

**SKILLS FRAMEWORK FOR SECURITY
TECHNICAL SKILLS & COMPETENCIES (TSC) REFERENCE DOCUMENT**

TSC Category	Business Management					
TSC	Innovation Management					
TSC Description	Respond to external or internal opportunities and apply creativity to introduce new ideas, processes or technology					
TSC Proficiency Description	Level 1	Level 2	Level 3 SEC-LDR-3002-1.1	Level 4 SEC-LDR-4002-1.1	Level 5 SEC-LDR-5002-1.1	Level 6
			Analyse work practices within workplace for innovation and improvement opportunities	Develop innovation initiatives and strategies in business functions	Formulate systems to support innovation, identify, review and implement innovation initiatives and engage employees on innovation	
Knowledge			<ul style="list-style-type: none"> Broad concepts of innovation Steps in innovation processes Behaviours that support innovation Individual role in contributing to innovation culture 	<ul style="list-style-type: none"> Characteristics of business functions that are more likely to be open to innovation and integration of technology Characteristics of broader environments that support and encourage innovation Creative approaches to identifying innovation opportunities Range of creative techniques to generate innovative ideas 	<ul style="list-style-type: none"> Barriers to innovation that can occur within organisations Business environment issues and impacts to be considered in developing innovation concepts Issues and requirements to commercialise innovation concepts Broad practical and operational issues that determine whether an innovation initiative can be implemented Considerations in generating and translating innovative ideas into workable concepts Communication and facilitation methods for encouraging innovation within organisations 	
Abilities			<ul style="list-style-type: none"> Present ideas to relevant stakeholders for feedback to improve ideas and develop possible variations Assist in pilot testing and prototyping to determine effectiveness of innovation initiatives within business units Support implementation of innovation initiatives in business units in accordance with innovation strategies to 	<ul style="list-style-type: none"> Evaluate performance of business functions to identify opportunities for innovation and improvement Create opportunities to maximise innovation within business functions Support and guide employees to contribute to the implementation of organisational innovation strategies Develop and refine innovative initiatives to 	<ul style="list-style-type: none"> Establish systems to support innovation within the organisation in consultation with relevant stakeholders Research and evaluate existing information to identify and evaluate needs and opportunities for innovation initiatives within the organisation Review pilot testing and prototyping results to determine feasibility of 	

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			<p>meet organisational requirements</p> <ul style="list-style-type: none"> Analyse work systems and processes to identify opportunities for innovation and improved work practices within own scope of work 	<p>ensure achievement of desired business outcomes within business functions</p> <ul style="list-style-type: none"> Conduct pilot testing and prototyping of innovation concepts within business functions to determine feasibility of innovation initiatives Make recommendations of innovation initiatives to relevant stakeholders for implementation 	<p>innovation initiatives across the organisation</p> <ul style="list-style-type: none"> Filter and select suitable innovation initiatives to implement Present organisational-wide implementation specifications to management for approval Provide opportunities for all employees to provide feedback and explore ideas and opportunities for change and innovation 	
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