

TEAM ADVISOR

Your *Experimenting* Team Profile

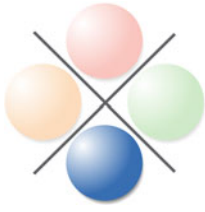


The Four Innovation Styles:
A Quick Overview

Your Team Profile:
At-a-Glance

Your Team Profile:
Instant Coach

SAMPLE
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Your *Experimenting* Team Profile

At-a-Glance

Teams that have an overall profile of *Experimenting* like to try out various combinations of new ideas and learn from the results: they *combine* and *test*. They are curious and practical at the same time – seeking unique solutions by getting input from others, combining a variety of elements, and verifying their workability.

<p>Finding and implementing innovative solutions</p>	<p>Your team will quite naturally seek to:</p> <ul style="list-style-type: none"> ✓ Combine different elements to create many options and unique solutions ✓ Make sure that new ideas are verifiable and workable <p>But watch out ... your team may:</p> <ul style="list-style-type: none"> ! Get lost in the details of implementation and forget about the overall goal ! Become too cautious and not imaginative enough
<p>Working well together</p>	<p>You are likely to build and energize your teamwork by asking:</p> <ul style="list-style-type: none"> ✓ “What processes and practices can we combine from different sources?” ✓ “How can we be thorough in making sure our ideas work?” <p>In addition... consider the value of asking:</p> <ul style="list-style-type: none"> ! “How can we work together as a ‘world class’ innovative team?” ! “How can we keep our focus on opportunities rather than obstacles?”
<p>Selecting the best ideas</p>	<p>When evaluating creative options, your team will prefer to:</p> <ul style="list-style-type: none"> ✓ Use <i>facts</i> and analysis to assess the viability and risk-level for each option ✓ Be <i>broad</i> and divergent, learning while evaluating new combinations <p>Without realizing it... your team may have a tendency to:</p> <ul style="list-style-type: none"> ! Inflate the role of <i>facts</i> and analysis while neglecting the need for <i>intuition</i> ! Keep your options open too long, even after the time has come to decide
<p>Tapping into personal and team values</p>	<p>Your team will be inclined to define its values by asking:</p> <ul style="list-style-type: none"> ✓ “What values do we need to succeed in each aspect of our work?” ✓ “How can we integrate everyone’s personal values into our teamwork?” <p>On the other hand... your team may miss some key values by neglecting to ask:</p> <ul style="list-style-type: none"> ! “What ultimate values do we stand for?” ! “How can we achieve excellence in all we do?”



Your *Experimenting* Team Profile *At-a-Glance*

Managing stress

When the pressure is on, your team will tend to gain confidence and fortitude by:

- ✓ Ensuring that the process will lead to reliable, trustworthy results
- ✓ Re-committing to producing practical results in all you do

However... if you let stress accumulate, you may end up:

- ! Being risk-averse and inflexible to deviating from your well-trusted processes

Developing team versatility

Be sure to build into your teamwork the *structures* and *discipline* you need to be versatile:

- ◆ Keep your eye on the long-term goal even in the midst of day-to-day work
- ◆ Be imaginative in how you might test the viability of bold, far-reaching ideas
- ◆ Be open to ideas even if they seem too idealistic or risky

ACHIEVING THE TEAM MISSION AND GOALS

As a team, when you think of “the system” – whether that is how the market-place works or how the organization functions – you are likely to want to restructure it in verifiable steps. This will impact the kind of solutions you seek to meet your innovative challenges. The potential drawback is creating a mismatch between your ideas and what your clients (inside or outside your organization) are actually looking for. While you are combining existing relationships, technologies, and processes, perhaps the real need is to achieve breakthroughs aimed at fulfilling far-reaching goals. That is where you will need to keep your attention on your “customer” as you do your work, and find out what degree of change they are ready and eager to implement.

With your *Experimenting* Team Profile, you are probably pretty good at working with a structured, reliable process for learning and improving over time, but watch out that you don’t lose your perspective on what matters long-term. This is where the *Visioning* style can really shine; use this style to help your team focus on a long-term plan to track progress toward the ultimate goal. In addition, you can leverage the strengths of two secondary styles – *Modifying* and *Exploring* – by using them to plan for short-term successes while keeping an eye on “what’s next” after implementation. This will help your team develop versatility and bring out the best each person has to offer to achieve your goals.

Your team will likely want to promote changes that will:

