

Director

- Propose innovative programs or policies to senior management
- Enhance operational efficiency through targeted initiatives
- Eliminate barriers within sector to new initiatives
- Support a continuous learning environment through resource allotment

Director General

- Encourage constructive questioning of policies and practices
- Sponsor experimentation to maximize the potential for innovations in policies and programs
- Guide the development of innovative programs or policies
- Determine learning requirements based on future directions of the directorate

Public Service Courses

- *Creative Thinking* (0122, Statistics Canada)
- *Supervisors Orientation Program* (G501 - Training & Development Canada)
- *Learning for Leadership* (T926 - Training & Development Canada)

Websites

- *Innovation Journal* - Treasury Board Secretariat web-site at www.tbs-sct.gc.ca/tb/iqe/ij/articles/journale.html

Assessment Tools

- *The Personal Creativity Assessment*, Alexander Hiam (HRD Press, 1998)
- *Creativity Self-Assessment*, Adventures in Creativity - A Multimedia Magazine at www.volusia.com

On-the-Job Actions to Develop Your Creativity

- Subscribe to journals in your field and discuss new developments. Use your reading to generate ideas about potential cutting-edge initiatives. Explore these possibilities with others in order to initiate a positive impact on the work unit.
- Hold brainstorming sessions with your team or others whenever possible in order to hear and help generate numerous ideas or solutions.
- Examine currently accepted practices and identify ways of improving the efficiency of these processes. Look beyond traditional methods and try to identify some new, creative solutions.
- Consistently communicate your support for creativity to your employees. Ask them to describe the actions that they have taken to foster creativity in others. Include this as a measure when evaluating their performance.

