HOW TO GET IDEAS FLOWING

Giving team members physical perks provides only short term motivation However, in the long run, motivating your work team to be excited about their jobs requires more than a daily supply of coffee or a yearly salary raise. Try these 12 simple ideas to get ideas flowing and in doing so build motivation and results.

1. ASK FOR IDEAS

Simple enough but often forgotten and then acknowledge ideas and show how you will use them or the reasons why not. Even new staff can contribute value early. Don't let them walk around thinking to themselves, "There must be a reason they do it this way" and not telling anyone!

2. CREATE A MASTERMIND GROUP

Create "mastermind" brainstorming teams that meet regularly to brainstorm key issues and opportunities.

3. WALK AND WONDER

Take your team on an inspiration hunt. Walk around your office location; go to a museum or a zoo to look for ideas and inspiration related to a specific challenge. Meet in unusual places. Hold the occasional meeting off site: at a park, at the zoo, over breakfast, at a picnic site, on someone's patio.

4. DEVELOP & ENCOURAGE CREATIVE THINKING

Create mentorship programs that encourage newer employees to develop their critical and creative thinking skills. Offer training on creative thinking, creative leadership, and brainstorming skills. Create an idea repository on your internal website. Or start a book club that meets once a month to discuss current, hot business books and how you can apply learning into work.

5. CREATE IDEAS SPACE

Create an idea or inspiration room/ space/ wall specifically designed to encourage people to brainstorm and debate ideas in a fun, relaxed atmosphere. Put up a "What if…" board in your workplace, where team can pose outrageous "what if" kind of questions. Or have a "What if…" section in every meeting.

6. CREATE OPPORTUNITY

Create more time for thinking, incubating, and more face-to-face conversations by creating a technology-free day once a week or twice a month.

7. REWARD SMART FAILURES

Reward smart failure. If you're truly valuing creative ideas, then people need to be given room to make smart mistakes without fear. Creating a reward program that actually recognizes people's blunders in the face of trying something new sends a powerful message.

8. BRING ON THE FUN

Inject more fun and humour into your meetings, hiring practices, and workplace culture. Humour is one of the biggest catalysts for creative thinking! (Ha + Ha = AHA!)

9. JOB SWAPS

Create opportunities where people experience each other's jobs and become more aware of each other's challenges and perspectives. Creativity thrives on connections, changed perspectives and synchronicity.

10. LISTEN AND ACT

Listen to ideas and immediately, when possible, put them into practice. One of the most motivating things you can do at work is to show people that their ideas can actually shape their business or workplace.

11. SYSTEMISE

Create a straightforward and transparent system for assessing ideas. Ensure that anyone can submit an idea and have it properly heard by whoever needs to hear it, and a system for acknowledging and getting back in a timely manner to the person who submitted the idea.

12. MAKE IT COMPETITIVE

Create contests around idea challenges and include not only all the employees, but the families of employees.

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