

COGLS3

Encourage problem solving and innovation in life sciences



Overview

This standard identifies the competences you need to encourage problem solving and innovation in life sciences. It includes how to motivate and give on-going support to promote creativity and innovation.

During this work you must take account of the relevant worksite operational requirements, procedures and safe working practices AS THEY APPLY TO YOU.

The activity is likely to be undertaken by someone whose work role carries out life science related work activities. This could include individuals working in hospitals, scientific laboratories, schools and universities.

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Performance criteria

- You must be able to:*
- P1 motivate individuals to identify new ideas for life sciences related work activity
 - P2 respond enthusiastically to ideas identified by work colleagues and provide constructive feedback
 - P3 encourage work colleagues to share, discuss and work together in developing initial ideas
 - P4 discuss and agree with work colleagues those ideas which should be developed further
 - P5 discuss how the selected ideas should be developed and the required resources to carry them out
 - P6 provide on-going support, encouragement to work colleagues who are developing and testing ideas and help to remove any obstacles
 - P7 gain agreement of the practical implementation of ideas, based on the identified benefits, risks and required resources and selection of ones to put forward for proposal submission
 - P8 support work colleagues in submitting formal proposals and monitor and report on progress
 - P9 encourage and develop creativity and innovation in your work colleagues
 - P10 ensure that the originators and developers of any ideas which are successfully implemented receive recognition for their achievement
 - P11 communicate the required information about the work of your work colleagues to authorised people, in accordance with departmental and organisational procedures

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Knowledge and understanding

You need to know and understand:

- K1 why it's important to understand and keep up with the strategic direction of the life sciences agenda across the UK and globally and how this will influence the organisation
- K2 how to develop internal and external networks within the life sciences community for the area you are working in
- K3 how to share knowledge internally and externally
- K4 why confidentiality is important within life sciences
- K5 when, whom and how to apply confidentiality
- K6 the lines of communication and responsibilities in your department, and the links with the rest of the organisation
- K7 the limits of your own authority and to whom you should report if you have problems that you cannot resolve
- K8 the organisational policy and strategy for innovation
- K9 the benefits of innovation the overall organisation and its customers
- K10 how to make time available for identifying and developing ideas
- K11 how to motivate people to generate and develop ideas
- K12 how to provide constructive feedback on ideas to individuals
- K13 the importance of good communication to innovation, and how to encourage it
- K14 the potential obstacles to creativity, and how they can be minimised
- K15 the importance of giving feedback on initial ideas
- K16 how initial ideas might be further developed and tested
- K17 how to recognise and manage risk in innovation
- K18 how to develop formal proposals and plans for the practical implementation of an idea, and how to support others in doing this
- K19 the resources required for creativity and innovation, particularly time
- K20 how to encourage your work colleagues to learn from mistakes associated with new ideas
- K21 how to recognise the achievements of the originators/developers of ideas which have been successfully implemented

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