EMPLOYEES – INNOVATION AWARENESS

Innovate *Every Day*

A two-day introductory training course that gives participants the tools to become active contributors to innovation and transformation.

DURATION	FORMAT	GROUP	LANGUAGE	PREREQUISITES	TYPE
2 days	In-person	6 to 12 pers.	FR / EN	None	In-house training

Learning Objectives

1 Understand the Purpose of Your Contribution

Understand innovation and its challenges to guide day-to-day actions, whatever your role.

2 Adopt the Right Mindset

Embrace uncertainty, develop an open and collaborative approach, and overcome barriers to innovation.

3 Develop 4 Key Soft Skills

Boost creativity, critical thinking, the ability to collaborate and to defend ideas with conviction.

4 Apply a Structured Framework for Innovation

Know where to start and how to structure an approach to turn ideas into innovations.

Target Audience

All employees contributing to innovation: **business teams, project managers, project contributors, line managers and support functions.**

We make every effort to adapt our training courses to people with disabilities. Please contact our disability coordinator at j.marchetto@vianeo.com to explore possible accommodations together.

Participant Satisfaction

100 %
TRAINING QUALITY

100 %
SKILLS DEVELOPMENT

Source: Post-training satisfaction surveys – 2025 and 2026 Reports – 18 responses from 18 participants.

Vianeo is Qualiopi-certified for its training activities, a quality certification officially recognized by the French government.

Training Program

Frame · Agree on a Shared Language

Define innovation and its challenges based on examples provided by participants. Identify barriers and drivers of innovation, whether organizational, technical or related to soft skills.

Mindset · Understand the Right Mindset for Innovation

Discover the characteristics of the innovator's mindset and the theory of Effectuation. Define the typical innovator's profile: knowledge, skills and attitudes.

Soft skills · Develop 4 Key Skills Through Workshops

Practical exercises focused on creative thinking, critical thinking, collaboration, the ability to defend an idea, resilience and adaptability.

Methods · Explore the Innovation Toolkit

Overview of creativity techniques (SCAMPER, brainwriting, what if) and the main innovation methodologies (Design Thinking, Lean Startup, Blue Ocean, Business Model Canvas, Business Design by Vianeo).

Practice · Apply the Methodology as a Team to a Real Case

Application to participants' real-life cases: generating and exploring an idea using Vianeo's Business Design canvases

Action plan · Build a Personal Development Plan

Personal reflection on areas for improvement to develop a roadmap tailored to individual circumstances and ambitions.

"I appreciated having peers with whom I could discuss everyday challenges. I also enjoyed the team-based approach to innovation."

OVH CLOUD
Participant 2025 session

"I really appreciated the balance between theory and practice. The training was engaging, and I never felt overwhelmed by too much information."

OVH CLOUD
Participant 2025 session

"The in-person format, very concrete examples, and a comprehensive and accessible toolkit for future use."

OVH CLOUD
Participant 2025 session

Teaching Methods

- Presentation of theoretical foundations and relevant examples for participants.
- Individual and group brainstorming sessions using canvases, followed by presentations and discussions.
- Role-playing exercises in small groups.
- Pitch presentations, roundtable discussions and participant feedback.

Assessment Methods

- The trainer assesses participants' progress throughout the course through practical exercises, simulations and hands-on activities.
- Participants complete a final multiple-choice questionnaire at the end of the training to validate the skills acquired.

Enrollment Lead Time

In-house Training: The estimated lead time is 4 to 6 weeks from confirmation of the request (signed quotation). This timeframe primarily depends on coordinating the availability of participants and the trainer. It may be shortened or extended depending on the context and the desired level of customization.

Ready to Get Your Team into an Innovation Mindset?

Let's design a training program tailored to your context.

Request a Quote