# Leading Innovation Teams with AI Training Course: Idea Pipelines, Experiments and Workload Balance

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Rome

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## Programme Summary

Leading innovation teams with AI is the subject of this one-week training course for team leaders and innovation managers at managerial level, ending in an innovation team operating plan for one team. Many teams hold more ideas than they can test, yet screening choices and workloads often rest on habit. The programme moves from the idea pipeline and its data to experiment design, then to workload and capacity balance, and finally to a plan that a leadership group can adopt. Mars Training Centre UK delivers this programme on leading innovation teams with AI to mixed-organisation cohorts.

## The Business Case

Innovation teams in banks, manufacturers and health providers compete for scarce time, budget and attention. Machine-assisted tools can sort ideas, summarise test results and show who is overloaded, but they can also favour familiar ideas and hide the reasons for a ranking. Leaders who test these tools against their own records can stop weak work earlier and protect the people doing the best work.

- Idea Throughput: Improves as screening rules remove stalled ideas and free capacity for stronger ones.
- Experiment Learning Rate: Rises as tests follow clear evidence rules and stop decisions.
- Team Workload Balance: Steadies as demand and skills are planned together, which supports retention.

## Principles and Evidence Base

- ISO 56002 Leadership and Planning Guidance: Treats leadership commitment and planning of innovation activity as managed elements, applied in Sessions 1 and 4.
- ISO 56002 Operation Guidance: Describes identifying opportunities, creating and validating concepts and developing solutions, applied in Sessions 2 and 3.
- ISO/IEC 42001 AI Management System: Sets expectations for controlling AI tools used in organisations, applied in Session 4 to the tools the team adopts.

## Intended Participants

- Team leaders who direct staff working on new products, services and processes.
- Innovation managers who run idea intake and screening.
- Programme managers who govern experiments and release funding in stages.
- Resource planners who assign people to competing innovation demands.

Typical settings include financial services, manufacturing, healthcare and public-sector innovation units.

## Learning Outcomes

1. Participants will be able to evaluate which leadership decisions suit machine support.
2. Participants will be able to diagnose where ideas stall in a pipeline.
3. Participants will be able to construct screening criteria for competing ideas.
4. Participants will be able to design experiments with evidence rules and stop decisions.
5. Participants will be able to prioritise work against available team capacity.
6. Participants will be able to justify an operating plan and its safeguards to a leadership group.

## Programme Structure

### Day 1: Leading Innovation Teams with AI and the Idea Pipeline

Which leadership decisions can data support, and which need human judgement?

- Pipeline Stage Map
- Idea Record Quality Check
- Decision Rights Matrix
- AI Task Suitability Grid
- Human Judgement Boundary Sheet

### Day 2: Diagnosing Stalled Ideas and Weak Tests

Where do ideas lose momentum, and what do past experiments show?

- Stalled Idea Cause Taxonomy
- Stage Conversion Chart
- Duplicate Effort Scan
- Test Result Reading
- Bias in Idea Ranking Check

### Day 3: Screening and Experiment Design

How are ideas ranked, and how is a test set up to produce usable evidence?

- Screening Criteria Sheet
- Idea Scoring Rubric
- Experiment Brief Template
- Evidence Rule Table
- Stop and Continue Decision Rule

### Day 4: Workload, Capacity and Tool Controls

How is demand matched to people, and how are the tools controlled?

- Demand and Capacity Plan
- Skills Coverage Grid
- Overload Warning Signals
- ISO 56002 Planning Mapping
- ISO/IEC 42001 Control Mapping

## Day 5: Innovation Team Operating Plan for One Team

Do the earlier tools combine into one plan that a leadership group can adopt?

- Applying the Session 1 Decision Rights Matrix
- Testing the Session 2 Stage Conversion Chart
- Checking the Session 3 Evidence Rule Table
- Rehearsing the Session 4 Demand and Capacity Plan
- Completing the Innovation Team Operating Plan

## Methodology

The programme uses case analysis built on prepared files for two teams, one in a bank and one in a manufacturer, each with an idea register, experiment records, staffing plans and sample review notes. Participants work in small groups, test rankings against past outcomes, and defend screening and workload rules to peers acting as members of a leadership group.

- Suggested activity: Tracing three stalled ideas to their causes and naming the missed signal.
- Suggested activity: Adjusting screening weights and judging the effect on the ranked list.
- Suggested activity: Reviewing a sample workload forecast and deciding whether a leader should override it.

## Capstone Output

Each participant completes an innovation team operating plan for one team. It holds a pipeline map, a stall pattern reading, screening criteria, experiment rules, a demand and capacity plan and a tool control note. The plan is used at work to brief a leadership group and agree duties with sponsors and team members.

## Frequently Asked Questions

### Is a course on leading innovation teams with AI suitable for leaders without a data background?

Yes. Leading innovation teams with AI is taught through prepared files and templates. It assumes experience in leading teams or running innovation work, but no coding.

## Which standards does leading innovation teams with AI rest on?

Leading innovation teams with AI rests on ISO 56002 guidance for innovation management systems and on ISO/IEC 42001 for the control of AI tools.

## How is the plan from leading innovation teams with AI used at work?

You use the innovation team operating plan to brief your leadership group, agree duties with sponsors and set the rule for which rankings a person must review.

## How does leading innovation teams with AI differ from a general leadership course?

Leading innovation teams with AI concentrates on idea pipelines, experiments and workload in innovation work, while a general leadership course concentrates on broader management skills such as motivation and communication.