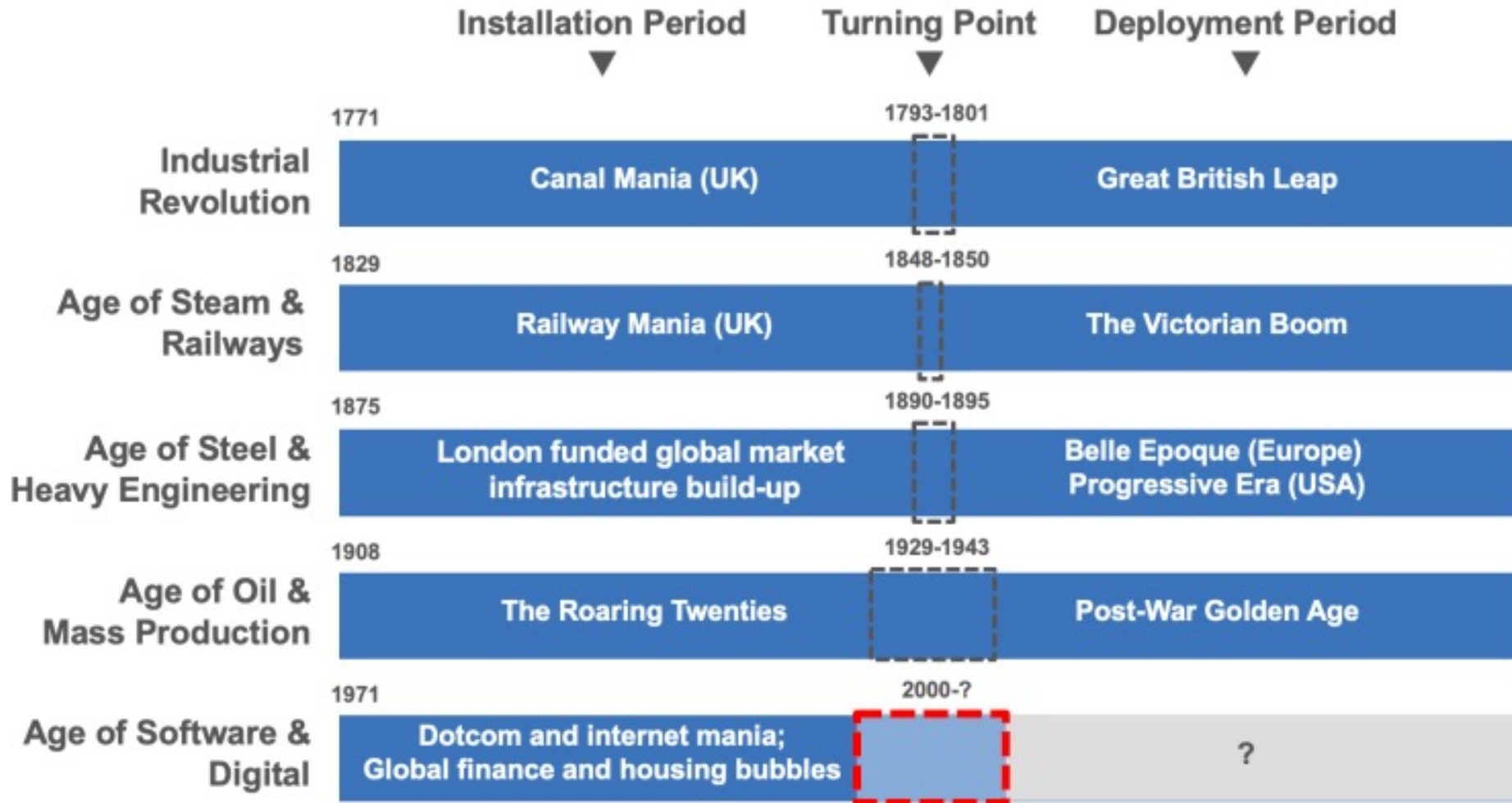
Bhavesh – Senior Director, Biometrics FSP, Parexel

Benedickt Egersdoerfer – Bayer Head Data Sciences and Analytics

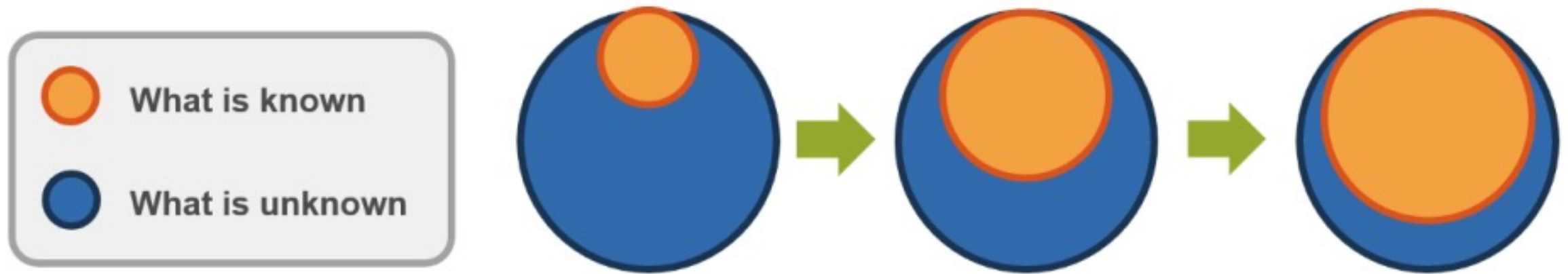
Samantha Warden – GSK Technical Excellence and Innovation Lead

Juha-Pekka Perttola (J-P) People and Products Leader in Statistical Insights Generation Enabling Platform

Why innovate now, can't I wait a bit?



Not knowing is fine, in fact it's encouraged



Picture from Scaled Agile

Traditional leadership characteristics



**Short term
perspective**



**Plans and
budgets**



Risk-avoidance



**Copying existing
solutions**



Stabilization



**Control and
bureaucracy, formal
procedures and
instructions**



**Supporting
uniformity**



**Rationality
invoking**



**Routine-
oriented**



**Employee
substitutability**

Innovation-oriented leadership

**Long-term
perspective**

Vision

Risk-taking

**Discovering
new
territories**

**Initiating
changes**

**Building
commitment**

**Encouraging
diversity**

**Passing
invoking**

**Innovation-
oriented**

**Employees as
a strategic
resource**



Panel Discussion





Questions:

1. What does innovation mean to you in your current role?
2. What leadership traits help drive innovation? Which one do you like to use the most?
3. How will you know if they are succeeding?
4. What are the leadership style shifts that are needed for driving Innovation?
5. How important is it for leaders to be creative to drive innovation?
6. What are the processes and practices in your company that will support Innovation?
7. Where should you target your training investment to have maximum effect on driving Innovation?
8. How has the current pandemic pushed leaders to be more innovative?
9. What are the challenges that you face in driving innovation?
10. What are the complexities in Vendor – Client relationships and how can you leverage them to get the best ideas to drive innovation?
11. How do you measure and Celebrate Innovation within your organization?
12. Is there a need to bring about a change in mindset from completing a task to creating value?
13. Any examples of organizational changes that have been made to facilitate innovation?
14. How do you convince your LT to invest in something tangible like innovation as opposed to a fixed requirement scope



Closing remarks





Thank you

