Fostering Innovation

Canon's Journey to
Empower R&D Leadership

humaninsight

Canon

Executive Summary

With the rapid advancements in technology and evolving market demands, fostering effective leadership skills is paramount for sustaining innovation and ensuring a competitive edge. This business case proposes the implementation of a comprehensive Leadership Development Program tailored for the Canon R&D Management Team. This program aims to enhance the team's quality of interaction, equipping them with the skills necessary to navigate the complex challenges of the industry.

Business Problem

Canon R&D faces challenges in adapting to rapid technological shifts and global market dynamics. The existing leadership team is quite new and due to COVID-19, it did not have the team to onboard new team members properly. In order to adapt to change, and lead diverse teams effectively, the CEO of the management team wanted to invest in the team, with a focus on getting to know the talents of each team member and focusing on their key strategic objectives and how to tackle them.

Program Objectives

Developing strategic thinking and decision-making skills. Enhancing communication and collaboration within and outside the team.
Building resilience and adaptability to change.
Better understanding of psychological safety and talent recognition; strategic and cognitive diversity

Proposed Solution

Implementing a Leadership Development Program comprising:

Customised Workshops: Tailored sessions focusing on strategic planning, innovation management, emotional intelligence, and effective communication. Specifically using Human Insight tooling AEM-Cube and Quality of Interaction, which measures team effectiveness and psychological safety within the management team.

Executive Coaching: One-on-one coaching sessions to address individual challenges and goals, providing personalised guidance and feedback.

Team Building Activities: Engaging team-building exercises to enhance collaboration and interpersonal relationships among the management team.

Benefits

Role within the team: A better understanding of the individual roles to play within the team and the interactions that take place between team members.

Enhanced Leadership Skills: Creating clear insights into how strategic decision processes are made at this moment in time, and how to leverage different thinking styles among the management team.

Increased Collaboration: Better communication and collaboration which is now being implemented (continuous learning).

Implementation plan

Needs Assessment: Conducting a thorough assessment to identify specific leadership skill gaps and development areas within the R&D management team.

Program Development: Collaborating with Human Insight leadership development experts and Canon CHRO and CEO R&D team to design tailored workshops, coaching modules, and team-building activities.

Program Delivery: Rolling out the program in phases, ensuring minimal disruption to ongoing projects. Schedule workshops, coaching sessions, and activities strategically. In this case, 2 offsite days spread over a period of 4 months.

Evaluation and Feedback: Regularly assessing the program's effectiveness through feedback sessions, surveys, and performance metrics. Modifying the program as needed based on feedback.

Budget and ROI

The budget was allocated based on three elements;
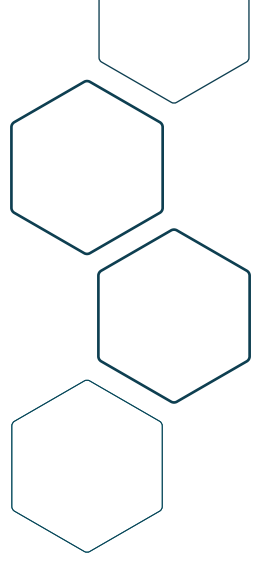Assessments for team analysis and individual performance purposes

Workshop and facilitation of business games for mimicking group behaviour, habit loops of team and to experiment with different approaches

Personal coaching for individual development purposes.

Conclusion

Investing in the Leadership Development Program for the Canon R&D Management Team is crucial for the organisation's future success. By empowering leaders with essential skills, Canon ensures its ability to adapt, innovate, and lead in an ever-changing technological landscape. This program aligns with Canon's commitment to excellence and will have a lasting positive impact on the company's growth and competitiveness.