

## IFLP executive summary

### Objective:

Innovation is an important aspect of my every day role within Invennt. Understanding how innovation is encouraged, harnessed and driven forward across a wide range of industries was a key driver for me to join IFLP.

I saw the programme as a route to expand my knowledge and understanding of how to turn ideas into viable products and services whilst also improving the skills and tools available to me with regards collaboration.

### Business Challenge:

When I applied by business challenge was:

- How do we transfer the success, ethos and culture of the UK business into international operations whilst ensuring that the governance is in place to remotely manage the business?

However as COVID 19 slowed our growth plans, and a greater focus on the health and wellbeing of staff became a key focus for the business my challenge changed accordingly:

- How do we ensure the wellbeing and mental health of our staff under todays stresses and in the future if home working becomes part of normal life?

### Key insights

1. **Innovation doesn't need a blank sheet of paper** – It is easy to think that the best innovation happens when there are no barriers, however framing the problem, the limits and giving more purpose can help to drive ideas into something tangible.
2. **Healthy body healthy mind** – the impact of physical health on mental health has become much clearer to me during this past 12 months, both due to IFLP and the changes the pandemic has generally brought about. The required balance (work, life, physical, mental, spiritual) has many layers that can be better managed with simple tools and changes to your day.
3. **Visibility** – checking in with yourself and others is key to ensure that your wellbeing is well understood. Being visible, and allowing the conversation to be visible was emphasized as to the success of wellbeing at Thames Water.
4. **Wellbeing as a science** – The industry is quick to think of wellbeing as being 'soft' in skills required and purpose. However there is a science to how you think, act, behave and feel that can be used to support you and others and ensure you are at your best at home and at work