

24 - Fostering Innovation - Developing, sponsoring or supporting the introduction of new and improved methods, products, procedures, or technologies.

	Basic	Proficient	Advanced
Professional/ Specialist	<ul style="list-style-type: none"> • As part of a team of people, develops a new product or service • As part of a team of people, develops a new method or approach • Encourages the development of new products, services, methods, or procedures • Encourages new approaches, methods, or technologies • Encourages better, faster, or less expensive ways to do things • Encourages cooperation with others to produce innovative solutions 	<ul style="list-style-type: none"> • Personally develops a new product or service • Personally develops a new method or approach • Sponsors the development of new products, services, methods, or procedures • Proposes new approaches, methods, or technologies • Develops better, faster, or less expensive ways to do things • Works cooperatively with others to produce innovative solutions 	<ul style="list-style-type: none"> • Personally develops a new product or service that is highly successful • Personally develops a new method or approach that brings a great deal of value to the organization • Frequently sponsors the development of new products, services, methods, or procedures that have a significant benefit to the organization • Regularly proposes new approaches, methods, or technologies that are highly successful • Frequently develops better, faster, or less expensive ways to do things that significantly improves the organization • Is highly successful at working cooperatively with others to produce innovative solutions
	Basic	Proficient	Advanced
Supervisor/ Manager	<ul style="list-style-type: none"> • As part of a team of people, develops a new product or service • As part of a team of people, develops a new method or approach • Encourages the development of new products, services, methods, or procedures • Encourages new approaches, methods, or technologies • Encourages better, faster, or less expensive ways to do things • Encourages cooperation with others to produce innovative solutions 	<ul style="list-style-type: none"> • Personally develops a new product or service • Personally develops a new method or approach • Sponsors the development of new products, services, methods, or procedures • Proposes new approaches, methods, or technologies • Develops better, faster, or less expensive ways to do things • Works cooperatively with others to produce innovative solutions 	<ul style="list-style-type: none"> • Personally develops a new product or service that is highly successful • Personally develops a new method or approach that brings a great deal of value to the organization • Frequently sponsors the development of new products, services, methods, or procedures that have a significant benefit to the organization • Regularly proposes new approaches, methods, or technologies that are highly successful • Frequently develops better, faster, or less expensive ways to do things that significantly improves the organization • Is highly successful at working cooperatively with others to produce innovative solutions

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Director/ Executive	<ul style="list-style-type: none"> • Personally develops a new product or service • Personally develops a new method or approach • Sponsors the development of new products, services, methods, or procedures • Proposes new approaches, methods, or technologies • Develops better, faster, or less expensive ways to do things • Works cooperatively with others to produce innovative solutions 	<ul style="list-style-type: none"> • Personally develops a new product or service that is highly successful • Personally develops a new method or approach that brings a great deal of value to the organization • Frequently sponsors the development of new products, services, methods, or procedures that have a significant benefit to the organization • Regularly proposes new approaches, methods, or technologies that are highly successful • Frequently develops better, faster, or less expensive ways to do things that significantly improves the organization • Is highly successful at working cooperatively with others to produce innovative solutions 	<ul style="list-style-type: none"> • Supports and coaches others to personally develop a new product or service that is highly successful • Supports and coaches others to personally develop a new method or approach that brings a great deal of value to the organization • Drives self/organization to frequently sponsor the development of new products, services, methods, or procedures that have a significant benefit to the organization • Creates a culture that regularly proposes new approaches, methods, or technologies that are highly successful • Creates a culture that frequently develops better, faster, or less expensive ways to do things that significantly improves the organization • Is well known in the organization for being highly successful at working cooperatively with others to produce innovative solutions