

ENCOURAGE YOUR EMPLOYEES TO INNOVATE



These days you need all employees to be thinking creatively. Here's how to let your people know that you're open to their innovative ideas:

- **Create a culture that's diverse and interactive.** Innovation thrives in an environment of people with different perspectives, all working together toward a common objective.
- **Learn to tolerate risk.** Failures are part of the process. Be sure you and all your employees recognize them as learning experiences.
- **Reward people.** Show your appreciation, both to individuals and to the group as a whole. Praise them for taking chances and thinking creatively. Share in the financial benefits of success.
- **Support learning and development.** Every employee—even you—should continually learn more about your products, services, processes, customers, technologies, and industry. Only a fully informed and educated workforce can innovate successfully.
- **Never stop innovating.** Innovation doesn't really have a beginning and end. It requires constant dedication and renewal. Work with your people to sustain a constant effort toward improvement.

For further information, please contact your IMIP Risk Management representative.