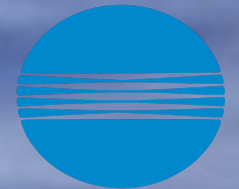


Creating a Culture of *Innovation*

- 5 May 2021
- Landing !
- 5th Attempt

Ted Garner
Chief Strategy Officer



KONICA MINOLTA



#Humble Roots

#FAIL- GAS/SMALL ENGINE REPAIR
FARM/PIZZA/LANDSCAPE/TREES/
GARBAGE MAN /WOMEN'S SHOES

#School

#COUCH LIFE

#Dream Job

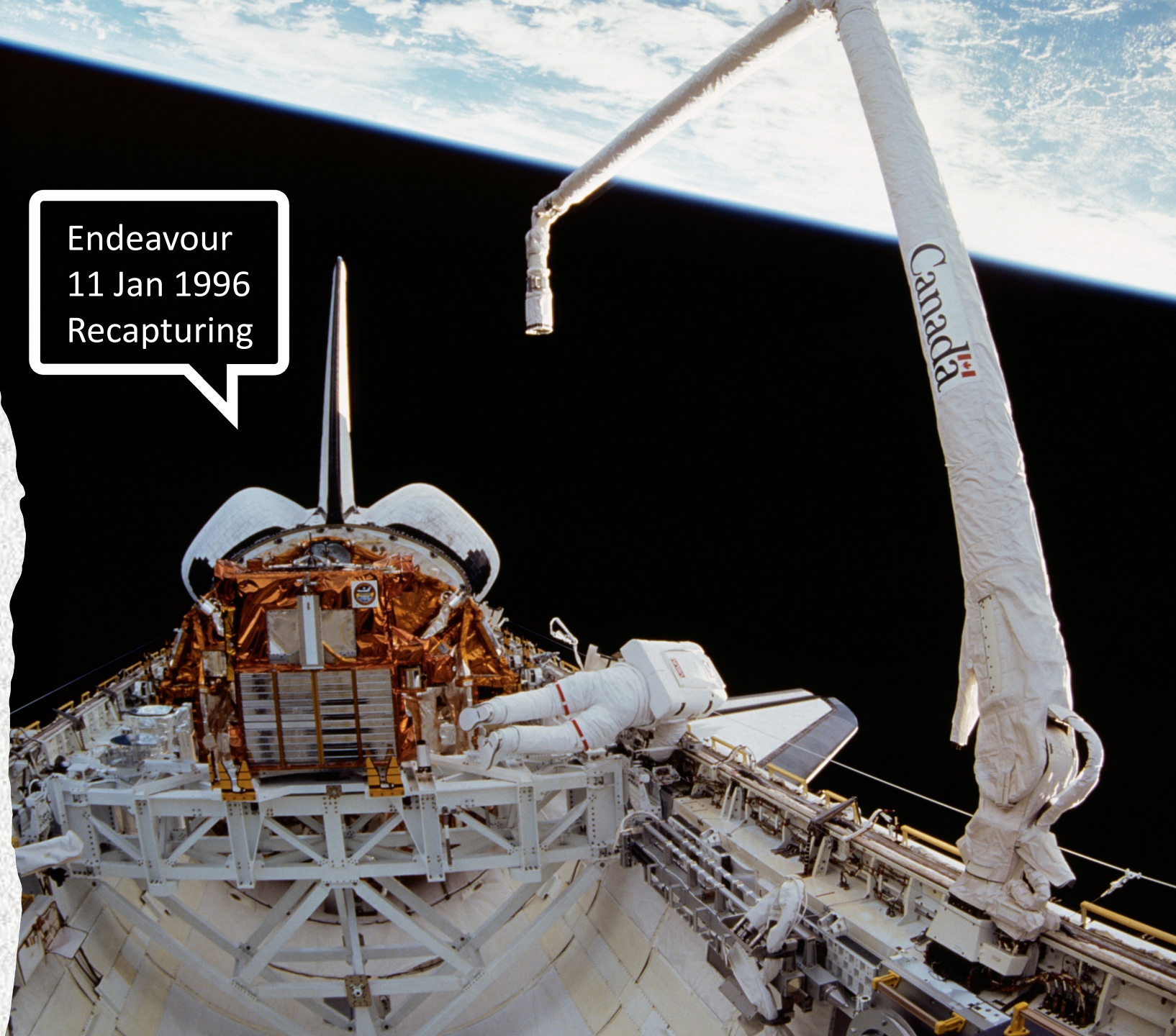
#CNE, MCSE, MCP-T, CCNA,
CCDA, CCEA, CDRP

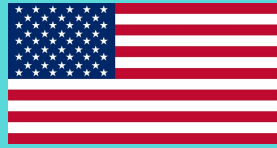
#Outsourced

#LOYALTY, TEAM, BRICK WALL

#Innovate Me →

Endeavour
11 Jan 1996
Recapturing





IT Weapons

- **Lead by Example – Core Values**
- **Hiring, Onboarding, Coaching & Exiting**
- **A Safe Environment**

“Fail Fast, Learn Fast, Improve Fast”



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150
YEARS

Konica Minolta Canada

- **Clear Vision & Strategy & Inspiration**
- **Goal Setting**
- **Promote (insist on) Learning**

"Vision is a picture of the future that produces passion."

Konica Minolta USA



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YEARS

- **Cross Functional Collaboration**
- **Career Paths, Feedback & Recognition**
- **(Formal) Innovation Process**

"Innovation is the ability to convert ideas into invoices"

Konica Minolta Europe

- **Diverse Perspectives**
- **Celebrate Innovation (& Failure)**
- **Feedback Loops**

"If you want to go fast, go alone. But if you want to go far, go together"

Konica Minolta Australia

- **Seek First To Understand**
- ***Repeat* the Mission: “Dual Transformation”**
- **Know: the Customer / Opportunity**
 - Be ***Right*** when you speak

“You can invent alone, but you can’t innovate alone”



Don Bosco Technological Institute



- DBTI Pics / Chats
 - School Building
 - Students
 - Whiteboarding
 - Collaborating
 - Quotes

Remington Technology



- Remington Pics / Chats
 - The Office
 - Team
 - Whiteboarding
 - Collaborating
 - Quotes



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The Resulting Culture of Innovation

"I was struggling to steer the culture of this ship. I'm elated to see our company finally navigate a successful transformation, and the resulting innovative culture is a testament to the incredible teamwork that made it happen."

"I'm thrilled to have witnessed our company's remarkable transformation, which has not only reinvigorated my team, but also cultivated an inspiring and innovative culture that makes every day a joy to be a part of."

"I never thought I'd see the day when our company transformed from being a dinosaur into a rocket ship, but here we are, blasting off with an innovative culture that makes work feel like a fun, intergalactic adventure!"

"Whoa, Tedder! We went through this epic transformation trip, and now we're rocking an innovative spirit that's totally rad. Work's never been cooler, man! 🤘"

Thank you for your valuable time

“Impossible is not a fact. It's an opinion. Impossible is not a declaration. It's a dare. Impossible is potential. Impossible is temporary” – M. Ali

Ted Garner
Chief Strategy Officer
[linkedin.com/in/itwepon1](https://www.linkedin.com/in/itwepon1)



KONICA MINOLTA

150

YEARS