



Developing Leadership Competencies

3. CREATIVITY-continued



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.

Public Service Courses

- Career and Learning Decisions for Better Results
- Taking Charge (CCMD)

Books

- ***Generating Creativity and Innovation in Large Bureaucracies***, Robert L. Kuhn (Quorum Books, 1993)
- ***A Whack on the Side of the Head***, Roger von Oech (Warner Books, 1993)
- ***The Inventive Organization: Hope and Daring at Work***, Jill Janov (Jossey-Bass, 1994)
- ***The Manager's Pocket Guide to Creativity***, Alexander Hiam (HRD Press, 1998)
- ***Take the Road to Creativity and Get Off Your Dead End***, David P. Campbell (Centre for Creative Leadership, 1997)
- ***Weird Ideas That Work: 11 1/2 Practices for Promoting, Managing, and Sustaining Innovation***, Robert I. Sutton (Free Press, 2001)