

CIO Innovation

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It has been a while since I have used the word innovation in this article, except in the context of innovative cost cutting, outsourcing and de-layering. It is a sign of the times and of nascent recovery that CIO's are looking to innovate again and that it is becoming a priority for businesses to drive innovation through effective use of IS. The IS hiring market has of course been impacted by the recession but not to the same degree as many other disciplines and this reflects a more mature, business aligned criticality which makes the question 'does IT matter' seem very outdated now. So what are the implications of this for the CIO and his or her teams?

Firstly, make sure you look after your talent. Many individuals, who will have postponed career moves due to the perception of risk, are now actively looking to move on. If budgets are still tight, as they are likely to be, focus on training, development and a bit of TLC for your teams. Many of them will be feeling battered and bruised and in need of management development or just a good old fashioned pat on the back once in a while. If innovation through technology and spending is not an option, you will need to be creative and focus your energies on your higher performers, who are likely to be most marketable, and unfortunately most impatient

If hiring is back on the agenda, as it is for many organisations, you will need to be innovative in your approach to market, or better still use a search firm which will be innovative on your behalf. Be wary of firms which base their advice on one channel to market which happens to suit their business model rather than your interests. It is increasingly important to use a multi-channel approach which will almost certainly include Internet search and advertising. The Internet has to an extent been a disruptive technology (particularly if you are a shareholder in the Sunday Times..) but it is with us to stay and can add value even at senior levels, where desk research alone is not always enough.

Just thinking about innovation will get you and your teams looking forward again Putting it into action will bring greater value to IS and your business and will of course make life more fun again!