A journey into the mind of an Innovator...
In my early 30’s...
...every Saturday in the fall...
...I played football with friends...

Two of my friends played quarterback in High School. They chose teams each week and we played – “one hand touch, full contact at the line, no whining”
One day I asked if I could QB for a few plays. My quarterback tossed me the ball. My first pass didn’t go so well (more than a little off target). But I connect on the next...

After my series as QB, one of the other plays asked THE QUARTERBACK Q. “Hey why are you letting Harman be the quarterback?” His Answer, “He asked.”

And the game changed for everybody... suddenly everyone was a quarterback, and guess what? We had two new wide receivers!
what did TOM do?
what did **TOM** do?
Innovator

1. RISK Taker
i need your help?
i’m looking for a volunteer...

- Know what means to go down the Ocean Hon
- A good shot
- ‘loves’ the Rice test with SMA
Your CHALLENGE: Pick a Door

Door No. 1

Door No. 2

Door No. 3
Your CHALLENGE: Pick a Door

- What is the 5th digit in π?
  - 3.14159265 ‘5’

- What RED and bad for your teeth?
  - a BRICK

- A prisoner is told "If you tell a lie we will hang you; if you tell the truth we will shoot you." What can he say to save himself?
  - You will hang me

Door No. 1

Door No. 2

Door No. 3
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Innovator

1. RISK Taker
2. RELATIONSHIP Builder
TOM’s Two% Challenge...
What is the Two% Challenge?

• **Two% of 24 Hours** is 28.8 minutes ~ ½ hour
• And a ½ hour “can” change everything...

• **Deliberate practice**
  – Identify ½ hour on your e-Calendar (every day or just twice a week) to...
    • Be creative (draw)
    • Read about something new / a new innovation
    • Watch a TED Talk on something you don’t know
    • Frame a ‘problem’ as a ‘challenge’
    • Collaborate with a friend
TOM’s least favorite quote...

Anyone can make a difference, most don’t.
Resist CHANGE and DIE.

Accept CHANGE and Survive...

Lead CHANGE and Thrive!
Innovator

1. RISK Taker
2. RELATIONSHIP Builder
3. Engaged in Deliberate Practice Two%
4. Responds, not reacts, to change
In 2001, my wife and I were blessed with our second child... ...Corey Thomas was perfect, but...

By age 2 it was clear Corey was not developing the same as other children. After several doctors and many tests, we received the news no parents want – he has a rare genetic disorder. One of the doctors termed it, “global development delays.” But another doctor, from Johns Hopkins, who is a world authority on genetic disorders – took a very different approach to Corey’s condition-- “With all children (not just mentally retarded or genetically disordered), we never know how far they can or will develop. Human development occurs when three things are present – The task has to be fun (to them), challenging (to them – things that are too easy we quickly stop doing, e.g. tic-tac-tow), and achievable (not right away, but I can’t be hopeless)...
The F.A.C. Human Development
it happens when...

Fun (to you)

Achievable

Challenging
Perfect
TOM’s Two% Challenge...

Put the 2 together... if you take the Two% challenge, fill your 30 minutes with things that are F.A.C.!
Innovator

1. RISK Taker
2. RELATIONSHIP Builder
3. Engaged in Deliberate Practice Two%
4. Responds, not reacts, to change
5. Life-long learner (F.A.C.)
George Bernard Shaw
*Irish Playwright (1856-1950)*

"The reasonable *person* adapts to the conditions that surround *them*... The unreasonable person adapts surrounding conditions to *them self*... All progress depends on the unreasonable *person.*"
Thomas Philip Harman
German-American inventor (1963-∞Beyond)

“Innovation is disruptive.
If you want to be an Innovator...
you need to be A little disruptive.”
Innovator

1. RISK Taker
2. RELATIONSHIP Builder
3. Engaged in Deliberate Practice Two%
4. Responds, not reacts, to change
5. Life-long learner (F.A.C.)
6. A little disruptive
Attributed to both
Wayne Gretzky & Michael Jordon

“You miss 100% of the shots you don’t take.”
But unlike the ice or the court... What’s your environment for Risk & Failure?
When someone makes a mistake... how does your leadership respond?
An Innovator is also Environmentally Aware
Innovator

1. RISK Taker
2. RELATIONSHIP Builder
3. Engaged in Deliberate Practice Two%
4. Responds, not reacts, to change
5. Life-long learner (F.A.C.)
6. A little disruptive
7. Fosters a supportive environment
Be the person your dog thinks you are – Bumper Sticker
TOM’s Brain...

RISK  F.A.C.

DISRUPTIVE  TWO%

Relationships  Nurturing Environment

Lead CHANGE
TOM’s Day ‘Job’...
Fall 2016 – Seven Regional Summits

• Town hall discussions on Innovation

• National Network
  – What’s working?
  – What’s not?
  – Challenges ... future direction???
10 Keys of Deploying Innovation

1. User is Right

2. Over Communicate the Why

3. Resistance to Change, Expect it... Change is Disruptive! Innovation must be seen as a “significant improvement.”

4. Foster Champions / Engaged Peer-to-Peer

5. Strive for Simplicity
10 Keys of Deploying Innovation

6. **Network...** Establish, build, and leverage your network.

7. Reinforce the How (*Remembering Principle*)

8. Tell a compelling Story (*Quantify Success*)

9. **MANAGE CHANGE**

10. Celebrate and Learn from Mistakes
Evolution of a Network

- Ownership
- Participation
- Involvement
- Awareness
National STIC Network is about establishing a group of representatives from various levels of the highway community in each State to comprehensively and strategically consider all sources of innovation.
For this, **YOU** have to be an **Innovator** comprehensively and strategically consider all sources of innovation.
Nature vs Nurture

Q. Can anyone be/become an Innovator?
Let's play
An Innovation process...

- Theme / Topic
- What if?
- Yes, and...
- Next steps?
Be an Innovator

F.A.C.

RISK

DISRUPTIVE

Two%

Relationships

Nurturing Environment

Lead CHANGE
Have an idea, thought, comment???

I need to hear it!!!!

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Questions... Let’s innovate!

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