



Practical Guide: THE K-OS 5-STEP GUIDE TO BUILDING INNOVATION SYSTEMS

Step 1: Diagnosis of Innovation Capabilities and Culture

Objective:

Assess the current state of your organization in terms of leadership, processes, culture, resources, and technologies.

Components:

- - Leadership mindset and innovation commitment
- - Organizational culture and openness to experimentation
- - Availability and allocation of innovation resources
- - Processes that support ideation and learning

Recommended Tools:

- - Innovation Culture Canvas
- - Innovation Maturity Assessment (Levels: reactive, emerging, systematic, institutionalized)

Critical Elements:

- - Transparency in internal diagnostics
- - Active involvement of leadership and cross-functional teams
- - Systematic data collection and analysis

Key Outcome:

Gap and opportunity map

Step 2: Define the Innovation Strategy

Objective:

Align innovation with the organization's strategic goals.

Components:

- - Innovation mission and vision
- - Strategic focus areas and opportunity domains
- - Innovation objectives aligned with business priorities

Recommended Tools:

- - Strategic Mapping
- - Balanced Scorecard for Innovation
- - Theory of Change (TOC) for Innovation

Critical Elements:

- - Clear articulation of innovation ambition
- - Integration with core business strategy
- - Stakeholder engagement and alignment with SDGs

Key Outcome:

Strategic alignment map and key innovation indicators (KPIs & OKRs)

Step 3: Design the Innovation Management Model

Objective:

Build the architecture of the innovation system.

Components:

- - Innovation governance model
- - Defined innovation processes (discovery, development, delivery)
- - Portfolio management structure

Recommended Tools:

- - Innovation Playbook
- - Stage-Gate Models
- - Process Mapping Tools

Critical Elements:

- - Clear roles and decision-making structures
- - Balanced mix of project types (incremental, adjacent, disruptive)
- - Internal and external collaboration frameworks

Key Outcome:

Innovation system operations manual

Step 4: Implement Mechanisms and Tools

Objective:

Activate execution through the right mechanisms.

Components:

- - Platforms for idea capture and development
- - Methodologies for agile execution
- - Infrastructures that support collaboration and experimentation

Recommended Tools:

- - Idea Management Systems
- - Design Thinking, Lean Startup, Scrum
- - Innovation Labs (physical or virtual)

Critical Elements:

- - Scalability of tools and methods
- - User adoption and change management
- - Integration with core business systems

Key Outcome:

Implementation plan for tools and enabling resources

Step 5: Measurement, Learning, and Continuous Improvement

Objective:

Ensure the sustainability of the innovation system.

Components:

- - Measurement frameworks and dashboards
- - Learning loops and feedback mechanisms
- - Systems for periodic review and adaptation

Recommended Tools:

- - Innovation KPIs & OKRs dashboards
- - Lessons Learned Templates
- - Continuous Improvement Models

Critical Elements:

- - Real-time monitoring of progress
- - Culture of experimentation and learning
- - Institutionalized review processes

Suggested Indicators:

- - Number of ideas evaluated and selected
- - Projects turned into products or services
- - Innovation ROI
- - Level of participation and collaboration

Improvement Cycle: Feedback, organizational learning, and periodic adjustments.

Key Outcome:

Feedback-driven, adaptive innovation capability



How to Use This Guide?

- Download and share it with your team.
- Apply the steps one by one or customize them based on your context.
- Connect with **K-OS INNOVATION** if you want strategic support.

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