

# LEADING with HONOR

Leadership Lessons from the Hanoi Hilton



## Coaching: EXPLOIT CREATIVITY

### Lesson 12

The expanded coaching materials are provided to help readers implement the lessons taught in the book. Use them for individual or group development.

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Some people are naturally more creative than others due to their natural traits, but everyone can be innovative in some way. Successful leaders learn to harness the creative power of their people. Regardless of where you stand, in today's fast-changing world innovation is critical for success. Are you keeping up?

**1. What is your mindset about innovation?** How does innovation fit into your leadership philosophy?

a. How do you manage innovation processes in your organization?

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b. What are you doing to aggressively push for innovation? Can you give specific examples?

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**2. How are you intentionally identifying and exploiting the talents of your most creative people?\*** Highly creative people can generate far more ideas than any organization can pursue. Many of their ideas may not be practical, but some will lead to breakthrough innovations.

a. How do you encourage and stimulate innovative thinking in your organization?

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b. How do you evaluate new and creative ideas?

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c. Given that you can't act on all the creative ideas that come your way as a leader, how do you keep your creative people motivated when their ideas are rejected?

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- 3. Ideally everyone should be thinking about new products and ways to improve processes and gain efficiencies. How do you draw out new ideas from those who are not naturally creative?**

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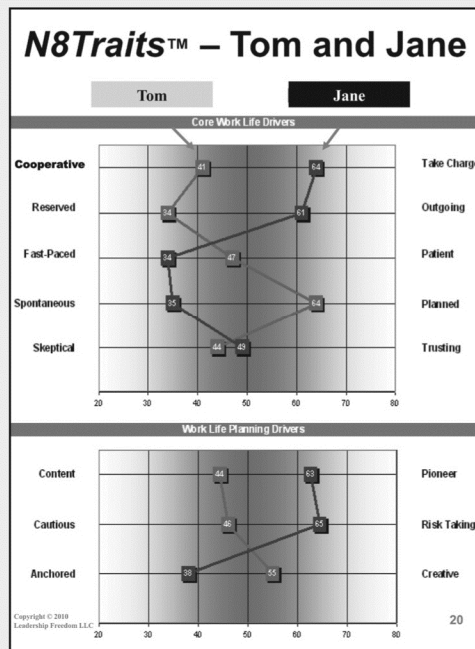
\* Some assessments, such as the *N8Traits™* tool mentioned earlier, will help you identify highly creative talents.

## TAKE THE NEXT STEP IN YOUR LEADERSHIP JOURNEY

**LeadingWithHonor.com** has tools and resources to help you and your team lead with honor –

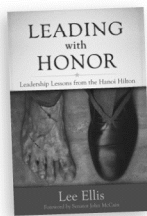
The **N8Traits™ Profile** reveals your authentic self, for working at your very best. You'll discover your natural “go-to” behaviors, providing powerful information for self-management, building relationships, and leading others.

You will discover your strongest behavioral talents and the key influencers you are most likely to use in making leadership and life decisions. The report includes your key strengths and struggles and your relationship essentials. Additionally, you'll receive beneficial suggestions on how to relate to others more effectively to improve your leadership, communications, and teamwork.



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