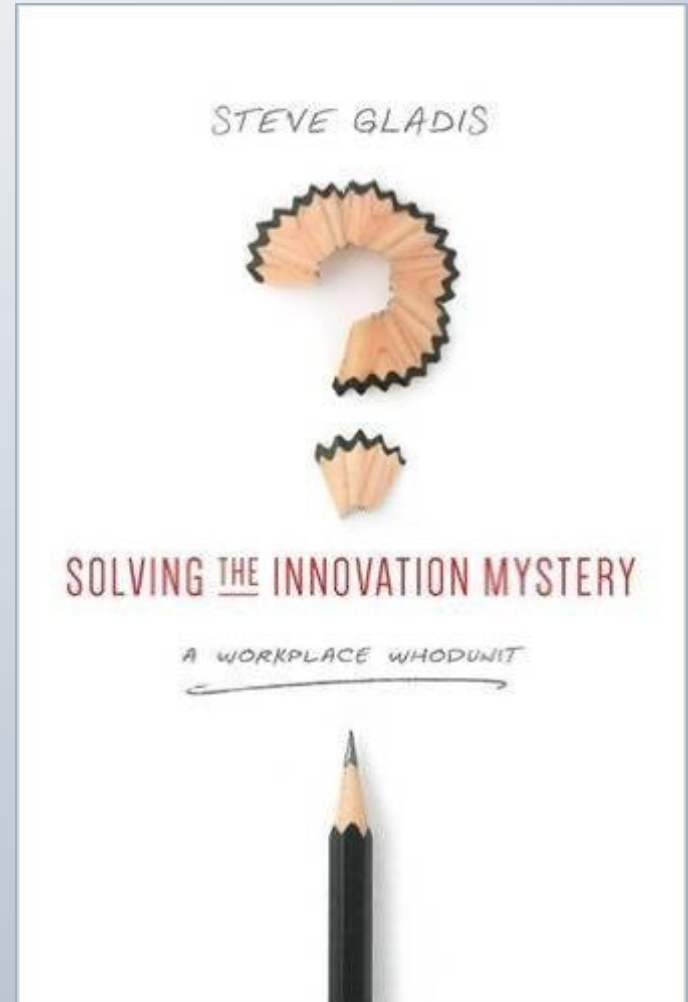


Solving the Innovation Mystery

Steve Gladis, Ph.D.



AUDIENCE POLL

What key words come to mind when you think of...

INNOVATION

Please type the words into the chat box on your screen

Innovation Introduction

The Basics

- Defining Creativity and Innovation
 - Two Dartmouth Guys
 - FBI

Innovation Introduction

□ Why Innovation Today?

- Adaptation & Competition
- IBM CEO Survey Says...

□ Why Important to Leaders?

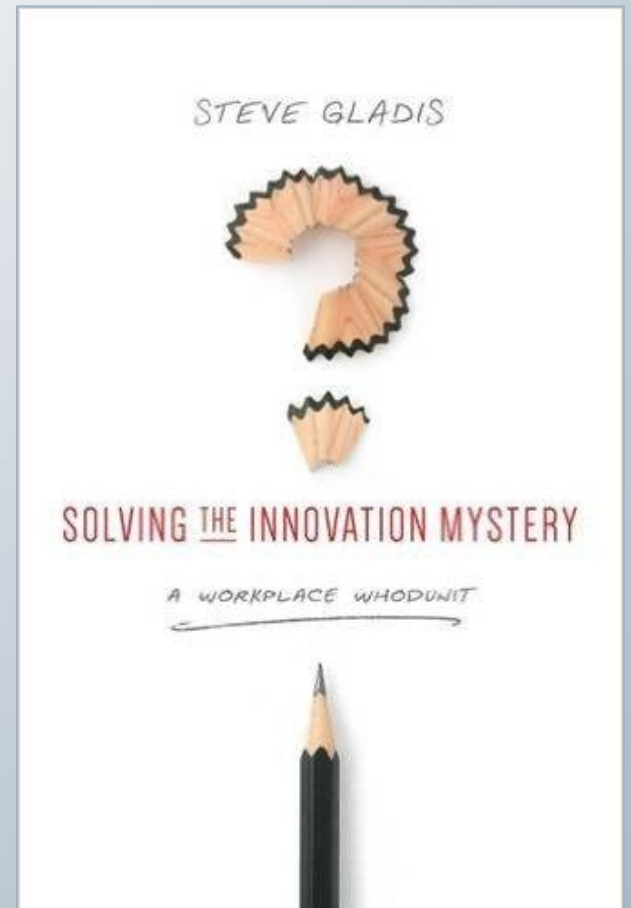
- Influence of Authority
- Emotional Contagion

The Innovation Equation

$$\mathbf{I = T + E + P}$$

Innovation =
Talent + Environment + Process

TALENT



Equation: I = T + E + P

Talent

Right People, Things, Time, Purpose

Insights on Talent

Diversity

Engagement

Mindset

Equation: $I = T + E + P$

Talent

□ Cognitive Diversity

- Patterns of Thinking, Feeling, Behaving

□ What Can Leaders Do?

Equation: $I = T + E + P$

Talent

□ Engagement & Strengths

- StrengthsFinder (Gallup)
- 34 Talents—lead to Strengths

□ Teams **S - I - R - E** (Tom Rath)

- Strategy - Influence - Relationship - Execution

□ What Can Leaders Do?

Equation: $I = T + E + P$

Talent

□ Mindset

- Orientation: Fixed v. Growth (Dweck)
- Defense v. Offense

AUDIENCE POLL

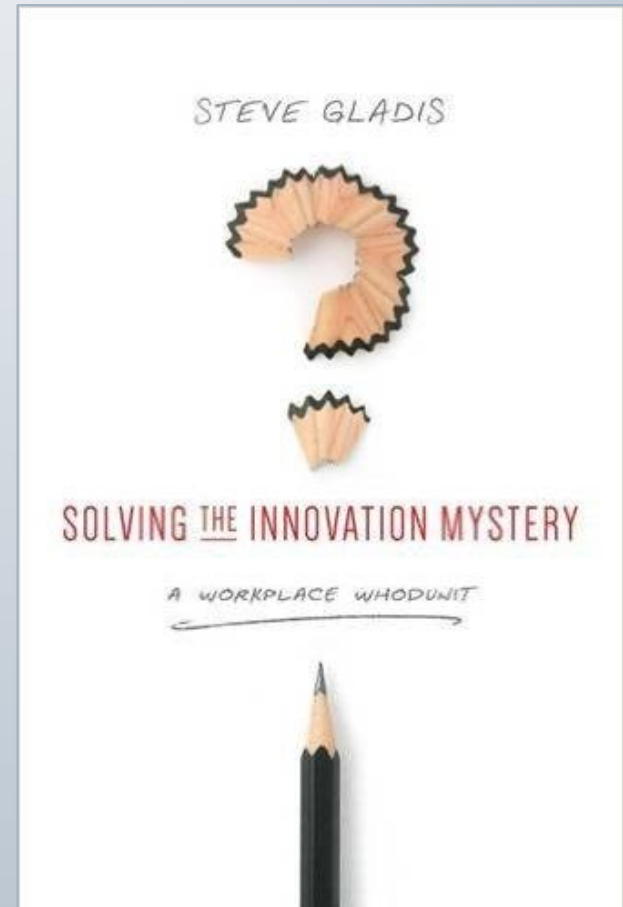
**In which area do you feel
your organization struggles
the most?**

a. Diversity

b. Engagement

c. Mindset

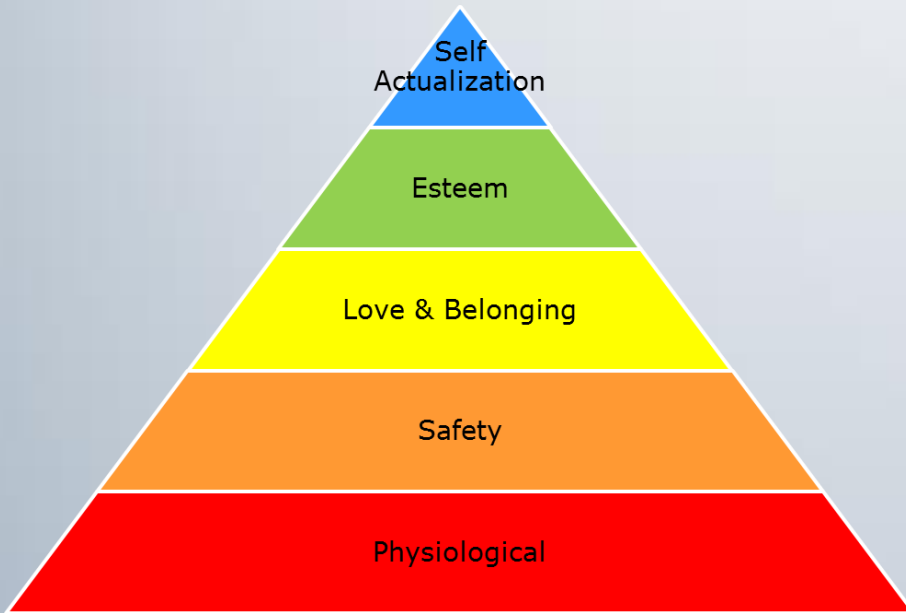
ENVIRONMENT



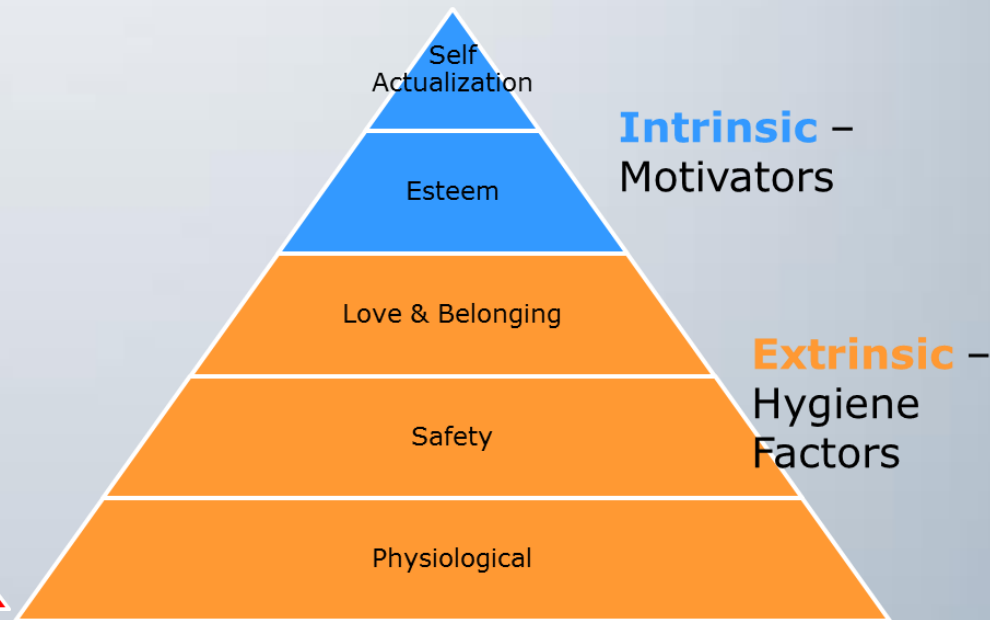
Equation: $I = T + E + P$

Environment

Motivation



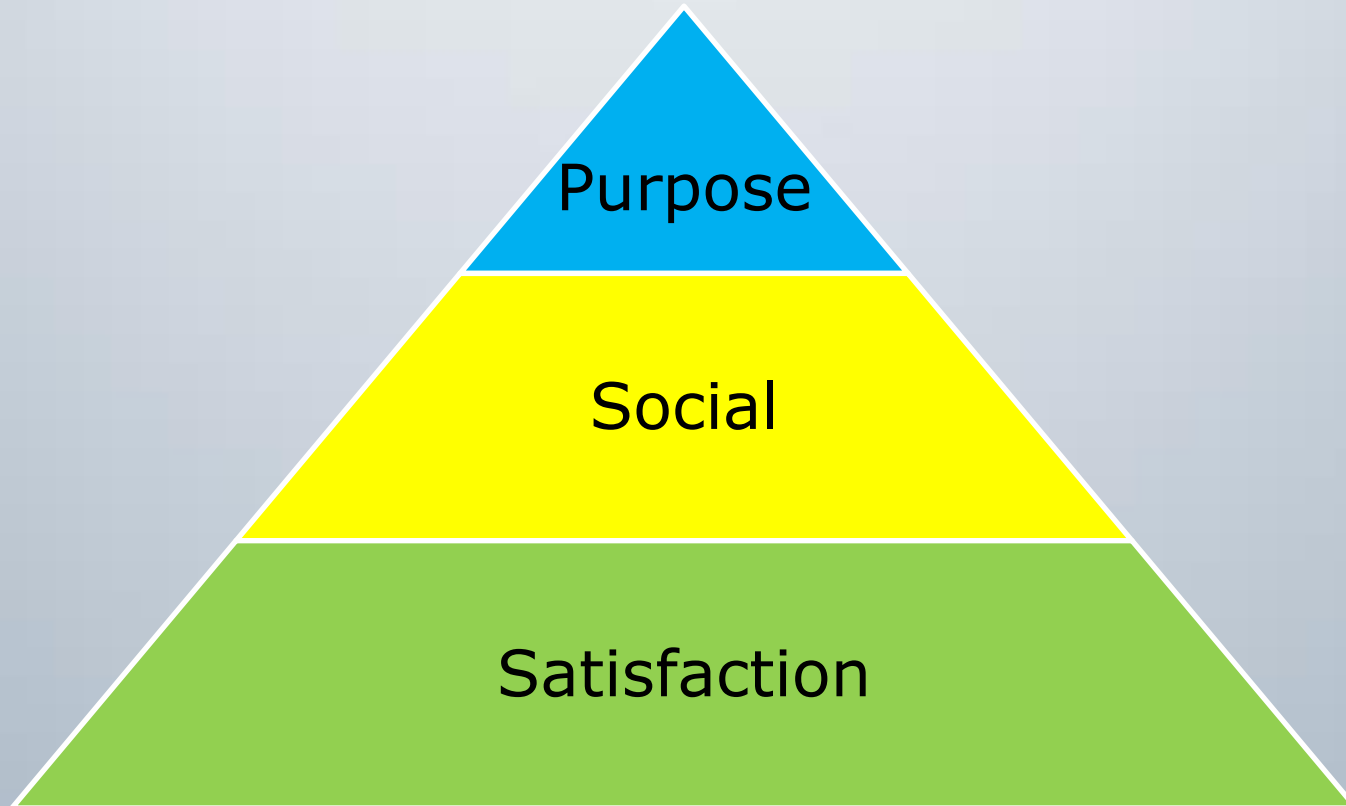
Maslow



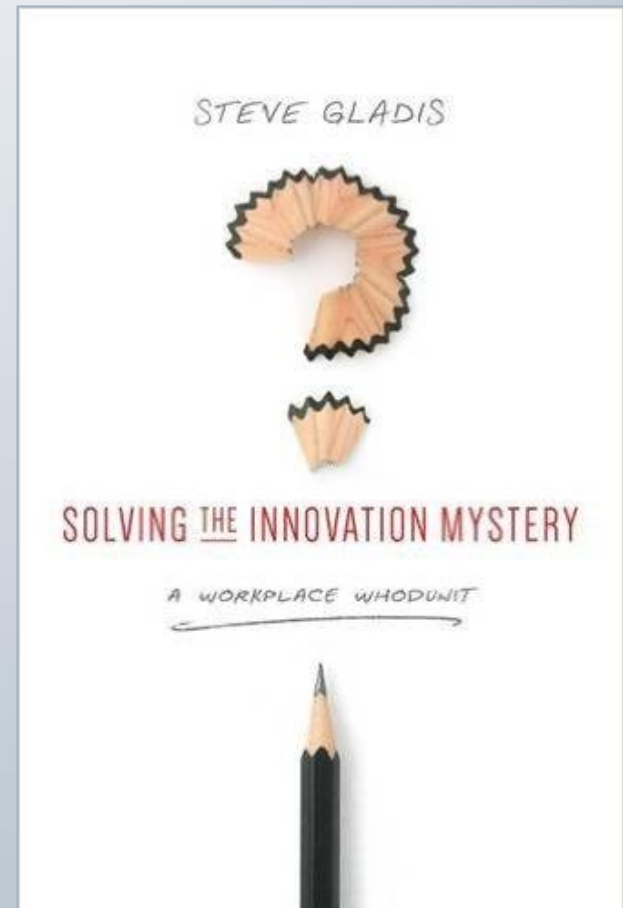
Herzberg

Equation: $I = T + E + P$
Environment

□ New Motivation Pyramid



PROCESS



AUDIENCE POLL

**Does your organization
have a process for
innovation?**

a.YES

b.NO

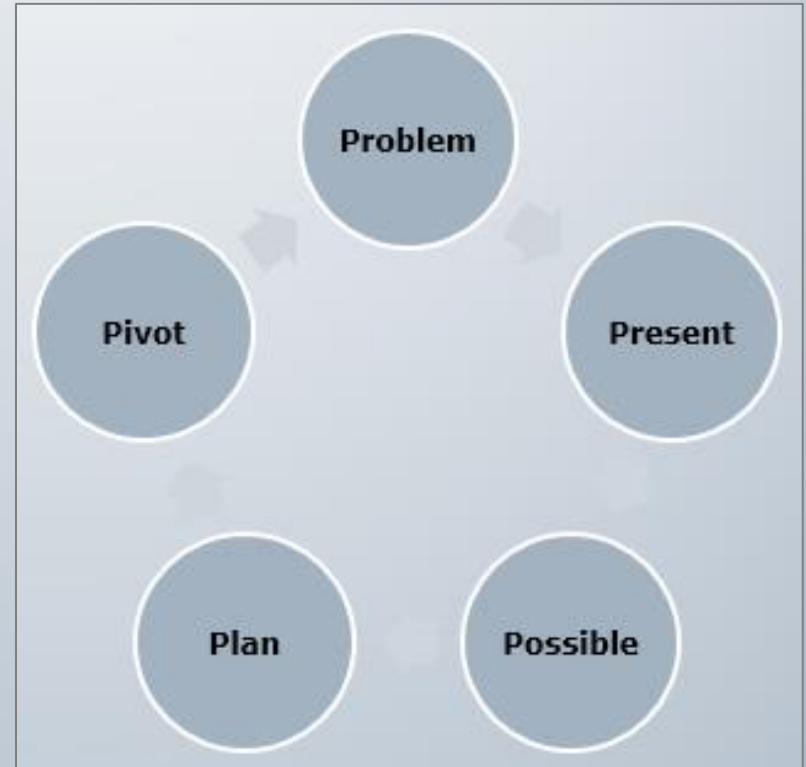
Equation: $I = T + E + P$

Process

Innovation Development Process (IDP)

The 5P's:

- Research Basis
- Coaching
- Action Learning
- Entrepreneurship

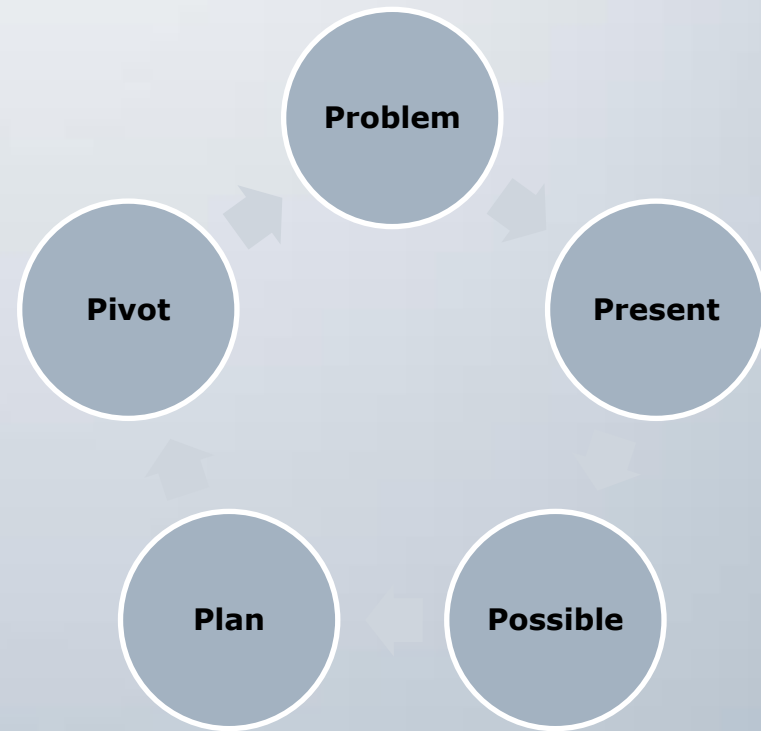


Equation: $I = T + E + P$

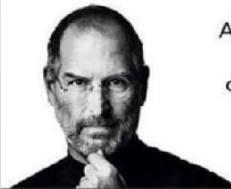

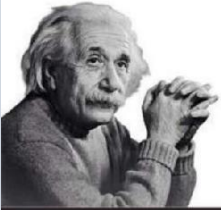



Process The 5 P's

IDP Model

- 1. Problem**
- 2. Present State**
- 3. Possible Future**
- 4. Plan**
- 5. Pivot**



Innovation and Failure

FAMOUS FAILURES	
 <p>STEVE JOBS At 30-years-old he was left devastated and depressed after being unceremoniously removed from the company he started.</p>	 <p>WALT DISNEY Fired from a newspaper for "lacking imagination" and "having no original ideas."</p>
 <p>ALBERT EINSTEIN He wasn't able to speak until he was almost 4-years-old and his teachers said he would "never amount to much."</p>	 <p>OPRAH WINFREY Was demoted from her job as a news anchor because she "wasn't fit for television."</p>
 <p>MICHAEL JORDAN After being cut from his high school basketball team, he went home, locked himself in his room, and cried.</p>	 <p>THE BEATLES Rejected by Decca Recording Studios, who said "We don't like their sound - they have no future in show business."</p>
<p><small>@ATIPEOPLE</small></p> <p>IF YOU'VE NEVER FAILED, YOU'VE NEVER TRIED ANYTHING NEW.</p>	

Conclusion

Equation: $I = T + E + P$

Talent + Environment + Process

□ One Thing of Value from Today?

STEVE GLADIS



SOLVING THE INNOVATION MYSTERY

A WORKPLACE WHODUNIT



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