

# 6 Strategies to Promote New Perspectives

## FOSTERING INNOVATION THROUGH AN ENGAGED WORKFORCE

Use these 6 strategies in meetings and discussions to foster an environment of inclusion and innovation.



**01 AGREE TO DISAGREE**  
Be open/willing to say "it's okay to disagree."



**02 BE AWARE OF HOW YOU PHRASE CONVERSATIONS**  
Phrase discussions more toward the most effective solution(s) instead of the right solution (which implies others are wrong).



**03 REMOVE OWNERSHIP OF IDEAS**  
When solving problems, encourage the group to list ideas first, then go back to discuss pros and cons. It helps take the "ownership" (my idea or your idea) out of the conversation and turn it into a more neutral problem solving discussion.



**04 RECOGNIZE THE IMPORTANCE OF DIFFERENT PERSPECTIVES**  
Be open to saying "I hadn't thought about it from that perspective... that's interesting..."



**05 ENCOURAGE OPEN DISCUSSION**  
Encourage others to add more to their suggestion.  
Example: "That's really interesting, tell me more about \_".



**06 ENGAGE YOUR LISTENING SKILLS**  
Practice active listening and ask open-ended questions to encourage more/deeper conversation.