Innovation Movement Training

ENABLING ORGANIZATIONAL TRANSFORMATION IN AN AI WORLD



Spring 2025

INNOVATION MOVEMENT TRAINING

BUILDING CAPABILITIES for UN 2.0

Senior team leaders

2 x 2 Hours per week
4 Weeks
Exact dates TBC

Virtual

THE FORMAT AND METHODOLOGY

A **8-session, 4 week online course** with certificate and year-long membership in the Geneva Innovation Movement Association.

INTERESTED?

Program for senior leaders from UN, INGOs, and International Organizations.
To confirm your interest in joining this training or to learn more about it, please contact your HR contact person or email us at iris@genevainnovation.org

GENEVA INNOVATION MOVEMENT

LEARN KEY CONCEPTS AND TOOLS TO LEAD YOUR TEAM THROUGH CHANGE IN A VIRTUAL, HANDS-ON EXPERIENCE

- Join this set of hands-on workshops and work in cross-functional, cross-organizational teams to learn to apply data, foresight, behavioural science and innovation techniques, while correctly assessing the related risks of technology such as AI.

- Engage with other senior leaders in innovation and digital transformation work to understand the processes and tools to lead teams to become more innovative and employing the latest technologies such as AI, foresight or behavioural science. Become part of a movement of collaborators with the aim of enabling the environment for innovation and transformation.

The Innovation Movement Training (IMT) is a proven concept that was co-created with the Chiefs of Learning and HR from UNHCR, ILO, UNOG and ITU and is fully supported at your organizations' highest levels.

THE CONCEPT

NEW STRATEGIES, NEW SKILLS FOR UN 2.0

The Sustainable Development Goals (SDGs) are unlikely to be met by 2030 without bold, all-encompassing innovation that leverages the power of digitalization, data, and culture change.

Recognizing this urgency, the United Nations 2.0 strategy calls for a modernized system built on five core capabilities: **Data, Digital, Innovation, Strategic Foresight, and Behavioural Science,** a framework known as the Quintet of Change.

These interconnected skills are essential for organizations to remain effective and relevant in a rapidly evolving world.

This training will explore how to harness these capabilities to drive innovation, improve decision-making, and foster a culture of adaptability. A successful transformation requires leadership support, targeted skill-building, and the right strategies to embed digital thinking across all levels of an organization.

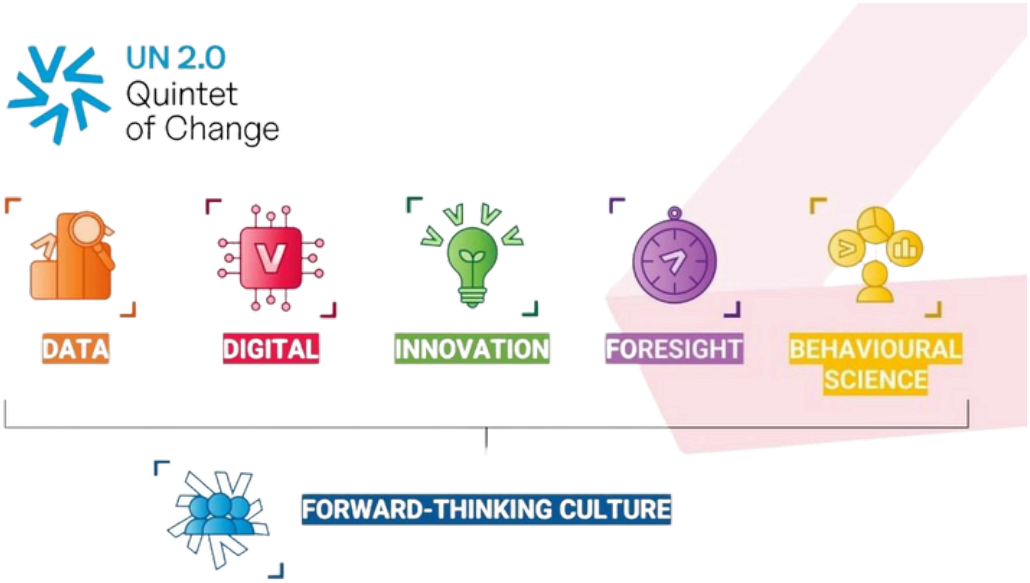


To manage this change effectively, we focus on three levels:

At the **individual level**, employees need the confidence to experiment with new digital tools and the skills to apply them effectively for greater efficiency and impact.

At the **team leadership level**, managers play a key role in translating digital thinking into daily work, fostering engagement and collaboration in hybrid and remote settings, and redefining KPIs to align with the digital age.

At the **senior leadership level**, decision-makers must prioritize investments, bridge capability gaps, and leverage digital opportunities strategically to drive long-term organizational impact.



PROGRAM OBJECTIVES
SKILLS FOR THE UN 2.0

This training focuses on the **team leadership level** while also equipping team leaders as individuals with innovation and digital technology tools, and allowing them to design and implement strategic priorities applying principles from the quintet of change.

While these transformational areas present many opportunities, operationalizing strategies bears risks and requires correctly assessing the specific opportunities for the organization and division. The training **integrates the senior leadership level** through preparatory conversations and follow-up workshops to elevate gap analysis and possibilities.

The objective of this training is two-fold. First, on the content-level, it seeks to engage **senior leaders** (those managing teams) in innovation and digital transformation aligned with the UN 2.0 strategy, and provide them with processes and tools to lead teams through change. Second, on the interpersonal level, it continues to build **a movement of collaborators** from across organizations with the aim of strengthening an enabling environment for innovation and transformation for good.

SESSIONS: EIGHT MODULES TO EQUIP SENIOR LEADERS WITH NEW SKILLS AND PROVIDE NEW STRATEGIC PERSPECTIVES TO IDENTIFY OPPORTUNITIES AND DRIVE CHANGE

SESSION 1



INNOVATION

Introduction: Innovating as a Force for Good in AI Enabled World

Key Focus: Latest research insights conducted at the University of Geneva on Innovation in the United Nations organizations and International NGOs

Detailed description: Understanding and applying best practices across organizations and developing applicable pathways for how to manage innovation in a digital world

Expert Interventions: Research input and discussions by renowned academics from the Center for Innovation & Partnerships at the University of Geneva, specifically Professor Tina Ambos and Katherine Tatarinov

Practitioner Interventions: Successful leaders from the Ecosystem will present their stories of failures and success

SESSION 2



FORESIGHT

Innovating in a Bureacracy: Agile and Strategic Foresight

Key Focus: Demystifying key managerial topics such as Agile Teams and Strategic Foresight

Detailed description: Prioritizing and facilitating greater agility and adaptability to spur innovation in teams; understanding the risk of Agile teams with the bureacratic context of the UN; the role of Futures and Foresights in the UN

Expert Interventions: Research input from the University of Geneva on Agile teams

Practitioner Interventions: Successful leaders from the ecosystem will show applications of digital tools

SESSION 3 & 4



DIGITAL



DATA

Mastering Digital Tools and Best Practices for Innovating in a AI enabled world (2 session hands-on workshop)

Key Focus: Using digital technology to manage distributed work while empowering and motivating team members and people for innovation; applying innovation tools and practices in a digital world

Detailed description: Understanding the principles and strategies of digital tools to support leaders (such as automated data visualizations, ChatGPT, and machine-driven decision making) and uncovering both the strengths and weaknesses in applying these tools in your work

Expert Interventions: Research input by renowned academics, Prof. Phanish Puranam (INSEAD) on teams and organizational design in times of digitalization and Prof. Markus Meierer (UNIGE) on AI Tools for Productivity

Practitioner Interventions: Successful leaders from the private sector and International Organizations will share experience

SESSION 5



BEHAVIOURAL SCIENCE

Wellbeing for Managers looking to break Boundaries through Innovation and Lead in Times of Change

Key Focus: Learning inner wellbeing practices that cultivate resilience to change and reduce fear towards new technologies

Detailed description: Mental health and burnout were particularly prevalent in individuals constantly coming up against the bureaucratic processes of their organizations as they try to move forward innovative ideas. Against this backdrop, giving colleagues the opportunity to learn inner wellbeing practices that cultivate resilience to change is vital

Expert Interventions: This session is led by Katherine Milligan, Director of Collective Change Lab and former head of the Schwab Foundation for Entrepreneurship at the WEF

Practitioner Interventions: This closed-door session will allow the group to learn from one another in a safe space

SESSION 6 & 7



BEHAVIOURAL SCIENCE



INNOVATION

Human Centered Design for Innovating in a Digital World (2 session hands-on workshop in cross-organizational teams)

Key Focus: Applying the HCD innovation methodology to your own digital transformation projects

Detailed description: These hands-on workshops allow both learning the principles of human centered design as well as using the methodology in cross-functional teams to ideate, develop, design, iterate and pitch their own project ideas

Expert Interventions: These sessions are led by Ruth McLachlin, Human Centered Design Expert at the GIM, formerly at IDEO and now at the WEF

SESSION 8

Wrap-up & Presentation of Projects

Key Focus: Pitching your ideas, key learnings and future application possibilities

Detailed description: Participants share their key learnings while pitching their ideas from the hands-on workshops

Expert Interventions: This session will be pre-empted by a public speaking expert who will share insights on how to inspire your audience and pitch your idea

** This is a preliminary schedule which may be subject to minor change

CONTRIBUTORS

The Geneva Innovation Movement (GIM) connects leaders across organizations and provides a **platform for knowledge creation and exchange to create actionable pathways to innovation for its members**. The Movement brings together a global team of top academics and practitioners to conceptualize and teach these topics. Exciting and influential guest speakers join each session to share their experience and bring the topics to life. The main academic contributors and facilitators are listed here:



Dr. Katherine Tatarinov is Assistant Professor of Strategy at the HEC Lausanne. Her research focuses on social innovation, digital transformation and managing the grand challenges. The United Nations organizations are her primary research context. Katherine is the Managing Director of the Geneva Innovation Movement Association, where she translates her research findings into applicable insights and community building.



Prof. Tina Ambos is Professor of International Management and Director of the Center for Innovation & Partnerships at the Geneva School for Economics and Management at the University of Geneva. Her research and teaching interests include global strategic management and innovation in the context of multinational corporations, technology start-ups and international (non-for-profit) organizations. She has published widely in the academic journals and is a regular speaker at international conferences and practitioner forums as well as leading executive programs. She is a founding member of the Geneva Innovation Movement.



Prof. Phanish Puranam is Professor of Strategy, the Roland Berger Chaired Professor of Strategy and Organization Design at INSEAD. Phanish's research in organizational science focuses on how organizations work, and how we can make them work better. His advanced projects cover non-hierarchical organizations, organizational learning, and organizational culture. His new work focuses on different ways in which intelligent algorithms relate to organizations, in their roles as tools (e.g., machine learning applied to organizational data) and members (e.g., human-AI collaboration), besides their traditional use as models (e.g., computational models of organizations as aggregations of learning agents). He is widely published and has authored numerous books on Strategy and Organizational Design.



Prof. Markus Meierer is Professor of Marketing Analytics at the Geneva School for Economics and Management at the University of Geneva. His research and teaching interests include all topics at the intersection of marketing/management and artificial intelligence/machine learning/statistical modeling. His work is published in leading academic journals and he is known for helping to democratize access to latest analytical approaches by providing free, open-source software tools.



Katherine Milligan is Director at the Collective Change Lab, Adjunct Faculty at the Graduate Institute, and former Head of the Schwab Foundation at WEF. She is a lecturer for Social Entrepreneurship at the Graduate Institute and has a wide network of social entrepreneurs. Katherine is a founding member of the Geneva Innovation Movement.



Ruth McLachlin is Human Centered Design expert for the Geneva Innovation Movement. Ruth is currently Impact Management & Inclusivity Specialist at the World Economic Forum and formerly led teams at the Ford Labs and IDEO. Ruth converts Human Centered Design concepts to the specific context of the International Organizations.

COSTS & REGISTRATION

The fee for participation in the Innovation Movement Training including annual membership in the Geneva Innovation Movement Association is CHF 2'950 per participant.

To confirm your interest in joining this training or to learn more about it, please contact your HR contact person or email us at iris@genevainnovation.org

FEEDBACK FOR THE INNOVATION MOVEMENT TRAINING

"The Training taught us a problem-solving approach that puts the 'user' of the products, services, and solutions at the center."

"The Innovation Movement Training guided us through a variety of practices and processes tht can easily be adopted by the stakeholders, are user-friendly, and could be a game changer in the delivery of better services. It was an excellent investment of time and effort."

"The participants brought a rich experience from all over the world, that made the training a rich experience for all of us."

"I liked that every session of the Innovation Movement Training was dedicated to a different theme. I learned about a many different tools and am ready to use them."

CONTACT

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Geneva Innovation Movement Association