



**Employability Learning Network
Additional Value - Performance Indicators Towards Innovation Level 4**

Innovation Level 4 Our partnership's innovation is: At the core of our strategy and openly discussed		
	PERFORMANCE INDICATORS TO SUPPORT CONTINUOUS IMPROVEMENT	SUPPORT OFFERED TO ACHIEVE THIS INDICATOR
1	Innovation is developed to work with the strategy, keeping aims focussed and specific with regular reviews.	Support to develop innovation complementary to the strategy including how best to schedule reviews.
2	There has been a recent rigorous review of the process for innovation development. These reviews are scheduled every 6-12 month intervals.	'How-to guide' to innovation including how best to schedule reviews. Support with bespoke review if appropriate.
3	Partners are able to describe the process of innovation within partnership and are able to openly question and discuss the innovation process.	Bespoke training on innovation processes including how to challenge them.
4	All innovation is continuously monitored and evaluated.	'How-to guide' to evaluation.
5	Partners are highly motivated to seek and adopt change, measuring each process carefully and actively learning from the outcomes.	Support to create an environment actively promoting and supporting change and idea sharing. 'How-to guide' to evaluation. Support determining how best to respond quickly and efficiently to evaluation outcomes.
6	Partners understand how they interact with each member. They are able to challenge the thinking of each other and are able to accept challenge from each other.	Workshop on work styles and the effects on individual and team interaction. Support to create an environment actively promoting and supporting challenge.
7	Partners are knowledgeable and experienced in both tried-and-tested methods and innovative perspectives when tackling issues and solving problems. We use a number of innovation models in our partnership to best achieve our aims.	'How-to guide' to innovation. Workshop on innovation methods. Bespoke support developing innovative perspectives on issues. Support to create an environment actively promoting and supporting risk taking.



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8	Partners are able to vary their work styles to best fit a project.	Training to develop an understanding of how to vary work styles to suit individual circumstances.
9	Partners are fully aware of the challenges faced by organisations within the partnership, and, innovation is designed to work with and minimise these challenges.	Support to create an environment actively promoting and supporting wider information sharing. Support to hold regular 'Information Sharing' days which would explore the development in partner's roles and organisations, and the resulting innovation limitations.
10	New partners are requested to review the innovation process and offer feedback.	Questionnaire to give partners approximately 6 months after they join, which will allow them to review the partnership's innovation process. Offer feedback to the partnership.