



# Wings for Your Innovators

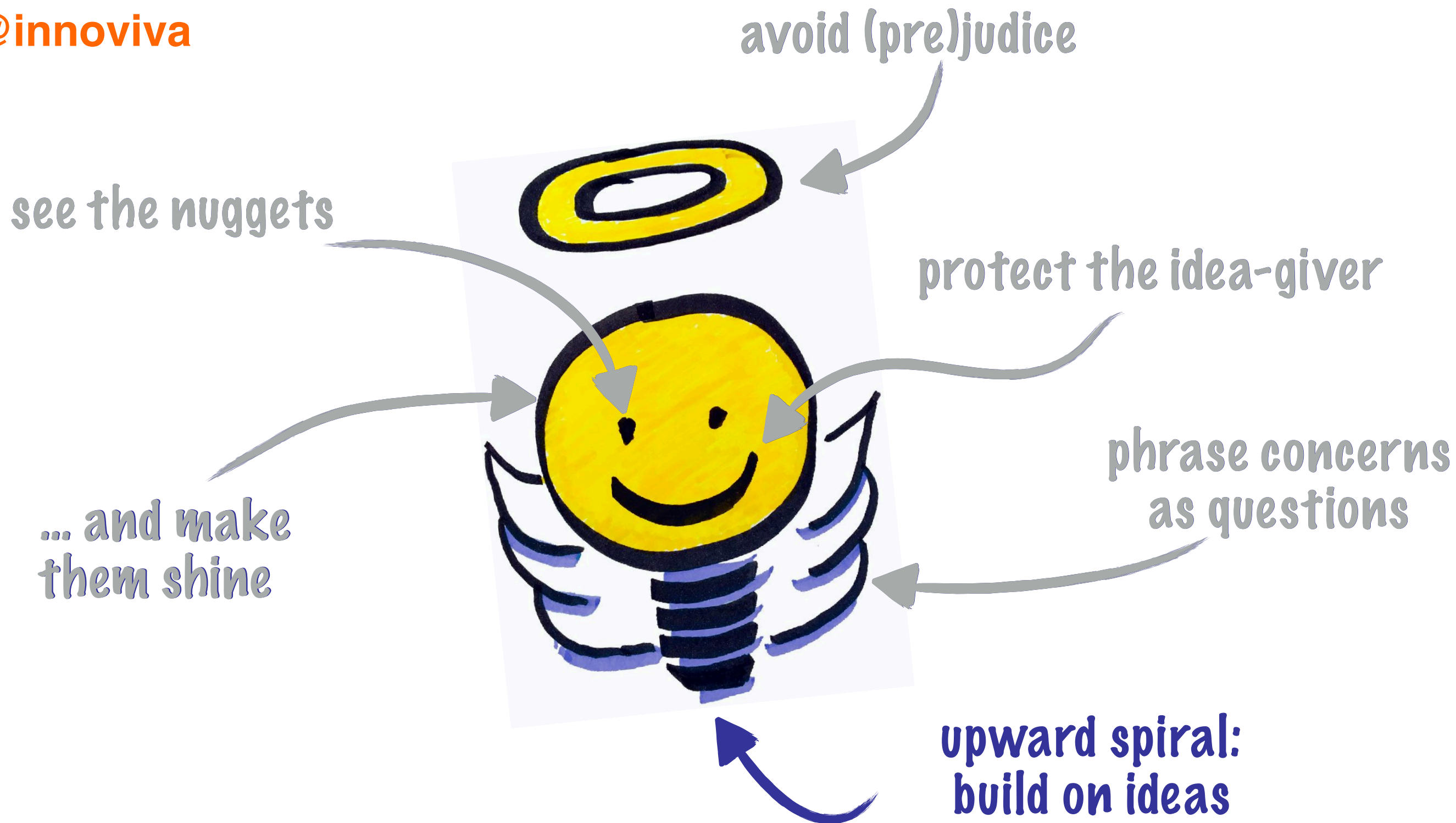
How to do „idea angel-ing“





**„Creativity is the ability  
to modify  
self-imposed constraints.“**

**(Ackoff & Vergara, 1988)**



# How to do „idea angel-ing“?



# BE IDEA ANGELS

## GIVE WINGS TO INNOVATORS







# More Info? My Sources:

**Agile Motivation / Self-Determination Theory by  
Edward L. Deci & Richard M. Ryan**

**(Growth) Mindset by Carol Dweck &  
Agile Mindset by Linda Rising**

**Psychological Safety by Amy Edmondson  
- TED Talk 2017 (<https://bit.ly/35JERCR>)  
- Book „The Fearless Organization“**

**Idea Angel inspired by Marci Segal**

**Unconditional appreciation:  
Unconditional Parenting by Alfie Kohn**

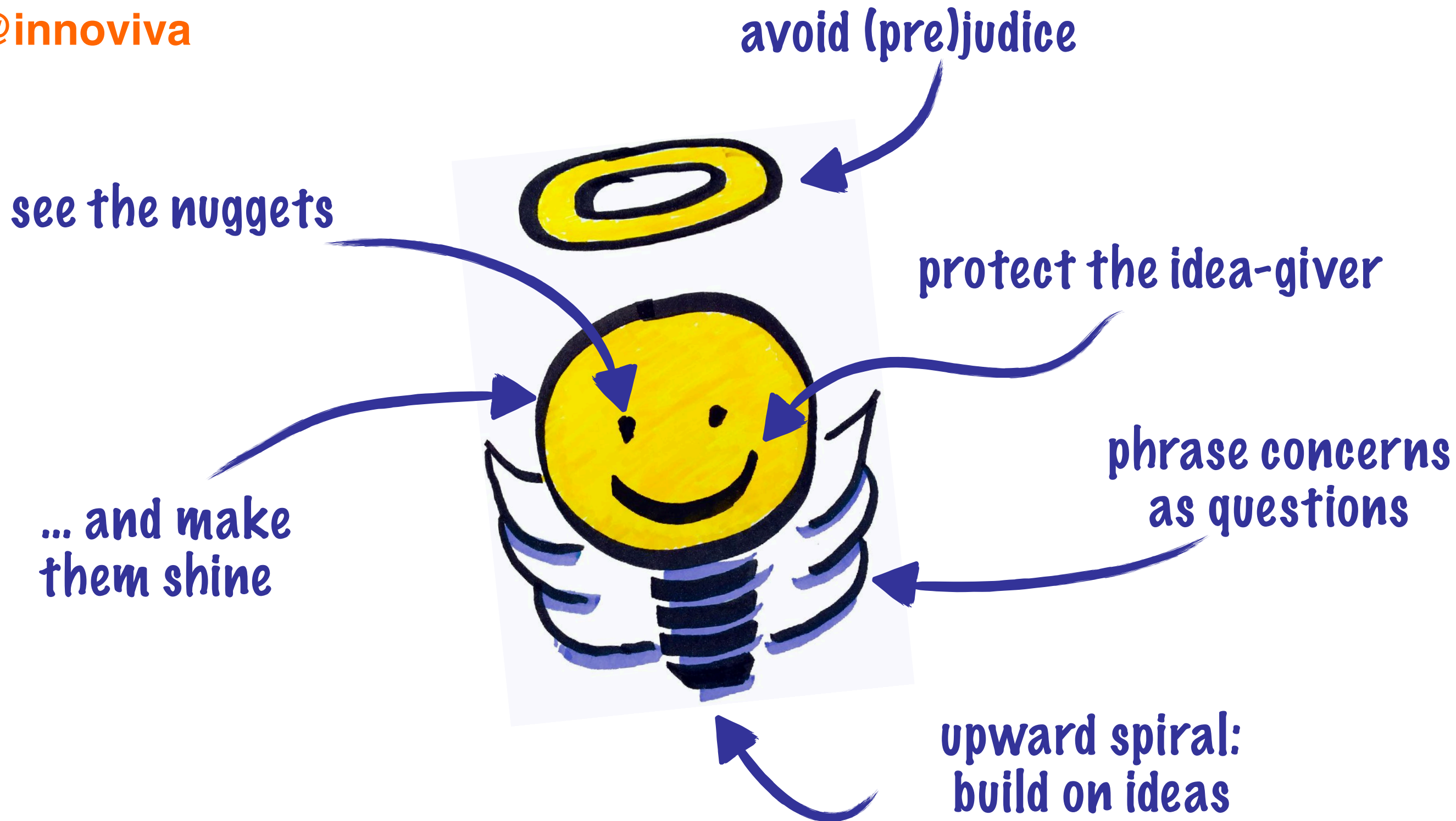
**My talk at LKCE 2019:  
Agile Motivation - The Human Side of Kanban  
(<https://bit.ly/2N4GYdZ>)**

**Fotos from unsplash.com**

**slides for  
download**







# How to do „idea angel-ing“?





# Backup





# Idea Angel



@innoviva





**„INSTRUCTIVE PATTERNS CAN EMERGE, IF  
THE LEADER CONSTRUCTS EXPERIMENTS  
THAT ARE SAFE TO FAIL“**

(Snowden & Boone)

**an environment should be...**

- safe for experimenting (probing)
- safe for reflecting (sensing)
- safe for creating ideas (responding)



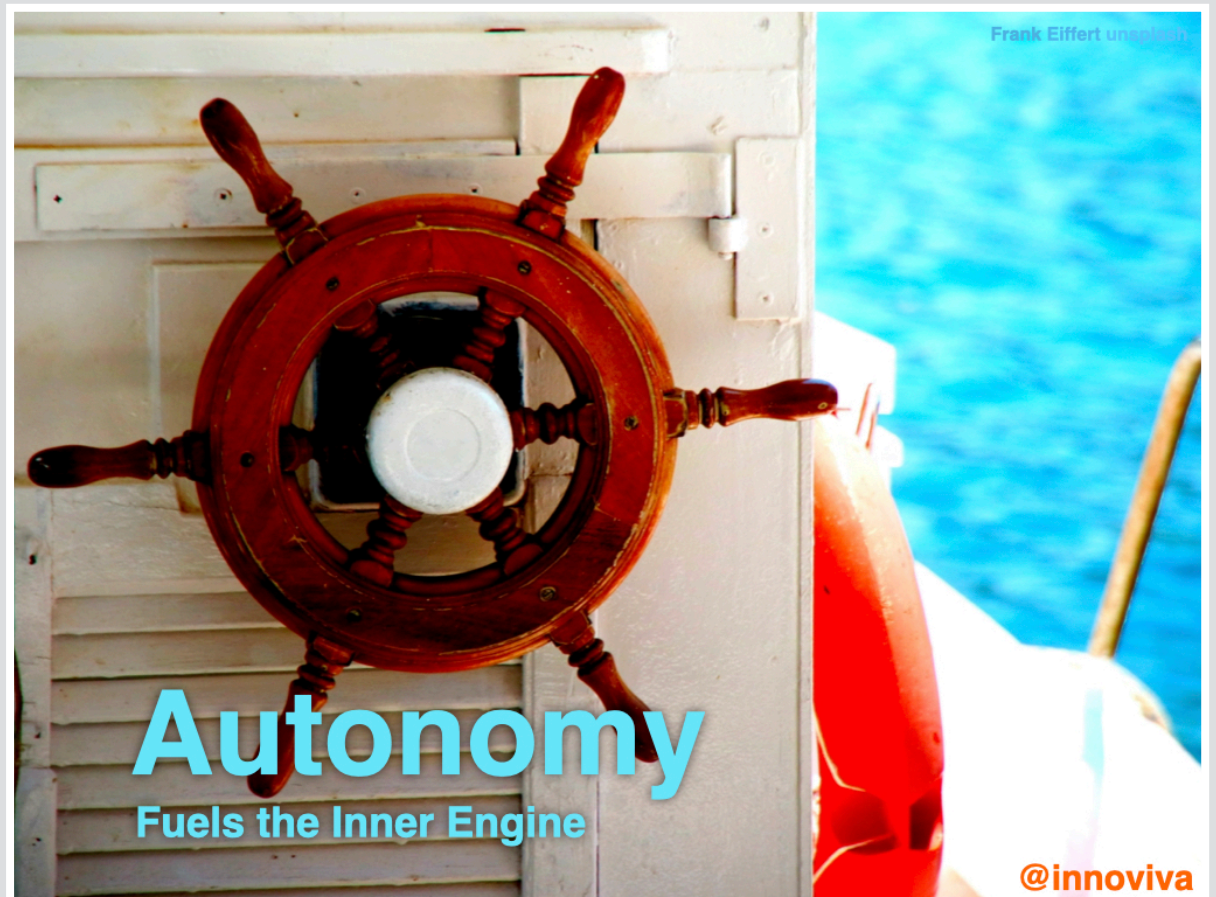
# Agile Motivation

## autonomous motivation

Selfdetermination Theory von E. Deci & R. Ryan (1985)

@innoviva

Edu Lauton on Unsplash



## Autonomy

Fuels the Inner Engine

@innoviva



## Competence

Fuels the Inner Engine

@innoviva

Debbie Hudson on Unsplash



## Relatedness

Fuels the Inner Engine

@innoviva

Tim Marshall on Unsplash



# Signs of Psychological Safety



In a workplace, psychological safety is the belief that the environment is safe for interpersonal risk taking.

1. Making mistakes: to be expected
2. Appreciative interactions
3. Clear purpose
4. Ambition to develop and learn

Amy Edmondson „The Fearless Organization“



# Results of Psychological Safety

- willingness to try out stuff
- mistakes are admitted
- ideas are voiced

