

**SKILLS FRAMEWORK FOR SEA TRANSPORT
TECHNICAL SKILLS AND COMPETENCIES (TSC) REFERENCE DOCUMENT**

TSC Category	Strategic Planning					
TSC	Innovation					
TSC Description	Foster a culture of innovation across the organisation through ideation thereby enhancing efficiency and productivity					
TSC Proficiency Description	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
			STP-SPL-3001-1.1	STP-SPL-4001-1.1	STP-SPL-5001-1.1	STP-SPL-6001-1.1
			Analyse work systems and processes to propose ideas and support the implementation of innovation initiatives in business units	Evaluate opportunities to enhance the business' efficiency and productivity through innovation initiatives	Establish systems to foster innovation, evaluate organisational need for innovation, and obtain management approval for organisation-wide implementation and ensure employees provide feedback towards innovation	Foster a culture of innovation and incorporate aspects of innovation in leadership and management activities
Knowledge			<ul style="list-style-type: none"> • Concept of innovation • Steps in innovation process • Behaviours that support innovation • Work systems, processes and procedures • Collaboration and communication methods • Barriers to innovation • Steps in pilot-testing or prototyping innovation initiatives 	<ul style="list-style-type: none"> • Workflow of business functions • Approaches to identify innovation opportunities • Techniques to generate innovative ideas • Resources required for implementation of ideas for innovation 	<ul style="list-style-type: none"> • Methods to identify innovation initiatives • Barriers to innovation • Business environment issues and impact on innovation • Operational issues to be considered in implementing innovation • Considerations in generating and translating innovative ideas into workable concepts 	<ul style="list-style-type: none"> • Barriers to innovation • Impact of external business environment on innovation • Innovation process • Methods to foster a culture of innovation • Best practices in innovation
Abilities			<ul style="list-style-type: none"> • Review feedback to ascertain opportunities for innovation and improvement • Collaborate with others to identify, discuss and develop effective ways of working • Present ideas to management for feedback 	<ul style="list-style-type: none"> • Evaluate business function workflows and performance to identify opportunities for innovation and improvement • Develop and refine innovation initiatives to ensure achievement of desired business outcomes 	<ul style="list-style-type: none"> • Establish systems to support innovation within the organisation • Research and evaluate existing information to identify and evaluate needs and opportunities for innovation initiatives • Review pilot testing or prototyping results to 	<ul style="list-style-type: none"> • Build a culture of innovation within the organisation to encourage continuous improvement • Direct development of innovation strategies • Lead innovative practices and garner support for a culture of innovation

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			<ul style="list-style-type: none"> • Improve ideas and develop possible variations • Assist in pilot testing or prototyping to determine effectiveness of innovation initiatives • Support implementation of innovation initiatives in business units 	<ul style="list-style-type: none"> • Make recommendations on innovation initiatives for implementation • Oversee the implementation of innovation initiatives • Measure the effectiveness of innovation initiatives 	<p>determine feasibility of innovation initiatives</p> <ul style="list-style-type: none"> • Filter and select suitable innovation initiatives • Present innovation initiatives for endorsement • Explore the external environment for ideas and opportunities for innovation 	<ul style="list-style-type: none"> • Incorporate innovation into leadership and management activities and organisational strategies to promote innovation in the organisation • Sustain innovative thinking and practices to support long-term organisational strategies
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