

Innovation Leadership Belief-Challenger 1/3:

The Present

This Canvas belongs to:

With the following questions you reflect on your current beliefs about Innovation and how they influence your work.

1. MY CURRENT BELIEF

Think about Innovation. Choose a situation in which your hesitance towards Innovation is the greatest. Now form one clear sentence that reflects your belief on this topic. You can also use one from the list below.

"I must have a fully validated business case before I can start innovating."

"If I try something new and it fails, I lose credibility."

"Innovation is risky and I will be blamed if something goes wrong."

"If I show uncertainty about a new idea, I will appear weak as a leader."

"Innovation is mainly a project for the innovation team, not my (leadership) topic."

"I don't have time to experiment with new ideas and still do my 'real' job."

"Innovation will disrupt my team's routines, and I will be seen as the one who allowed it."

2. CONTEXT & SITUATION

In which situation does this belief show (e.g. team decisions, performance talks, strategic choices)? Be concrete.

Planning & budgeting ("I allocate time and resources to what's proven, not to untested ideas")

Performance & feedback ("I reward people for delivering reliably, not for trying something that might fail")

Strategic decision-making ("When choosing between options, I default to the safer one")

Moments of pressure ("When things get uncertain, I fall back on control instead of trying something different")

3. PROTECTION & LIMITS

What does this belief protect you from? (How?)

„It protects me from feeling incompetent“

„It shields me from risk and potential failure“

„It protects me from looking foolish in front of my team“

How does this belief limit you ? What does it prevent you from doing?

„It stops me from trying new approaches“

„It makes me hesitate when I could just decide and move“

„It limits my own/team's learning through experimentation“



Innovation Leadership Belief-Challenger 2/3:

Thinking Further

Now let's see which alternatives you can find and transform the belief into something new.

4. ALTERNATIVES

Reflect on your belief(s): Where is this belief not fully true?
What are exceptions, in which your belief is maybe even wrong?:

"When our experiment failed, it gave us valuable learnings that steered us in the right direction."

"When I openly said I wasn't sure about a new idea, the team saw it as confidence, not weakness."

Imagine you let go of your belief for a few moments: What would be possible instead?
What Innovation potential could be unlocked?

"If I no longer believed I need a fully validated business case first, I could start with a small test and turn uncertainty into evidence."

"Without the belief that others expect me to have all the answers, I could bring them an open question instead of a finished plan."

5. YOUR NEW BELIEF

Transform the belief into something realistic and empowering that allows you to realize more of the potential you sketched.

New belief (Draft 1):

"I can treat innovation as a series of small experiments instead of a finished plan. Small tests handle the uncertainty so I can focus on turning learnings into progress."

Refined belief (short and memorable):
The new belief should support innovation.

"Failing is normal and a part of it – I don't have to be ashamed of it."

"Innovation can become a part of our routines."

Innovation Leadership Belief-Challenger 3/3:

New Beliefs in Action

Now work in pairs to share your beliefs and design them together.

6. EXPERIMENTS

Think of one concrete, low-risk situation in the next two weeks where you can act from your new belief. Design a small experiment together with your partner: What will you do differently? How will you know it worked?

„In my next budget review, I will greenlight a small test budget for one unproven idea instead of asking for a fully validated business case first. I'll set a fixed check-in date in two weeks to review what we learned.“

„Next week's team meeting: instead of presenting a finished plan, I will bring one small experiment idea.“

„Next team retro I will share a failure and a learning with my team to open up that conversation“

7. SUPPORT & REMINDER

Who can support me or hold me accountable (e.g. buddy, mentor, team)?

"My peer Sarah from the learning program — we agreed to check in every two weeks on our innovation experiments."

My reminder (e.g. calendar note, coaching prompt):

"I'm sticking a Post-it note on my laptop with a reminder.

"I'm scheduling a calendar blocker every Monday morning that gives me time to plan my week and decide where my new mindset is most important"