



## Check the Blind Spots with Mark Pallo

# The Role of HR in Fostering Innovation and Creativity

In today's rapidly changing business environment, companies need to be innovative and creative to stay ahead of the competition. The human resources (HR) department plays a critical role in fostering innovation and creativity in the workplace. In this blog post, we'll explore the role of HR in this facet, and how it can help to support your organization's culture.

### CREATING A CULTURE OF INNOVATION

The first step in fostering innovation is to create a culture that encourages it. HR can play a critical role in shaping the company's culture by hiring individuals who are creative and innovative. According to a survey by [LinkedIn](#), 82% of U.S. workers say it's important to work for a company in which the culture and values are aligned with their own. HR can help to develop training programs and policies that support innovation in all levels and departments within a business.

### ENCOURAGING COLLABORATION AND DIVERSITY

Collaboration and diversity are essential for generating new ideas and solutions. HR can foster teamwork by creating cross-functional teams that bring together individuals with diverse backgrounds and skill sets. According to a study by [McKinsey](#), companies with diverse workforces are 36% more likely to outperform their competitors. HR can also encourage collaboration by promoting communication and teamwork through training programs and team-building activities.

## PROVIDING RESOURCES FOR INNOVATION

Innovation requires resources, including time, money, and technology. HR can play a critical role in providing these resources by developing programs and funding initiatives. Most companies have found great value in offering innovative programs to their employees. HR can also provide employees with access to cutting-edge technologies and tools that can help them to innovate.

## RECOGNIZING AND REWARDING INNOVATION

Finally, HR can promote new concepts by recognizing and rewarding employees who generate new ideas and solutions. According to a study by the [Harvard Business Review](#), companies that recognize and reward innovation are more likely to be successful in the long term. HR can create recognition programs that celebrate creativity, such as awards ceremonies and bonuses.

HR plays a critical role in fostering innovation and creativity in the workplace. By creating such a culture, encouraging collaboration and diversity, providing resources for innovation, and recognizing and rewarding innovation, HR can help drive organizational success in today's rapidly changing business environment. If you'd like to give your HR department a boost, schedule a consultation with a OneSource representative today. Learn about how we create unique packages that are tailored specifically to the needs of individual businesses.



For more information contact Mark Pallo by calling 724.815.5610  
or by emailing [mark.pallo@onesourceem.com](mailto:mark.pallo@onesourceem.com).