



Employability Learning Network
Additional Value - Performance Indicators Towards Innovation Level 3

<p align="center">Innovation Level 3 Our partnership's innovation is: Starting to emerge from our partnership working</p>		
	PERFORMANCE INDICATORS TO SUPPORT CONTINUOUS IMPROVEMENT	SUPPORT OFFERED TO ACHIEVE THIS INDICATOR
1	Innovation is developed with the aim of working with the strategy.	Support to develop innovation complementary to the strategy.
2	There has been a recent review of the process for innovation development.	How-to guide' to innovation. Support with bespoke review if appropriate.
3	Partners are able to describe the process of innovation within partnership.	Bespoke training on innovation processes.
4	All innovation is continuously monitored and evaluated.	How-to guide' to evaluation.
5	Partners have a motivation to seek and adopt change and are open to ideas from each other.	Support to create an environment encouraging and supportive of change and idea sharing.
6	Partners are able to challenge the thinking of each other and are able to accept challenge from each other.	Support to create an environment encouraging and supporting of challenge.
7	Partners are open to moving from tired-and-tested methods to innovative perspectives when tackling issues and solving problems.	Support to create an environment encouraging and supporting of risk taking.
8	Partners are able to work with others who have varying work styles.	Workshop on work styles and the effects on individual and team interaction. Support to create an environment actively promoting and supporting acceptance of others. Mediation if appropriate.



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9	Partners have an appreciation of the challenges faced by organisations within the partnership and take this into account this when considering innovation.	Support to create an environment encouraging and supporting of wider information sharing. Support to hold an 'Information Sharing' day which would explore partner's roles and organisations, and the resulting innovation limitations.
10	New partners are invited to review the innovation process.	Questionnaire to offer partners approximately 6 months after they join, which will allow them to review the partnership's innovation process. Offer feedback to the partnership