

Certified Innovation Leader (CIL) Program

Innovation Leadership in Action



Photo Source: nordicinnovation.org

What can visiting organisations in the Nordic Innovation Cultural Ecosystem and learning about their experiences, strategies, and problems teach you about leading innovation culture, strategy, and implementation?



Photo Source: heyhusky.com

What can a trek in the snow with Reindeer Rides or watching the best show on earth, the Northern Lights or Husky Sledding, teach you about leading Innovation in your organisation?



Photo Source: visitnorway.es

What can Camping (i.e., sleeping outside in a natural forest), Fishing, and Canoeing teach you about leading teams for Innovation?



Program Overview

NiBS, in collaboration with Artic Nest, Paljakka, Finland, shows that testing your leadership in natural, unfamiliar, and complex environments advances innovation leadership skills. This program is not your typical professional development opportunity. A one-week field trip and activities in Winter or Summer in the middle of Finland will push you to learn more about yourself and from others than could ever be gained in the classroom. As you work your way on the various field activities such as Reindeer Rides, Polar Explorer Icebreaker, Husky Sledding, Finnish Sauna, Northern Lights and Snowshoeing in Winter or Berry and mushroom picking, Canoeing, Fishing, Fat-biking, Camping and Standup Paddle-boarding during the Summer Program, and interact with leading innovation expert presenters, you will learn cutting-edge innovation leadership tools and put them into practice as you lead in those activities. Your reflection on your learning with faculty and peers helps to translate the lessons to your work.

You will return a profoundly different leader to the office – more authentic, confident, self-aware, creative, and focused on advancing your organisation to achieve its highest goals.



Innovation Leadership Journey

Your innovation leadership journey starts in Accra, Ghana, with a 3-day Innovation Leadership Case Study and leadership Simulation at NiBS Campus in Accra. You will then arrive in Finland for a 7-day experiential innovation leadership journey of a lifetime. You will engage in tough leadership challenges and learning assignments.

You will build a team, set collective goals, establish a group culture, and define routines to gain the best from the lectures, company visits, and field activities. You will confront situations requiring sound judgment, evidence-based decision-making, and creative problem-solving. You will see your teammates at their best and worst as you experience the triumphs and struggles in each activity together.

Ultimately, you will gain deep insight about yourself and how to motivate others to achieve more than they thought possible.

Program Highlights

- Ghana - Three days of advanced innovation leadership case studies, articles, and leadership simulation
- Finland - Seven days of immersion and learning from best practice firms in Finland. The Nordic region is considered among the top innovation hotspots globally.
- Engage in designed leadership challenges that test and grow your ability to lead a high-performing team to make tough decisions and achieve results in unfamiliar dynamic environments.
- Build business networking and engagement with leading executives in Finland as a pathway for bilateral partnerships in key innovation leadership areas in public, private, and not-for-profit sectors.

- Learn by doing in an experiential way you cannot have in a classroom environment.
- Participate in a leadership simulation and put leadership concepts into practice to master the essential tools and approaches to leading Innovation.

Program Objectives

- Familiarize yourself with Global Disruptive Innovation Processes
- Immerse into Nordic Innovation Culture and ecosystem attributes.
- Develop knowledge & skill sets to leapfrog quantum steps in international innovation leadership.
- Harness Nordic's top innovation expertise within a bilateral partnership for mutual benefits.



Photo Source: laplandprivate.com

Benefits for Individuals

- The certification confirms your mastery of creative leadership, innovation principles, and best practices. Increase your corporate executive innovation market value with CIL Designation after your name - distinguishing yourself from the pack as an experienced international innovation leader.
- Improve innovation performance - Certification recognises the knowledge, skills, and confidence to lead innovation efforts. Certified individual international leaders can successfully lead international innovation efforts in ambiguous, uncertain, and dynamic environments.
- Accelerate career progress - Certification enables enhanced job performance, senior-level career/promotion opportunities, and increased recognition by peers, employers, and international recruiters.
- Certification enables you to become a member of and network with Certified Innovation Leaders from West Africa, Nordic, and other international regions in enhancing your international career rapidly.
- Continuing Education - Certificate holders can enroll in additional innovation courses to keep up to date with the latest trends and international innovation insights in Innovation.

Benefits for Organisations

- Top-performing companies understand the benefits of pioneering and leading Innovation and are already sponsoring their critical employees for certification.
- This program assists organisations in differentiating their critical leadership potential and moving those upwards in promotions to innovation leadership positions after completing the program. Hence, this program becomes an HR tool for organisations to manage the resource pool upwards.
- The program assists in identifying gaps for critical leadership teams - to find out talent gaps, resource gaps, knowledge gaps, and skill gaps and thereby create learning tools and additional programs in advance - to upskill the overall organisation towards an innovation-friendly learning organisation.
- The formal program provides the branding and creates a pro-innovation culture, keeping the organisation's drive for process consistency and leadership disciplines in innovation pioneering.

Who Should Attend

- Proven leaders who want to achieve new and ambitious results through authentic and inspiring innovation leadership
- Experienced managers with aspirations of becoming innovation leaders

Program Pre-requisite

- Completion of the Certified Innovation Professional (CIP) Program. (In exceptional circumstances, participants may be allowed to complete the CIP after the CIL program.)

Program Modules

Module 1: Innovation Leadership – Case Studies & Simulation

- The overall purpose of this module is for participants to learn from leading innovation leadership practices, their contexts, problems, and successes
- **Creating Innovation Culture & Mindset** - Innovation starts at the top; Innovation leadership model; Linking Innovation to corporate and Long-term strategy; and Rewarding performance and motivating teams
- **Case Study & Innovation Leadership Simulation** - Learning the best practices of successful innovation leaders.
- **Seminal Innovation Leadership Articles** - Participants and faculty will read, discuss, and debate several innovation leadership articles.

Winter Program Field Activity May 24 - 31, 2024

- Reindeer Rides
- Polar Explorer Icebreaker
- Husky Sledding
- Northern Lights
- Snowshoeing

Module 2: Global Innovation Management: Disrupting Global Technology & Value Frontiers

- Innovation by itself does not make an organization leverage its innovation efforts. Exploring and Exploiting Innovation in harvesting from invention to commercialization is both a science and an art.
- Familiarize with Global Disruptive Innovation Processes.
- Compare the different processes surrounding innovation exploration and exploitation.
- Understand the key processes from idea generation

through creativity to mass innovation commercialization.

Module 3: Nordic Innovation Culture & Ecosystem: Quad-Helix AIGC Harmony.

- How Nordic region Academic-Research, Industry-Business, Government-Policy, and Community-Society is macro level organized in harmony with EU frameworks since WW2 & Marshall Plan.
- Immerse into Nordic Innovation Ecosystem attributes.
- Understand the critical roles of Academia-Research, Industry-Business, Government-Policy, and Community-Social sectors in driving Innovation.
- Describe the contextual, cultural, and EU policy-driven frameworks that moderate the innovation policies in the Nordics.



Photo Source: klook.com

Module 4: Quantum Innovation Leadership: Beyond incremental & closed Innovation.

- The Nordic region has ample examples of 'open innovation' platforms moving away from previous 'closed innovation' platforms and unicorn start-ups.
- Develop knowledge & skill sets to leapfrog quantum steps in international innovation leadership.
- Discuss open-closed innovation frameworks and how they permeate within contrasting industries and regions.
- Compare incremental and radical innovation policies and what such means to each organization's innovation culture and leadership.

Module 5: Innovation Round Table: Nordic Experts Gathering

- Panel discussion – an expert gathering from the Nordic region to discuss joint efforts between Nordic and West African areas taking advantage of mutual strengths and opportunities.
- Harness Nordic's top innovation expertise within a bilateral partnership for mutual benefits.
- Engage actively to share learnings within focus group discussions.
- Create action plans and follow-up partnership summaries for West Africa - Nordic innovation leadership partnerships.



Company Visit / Case Studies

- Oulu University; Living Labs; Business Oulu; VTT.
- Visit to Kajaani Quantum Computing Center, Business Oulu, Kajaani Uni, LivingLabs.
- Finland: Nokia, Cruise ships, Bittium, Nokia-Siemens, Supercell, Angry Bird-Rovio
- Horizon 2020 & various other funding mechanisms, Innovation Index, and overall holistic real-life framing surrounding the Nordic-EU region.
- University of Eastern Finland, Innovation Ecosystem.



Program Duration

- Three days in Accra, Ghana
- Seven days in Paljakka, Finland

Program Certificates

- Executive Diploma in **Innovation Leadership Practice** (NiBS & Arctic Nest)
- **Certified Innovation Leader (CIL)**
- Membership of the **Certified Innovation Professional (CIPA) Association** – after completing the CIP program.

Winter Program Dates

- Ghana - May 15 - 17, 2024
- Finland - May 24 - 31, 2024

Winter Program Investment

Ghana leg of the program – 3 days

- **GHC7,500.00** – Fee includes tuition, case licensing, catering, admin, and faculty amenities.

Finland leg of the program – 7 days

- **Experiential Trip to Finland - 2,995.00 Euros** – The fee includes program administration, tuition, accommodation (breakfast, lunch, and dinner), field activities, company visits, and associated transport in Finland, and program management and marketing in Ghana.
- **NOTE:** Fee **EXCLUDES** visa, airfare, and related charges



Photo Source: Pixels by Rachel Claire

Faculty



Prof. John Meewella

Arctic Nest Academic Director, Finland & Professor of International Entrepreneurship, NiBS Ghana.



Prof. Niclas Adler

Former CEO of Jonköping International Business School, Sweden & Chairman of Adler-Synthesis Innovation Group, Sweden.



Prof. Kimmo Aläjoutsijärvi

Former Dean of Oulu Business School (AACSB) & current Professor Agdar University, Norway.



Prof. Juho Pesonen

Professor of Tourism Business, Faculty of Social Sciences and Economics, University of Eastern Finland



Prof. Kwaku Atuahene-Gima

Founder & Executive Dean of Nobel International Business School, NiBS



Mr. Ebo Richardson

Practice Director & Adjunct Faculty, Nobel International Business School, NiBS



Dr. Hod Ayingba

Adjunct Faculty, Nobel International Business School, NiBS

Guest Speakers



Prof. Kerttu Kettunen

Agdar University, Norway



Mr. Marko Höynälä

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For information on how to apply, visit

www.sed.nibs.edu.gh/registration

*We advise you apply early to the program as space is limited.
Program dates, facilitators and fees are subject to change.*

