Certificate in
Leading Human-Powered Innovation

The Certificate in Leading Human-Powered Innovation is the credential demonstrating your ability to lead thoughtful teams to create impact by finding the problems that matter most, creating novel solutions, navigating complex bureaucracies, and unleashing innovation to change your world.

In collaboration with

JMU X Labs   #HumanIntelligence

Learn More
Contact the Lead Instructor
Dan Manning
dan@hi.training
http://bit.ly/hpiregistration

At the completion of the program, Certificate holders will be able to:

Lead small teams to develop creative solutions to persistent problems

Foster trusting collaboration to enable team members to bring their personal experiences, unique skills, and whole selves to problem solving

Improve and lead others to improve personal and collective critical thinking skills

Foster a creative environment and lead small-group creative sessions to generate possible solutions to vexing problems

Lead the adoption of novel technologies to improve, rather than replace, uniquely human skills

Create human-centered innovation strategies

4-day in-person seminar + 6 hours coaching
(or 4-week Zoom-based seminar)

28 hours contact time for instruction/guided workshops
5 hours of one-on-one coaching
1 hour of post-class presentation

Seminars include

Game-based methods

An emphasis on story and engaging examples of successful and unsuccessful innovation attempts

Modeling trusting collaboration

Practical exercises aimed at particular problems members of the seminar are facing

An emphasis on improving thinking, problem solving, and collaborative leadership skills rather than strict adherence to specific methodologies

Blocks of Instruction

Pre-seminar

1 Hour 1:1 coaching/intake session with instructor to ensure curriculum is tuned to the types of problems, desired learning objectives of participants

1 Hour Online Critical Thinking Assessment
1 Hour Online Creative Thinking Assessment

~3 hours of resources...podcast episodes, TED talks, #HumanIntelligence content

Method of Instruction

Blocks of Instruction

Seminar Blocks

Introductions and Pre-Course Assessment Review
(2 hours)

This introductory session allows the participants to begin to trust the instructors and their fellow participants through story-based and self-revelatory discussions. This session also provides feedback and analysis of the online assessments participants completed in the pre-seminar.

Real talk about Innovation and the Role of Leaders
(1 hour)

Establish common definitions, baseline understanding, and model effective trusting collaboration behavior

Building an Innovation Strategy
(3 hours)

Game-based seminar exploring creative, human-centered strategy-making to bake values and intrinsic motivation into actionable, useful, and unifying strategic planning

Leading Creative Teams
(3 hours)

There is no innovation without creation. The quantity and quality of creativity a team generates depends on the environment the leader fosters, the techniques the leader employs to facilitate idea collisions, and the level of trust among members of the team. This seminar trains leaders to create space for creativity to thrive and survive in competitive, high-tempo industries.

Creativity Skills--Sticky Notes and Beyond
(1 hour)

A crash course in small-group ideation activities...learn how to lead effective brainstorming sessions, conduct remote ideation sessions, ask questions to prompt creative thinking, and converge on plausible ideas to pursue.

Leading for Critical Thinking
(3 hours)

Teams with effective critical thinking solve the true problem rather than symptoms or consequences of it. This seminar trains participants to identify and overcome cognitive illusions, thinking biases, heuristics, and math-phobias limiting individual and collective critical thinking skills.

Diverse People Empower Diverse Thinking I
Leading multi-racial, multi-ethnic, multi-gender, and LGBTIAQ+ teams
(1.5 hours)

Today's problems are tough, and we can't afford to leave any people or ideas behind by failing to create the space for people to be their whole selves. This seminar encourages a frank discussion of belonging and inclusion specifically oriented for leaders who aim to unleash the full creative capabilities of every person on their team.

Diverse People Empower Diverse Thinking II
Leading Introverted, Extraverted, and Flexi-verted Thinkers
(1.5 hours)

Today's problems are tough, and we can't afford to leave any people or ideas behind because we fail to create the space to allow people to be their whole selves. This seminar encourages a frank discussion of personality types and how to ensure everyone has the physical and mental space to contribute ideas.

Trusting Collaboration

Deconstructing Trust for Leaders of Disruptive Teams
(3 hours)

If we could solve problems on our own, we wouldn't need leaders at all. None of today's tough problems can be solved by a single person. Collaboration is only effective when it exists in an environment of trust and psychological safety. This seminar gets deep into the concept of trust, why psychological safety doesn't mean agreement, and how to model behavior that values dissent without suffering jerks.

Incorporating Innovative Technology to Boost Human Skills

(3 hours)

Tech is easier to manage than humans. Yet, no tech solution can develop or survive without humans. This game-based seminar explores Artificial Intelligence and practical considerations for leaders who plan to incorporate novel tech solutions into their operations. What questions should we ask? How can we ensure solutions remain human-focused while being tech-empowered? How do we integrate unique human skills into a new tech-enabled reality?

Blocks of Instruction

"None Shall Pass!"
Persuading Gatekeepers to Let Ideas In
(3 hours)

Creating a great solution is only half the battle...especially in a bureaucracy. The "No-Patrol" fills corridors and conference rooms aiming to crush any idea disrupting "what we've always done". This seminar examines the Status Quo Illusion and provides practical tips, including storytelling, prototyping, and persuasion to lift the weight of bureaucracy just enough to let good ideas slip through.

Practical Applications
(3 hours)

Participants will use the skills learned in the program to lead small teams to understand and explore real problems presented by other participants, the campus community, or non-profit organizations. This session focuses on leading teams to establish swift trust, check assumptions, clearly identify the problem, and begin the ideation process.

Post-seminar

4 Hours of 1:1 Think Coaching to be completed
within 3 months of session

1 Hour Application Report
Participants debrief their performance in a small group problem
solving activity of their choice. The focus is on building personal
assessment skills and applying lessons learned in the certificate
program.

Instructors

Lead Instructor   Dan Manning

25 Years of Creative Problem Solving as a fighter pilot and military diplomat.

BS Computer Science
MA International Relations
ABD International Development

Licensed Scrum Master
Licensed Scrum Product Owner
Certified Diversity to Belonging Facilitator
Credentialed Creative Problem Solver

Senior Science Advisor   Dr. Isha Metzger

BA Psychology
MA and Ph.D.
  Clinical-Community Psychology
Postdoctoral fellowship
  National Crime Victims Research &
  Treatment Center

Asst Professor of Clinical Psychology
  University of Georgia
  Director of The EMPOWER Lab

Instructors

Additional Guest Lecturers

#HumanIntelligence has a network of innovation, creative thinking, and critical thinking experts around the world. These lecturers, joining the class via Zoom or in-person, will bring additional perspectives and insight from a variety of industries and diverse points of view.

Certificate Info

Upon completion, the Certificate in Leading Human-Powered Innovation will be conferred by the Dean of the James Madison University Department of Professional and Continuing Education

Cost

In-person tuition: $3500
Includes: All course materials, 4 nights lodging at James Madison University, 2 meals per day, and 6 coaching sessions,
Sign-up at: http://bit.ly/hpiregistration

Class Size

To foster effective networking opportunities as well as small-group interaction and practice, class size is limited to 30 participants per cohort.