Top 10 Ways to Create Innovation in the Workplace

1. Employees meet monthly to generate a "It would be great if…" list of team desires and goals. Interested employees champion things they want to move forward.

2. Employees start an anonymous list of obstacles to doing their jobs effectively. Suggestions for how to eliminate impediments are posted on a message board to be reviewed by management.

3. All solutions universally agreed upon without a vigorous prior debate are to be rejected out-of-hand.

4. During each project meeting, one idea that can be branded "heresy" must be proposed with a rationale for why it makes sense. The group must consider the merits of all heretical notions.

5. Empower people to take "idea sabbaticals" to leave work once a week, two hours early and bring a note-pad with them to…anywhere!

6. Set aside one afternoon each month and let each department post their one big hairy problem on the wall. All other employees walk through, post their suggestions, and then move on to the next department.

7. Have employees submit one idea before doing any work one day each week. As soon as they sit down to their computers in the morning, they fire off the idea which falls into a public viewing room. They're ranked by all employees and the ones that float to the top are rewarded.

8. Once a week, someone gets to randomly have lunch with the most senior person in the organization. The discussion agenda is always, "What can we do to improve the effectiveness of the organization?"

9. Embed innovation into the performance plan. "Every year you must do three things differently in your job than you did the year before. It is part of your performance plan

10. Create a "Dear Abby-like" column on the intranet that is creativity/change specific