

## YOUR HIGH-PERFORMING INNOVATION TEAM STARTS HERE



NineSigma and Caliper have come together to create the industry's first innovation leadership development program for individuals and teams. The Collaborative Innovation Development Program is specially designed to help you, as an innovation leader, assess and develop your team's performance. Based on Caliper's proven assessment methodology, this program leverages NineSigma's Open Innovation best practices to help teams collaborate more effectively and deliver the solutions that will advance your innovation programs. Specifically, this program helps you:

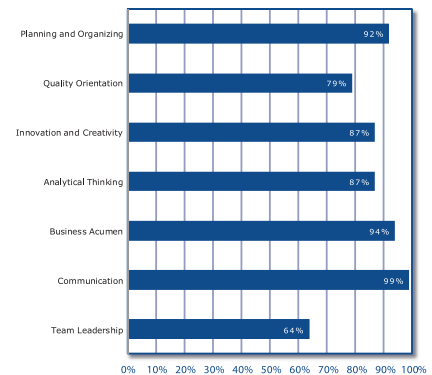
- Build a high-performing innovation team
- Benchmark your team against industry standards
- Create an innovation training and development plan for continuous improvement
- Improve collaborative innovation behavior, performance and adoption

### Collaborative Innovation: [PROFILE]

- ▶ Profile your Innovation Champions to empower those who will lead change.
- ▶ Promote collaborative innovation behaviors throughout your organization, with Project Managers and cross-discipline teams.
- ▶ Identify an individual's innovation strengths, areas for development, reasoning ability and motivators.
- ▶ Build effective collaboration within teams with individual and team assessments.
- ▶ Understand the competencies that lead to collaborative innovation success:
  - *Innovation and Creativity*
  - *Leading Change*
  - *Strategic Partnering*
  - *Organizational Partnering*

#### Competency Overview

The following graphs illustrate Sandra Sample's potential to engage in competencies related to a Collaborative Innovation Project Manager role. These scores are based on various combinations of Caliper Profile results.



Sample results from Collaborative Innovation Profile.

### Collaborative Innovation: [DEVELOPMENT]

#### INDIVIDUAL DEVELOPMENT

- ▶ Build innovation leadership in high potential individuals
- ▶ Formalize innovation mentoring
- ▶ Create development paths supported by individual coaching

#### TEAM DEVELOPMENT

- ▶ Integrate new members into innovation teams
- ▶ Create effective innovation teams with targeted training
- ▶ Understand team dynamics with team assessments, workshops and coaching



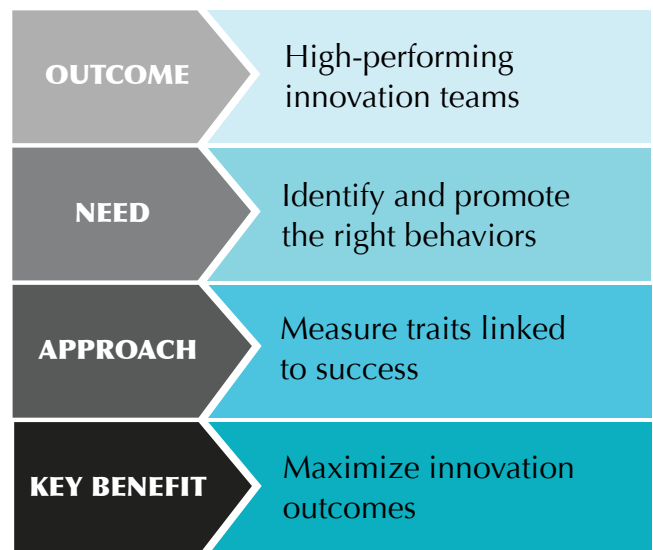
## DEVELOPMENT = RESULTS

Whether you are looking to develop an individual or a team, the Collaborative Innovation Profile is the starting point. Upon completing the Profile, each individual receives an explanatory report and a personal consult with a Caliper specialist to explore their natural tendencies, strengths, motivators and opportunities to excel in innovation.

The Profile also provides the foundation for understanding the team dynamics and provides a path for improved collaboration. These individual and team assessments can help innovation leaders build effective and collaborative teams with complementary members who together will drive maximum innovation results for the company. The NineSigma-Caliper program offers customized training and a broad array of organizational development services to enhance the success of your collaborative innovation initiatives.

## GETTING STARTED

1. Identify which individuals and/or teams have been most successful at collaborative innovation at your company.
2. Analyze what their success-oriented innovation characteristics are.
3. Discuss your goals with NineSigma to customize a program that meets your specific needs.



For more information, contact [sales@ninesigma.com](mailto:sales@ninesigma.com).

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