

White Paper on Innovation



Ensemble People Skills
Gurugram, Haryana



Here's What We'll Cover



Innovation: Data

What is Innovation?

Efficiency and Effectiveness

Innovation Quotient(LQ):
The Diagnostic

What Drives Innovation?

Unshackle, Empower, Grow

The Paradigm Leap

What's in it for us?

Innovation Tenets

Coaching Calls



96%

of manufacturers have engaged in some form of innovation in the past three years

Source: EEF



35%

of mid-market companies plan to invest more in innovation this year

Source: Millward Brown/GE Capital



What is Innovation?

"Innovation is the intersection of invention and insight, leading to create social and economic value"

- U.S National Innovation Initiative

Innovation is fundamental to the human spirit.
Innovation predicates Evolution.

Innovation and Creativity are nurtured in a cradle of fearlessness; uninhibited by conformity and always bucking the trend.
It is a mindset that creates new vistas, breaks boundaries and besets new paradigm.

Why should we Innovate?

Because...

The Rate of Product/Service
Obsolescence has quadrupled in the
last decade

only
43% of the companies at
the top of the
Fortune 500 in 1995
made the cut in 2015

Innovation Quotient (InQ): The Diagnostic

Diagnostic

The Diagnostic is specific to an organization. It establishes the as-is situation within an Organization.

Organizations include all those who impact results. This diagnostic targets specific and actionable data relating to those areas in the organization that can be improved.

The structure and content of the diagnostic lead to the intervention and ensures a curriculum and solution based on empirical data.

InQ comprises of 18 questions (multiple-choice questions). The multiple choices pertain to behaviours that are indicative of success or suggestive areas of improvement and provide very specific and actionable inputs to managers to correct those behaviours.

The Diagnostic matches perception with reality and enables deeper insights between intuitively knowing something and the illusion of doing it.



Innovation Quotient (InQ): The Diagnostic

Roll Out

The Diagnostic is administered as an email based questionnaire. It is emailed to each participant individually as a separate link to their questionnaire, and the results are recorded collectively. The data collection process takes between 1-2 weeks depending on the number of participants.

It takes Ensemble 3 working days to compile the result into a packaged presentation, with cross-tabs and analysis.

Our clients keep target teams informed in advance of the diagnostic, take the necessary steps to enable administration from outside their organization's firewall, and prepare the grounds to collect a representative volume of responses to get the best possible results.

Confidentiality

Information collected via the diagnostic is presented to the client organization in summary form only. Clients can easily understand trends but cannot identify individuals or their responses.

Ensemble does not provide detailed individual responses to the client organization. The diagnostic is administered from 3rd party servers; the client organization's servers are not used for data collection.

In addition to these steps, we use widely accepted industry norms to ensure that summary data is never presented for a group of less than a certain number, to ensure individual participants cannot be identified. All Data collected is subject to utmost confidentiality.



Beneficiaries

Innovation Quotient (InQ): The Diagnostic

The Diagnostic can be extremely valuable for managers seeking independent, un-monitored feedback on how their teams perceive Innovation Quotient(InQ) within their work environment.

It provides great insights to managers who aim to improve specific areas of organizational or individual behaviour attributes that impact business performance.

By collecting empirical information from large, cross-functional audiences within the organization or team, it can help managers identify, address and measure change.

The diagnostic is a reality check. With its approach of using open and close-ended questions, it is invaluable in sorting perception from reality.

The Innovation intervention which follows is based on the Diagnostic. It is customised to deal with specific issues rather than generic dissemination of information.

The InQ Debrief

The debrief session is a meeting with the senior stakeholders. It is intended to reveal the current standpoint within the organisation; highlighting strengths and areas of development.

The entire intervention is customised to touch upon these key opportunity zones.

A brief analysis clearly enumerates the areas that need improvement and focus.

The curriculum makes a systematic approach to these areas leveraging strengths and resources within the organisation.

This is immediately followed up by the intervention.



What drives Innovation?

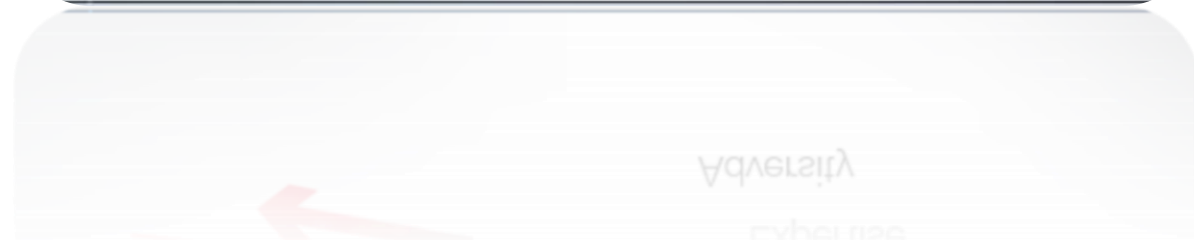
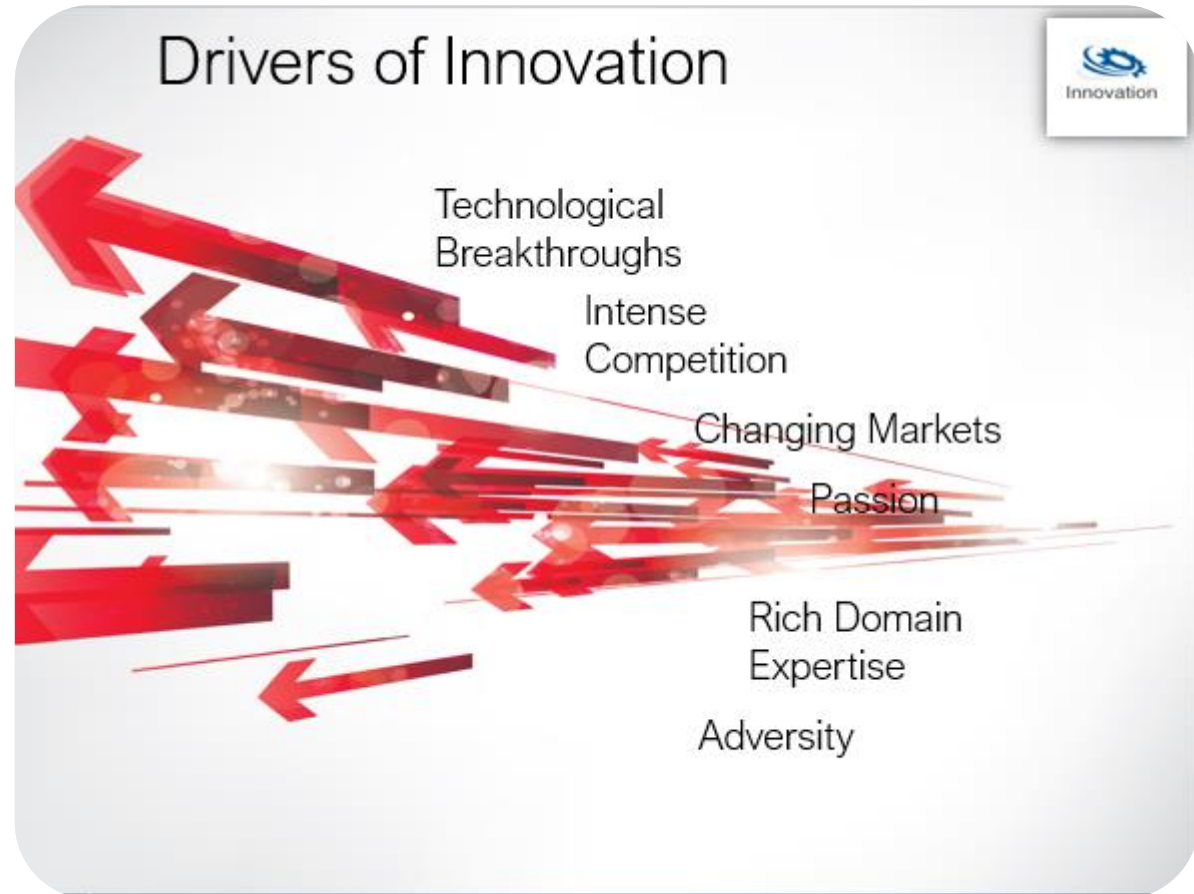
Innovation is dependent on certain factors that provide a fertile environment for it to flourish.

If these factors are instituted over a period; they become habits which when molded into systems becomes a culture.

Technological Breakthroughs

have spawned innovation across domains and touching every facet of human existence and altering the world, forever.

Example: discovery of Quantum Mechanics in the early part of the 20th Century unleashed rapid and breakthrough spin-offs in areas e.g. Lasers & Telecommunications, Computers & Smartphones, Atomic Clocks & GPS and Magnetic Resonance Imaging (MRI) to name a few.



What Drives Innovation?

Intense Competition

fuels innovation e.g. in the field photography; evolution from a pin hole camera to digital photography and in the area of music; advances in technology has seen the gramophone evolve through a series of transformations to digital devices that store and delivery hi-fidelity music. With the invention of cloud: music listening is set to transform beyond recognition.

Changing Markets

have spawned innovation across domains and touching every facet of human existence and altering the world, forever. An example; discovery of Quantum Mechanics in the early part of the 20th Century unleashed rapid and breakthrough spin-offs in areas e.g. Lasers & Telecommunications, Computers & Smartphones, Atomic Clocks & GPS and Magnetic Resonance Imaging (MRI) to name a few.



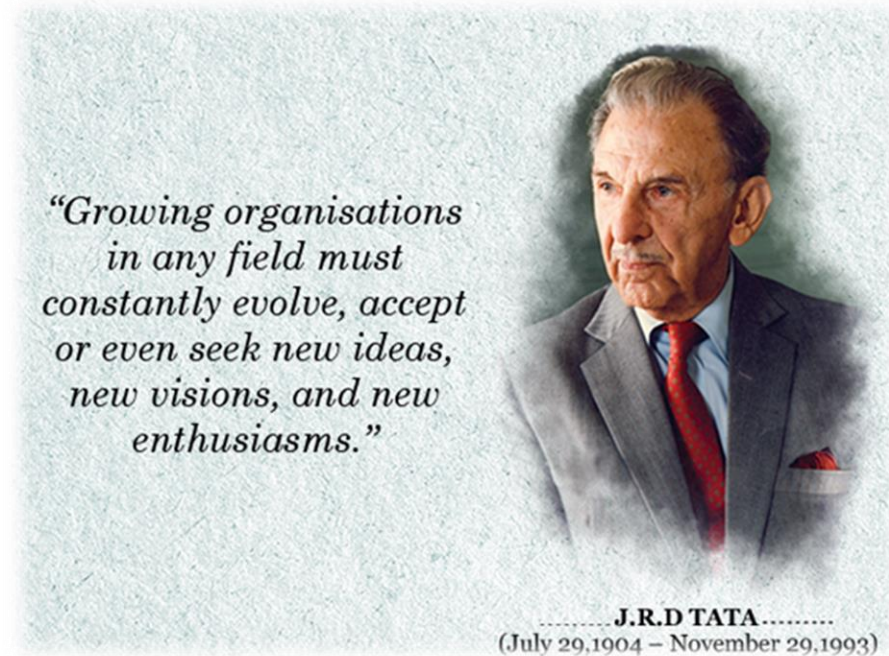
What Drives Innovation?

Passion

to invent the future has given birth to innovation as corporations have re-defined the market place and altered the classical buyer paradigm. Making product and services richer and more dependable forever.

Rich Domain Expertise

more often than not gives rise to innovation. An extensive breadth of domain knowledge fuels innovation persistently resetting the bounds of customer experience and possibilities. Google, Apple, Microsoft, Amazon and Facebook have changed the world forever.



Rich Domain Expertise



INNOVATION

5/29/2018 15

The image is a blue-themed graphic with the title 'Rich Domain Expertise' at the top. It features a collage of five photographs: a woman and a man at a computer, a group of people, two men (one with glasses), a man in a grey shirt, and a man in a light blue shirt. The word 'INNOVATION' is written in the bottom left, and the date '5/29/2018' and page number '15' are in the bottom right.

What Drives Innovation?

Adversity

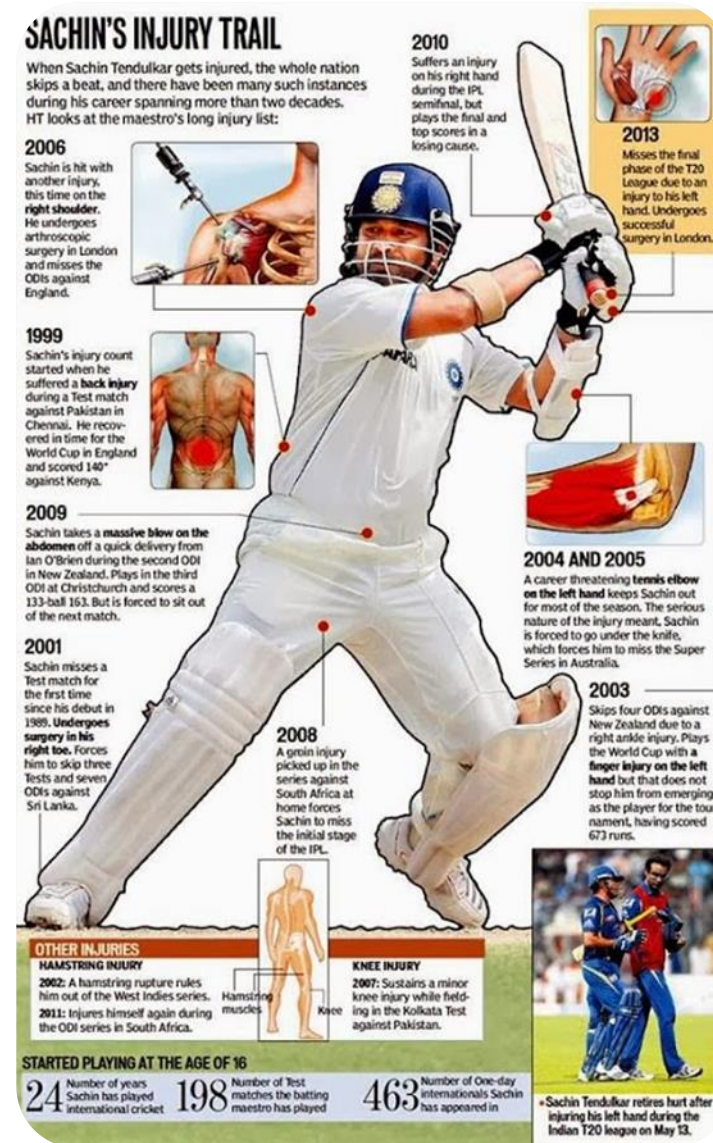
Injury is the greatest self-limiting force every sportsman must face. Sachin is no exception to rule, his genius has been acknowledging these limitation and adapting his game to the situation.

The irony couldn't have been starker. Sachin Tendulkar, who built his awesome reputation and made his millions riding on sparkling stroke play, has consigned almost any shot into the dustbin if it impedes his run making.

"It all depends on the situation," he said. "It will also depend on the match situation and my own form. If any stroke seems to be counter-productive, I won't mind not playing it, at least for some time," he added.

Tendulkar had, of course, famously dumped his cover-drives in the dressing room during the mind-boggling Test in Sydney. He went on to score a magnificent double century that almost took India to the gate of a momentous victory.

The little master-blaster didn't play a single drive through the off-side during that epic innings. He watched every ball carefully, picked his shots and their placement like a laser and built the innings brick by brick, run by run.



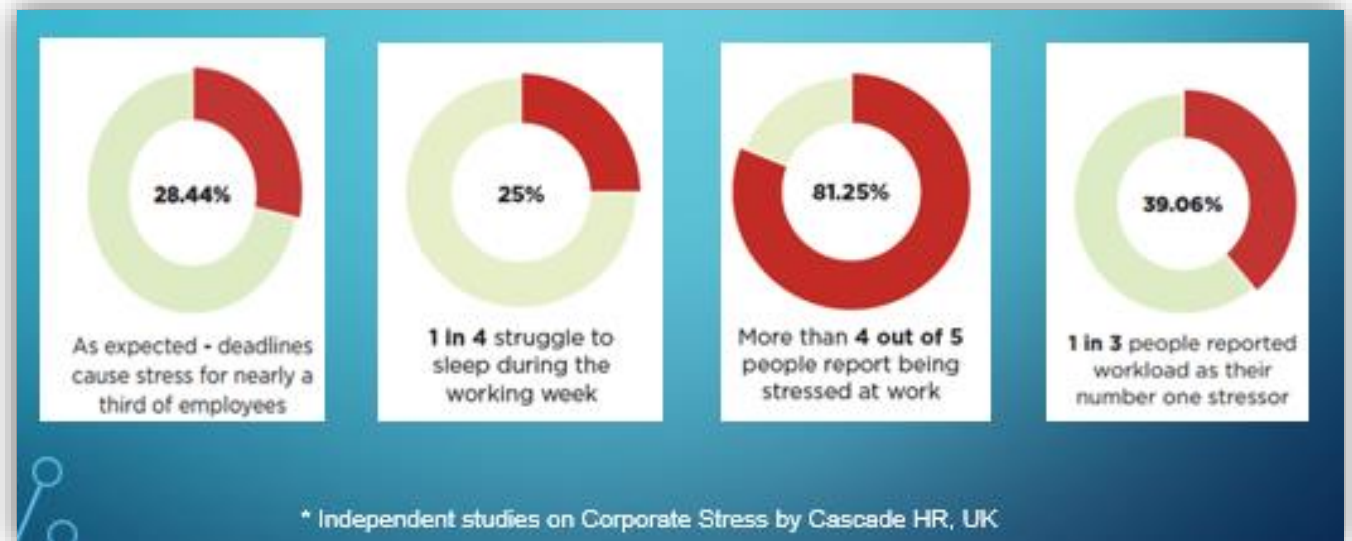
Unshackle, Empower, Grow

The Fear Factor: Deadlines

Rampant fear has sent many organizational cultures into a downward spiral, the tenuous state of the economy creating untold levels of anxiety.

According to a Kenexa report , workplace stress is at the highest levels in four years, driven in large part by fear. In these situations, people tend to keep their heads down and their mouths shut in order to survive.

This not only applies to the rank and file, but to management as well.

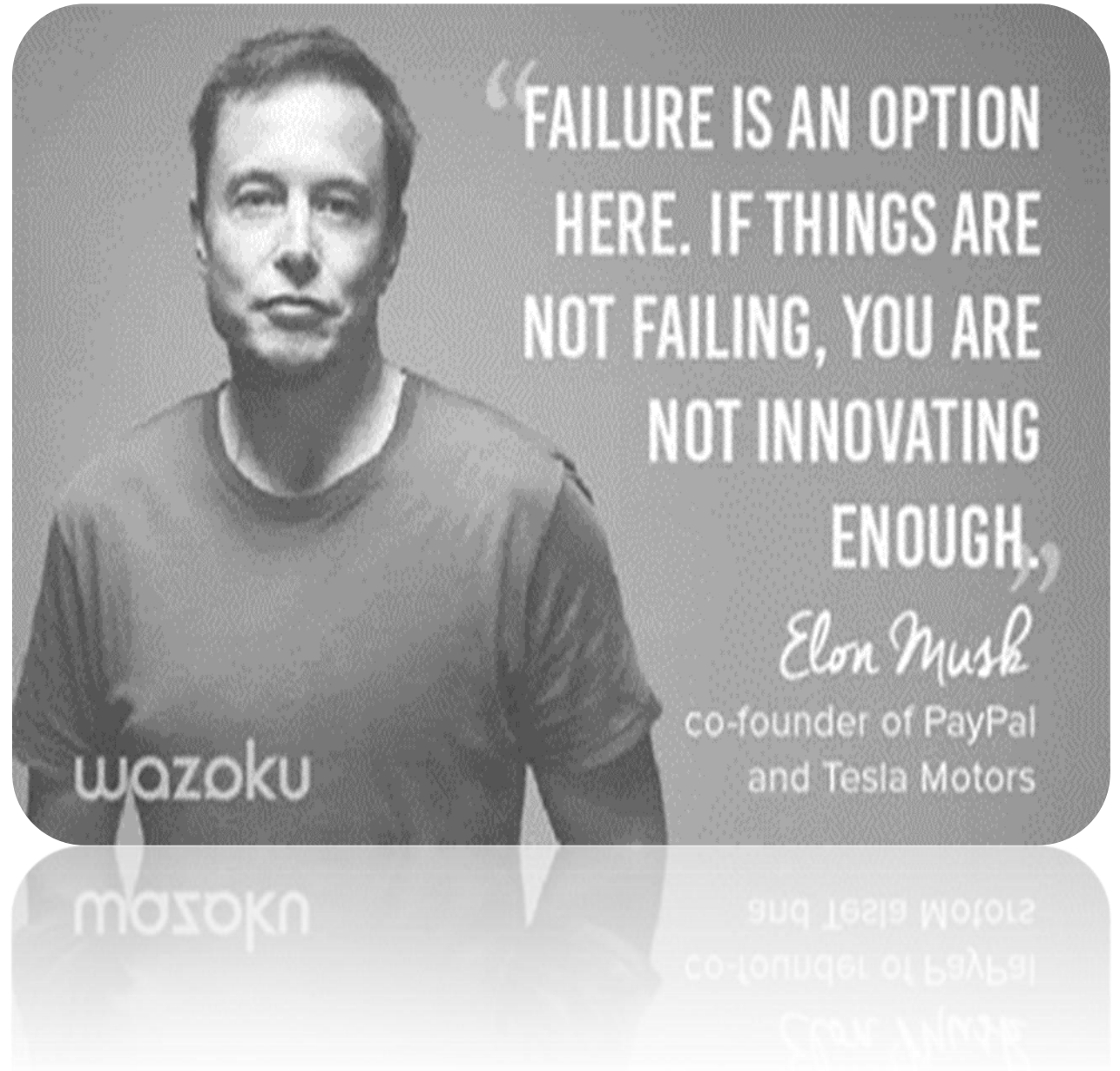


Unshackle, Empower, Grow

Failure is the first step.

SpaceX has just successfully launched Falcon Heavy. Its mission to Mars propelled by Falcon Rockets, two of which are re-usable.

Innovation requires allowance for failure because when you're on the frontier of any domain/subject/industry Failure is the first step.



DEEP DIVE

THE PARADIGM LEAP

Exponential Change is only be possible when we step away from an established school of thought and deploy another set of innovative principles to achieve greater efficiency and efficacy.

It is a daunting task that requires abandoning known reference points and creating new ones.


The Paradigm Leap

Innovation leaps on to the next curve

And another...

In order to create another...

Innovation necessitates a departure from one paradigm...



To innovate one must have the courage to abandon the present principles and create anew. Those are the lessons of innovation and evolution.

INNOVATION

5/29/2018 24

INNOVATION

5/29/2018 24

Those are the lessons of innovation and evolution. To innovate one must have the courage to abandon the present principles and create anew.

What's in it for us?

Innovation is always incubated in an atmosphere that Unshackles, Empowers and nurtures Growth.

It has far reaching benefits for the Customer:

- Greater product experience
- Multiple choices
- Flexibility of use
- Multiple utility
- Rationalized pricing

And to the Organisation:

- Optimisation of resources
- Effectiveness
- Scalability
- Cost Effectiveness
- Opens New Vistas



Intend to
Create
Value,
Always

Be inspired
by the
World

Innovation is
a journey;
not a
destination

Share
knowledge
and data

Imagine, but
base it on
data

Be a
magnet for
New Ideas

Failure is
always the
first step

INNOVATION TENETS |



COACHING CALLS

Coaching Calls

The consultant maintains regular touch with the internal custodians of the process. His aim is to ensure that process rigour is maintained and any obstacles to their fruition, internally escalate issues for resolution.

Three coaching calls are conducted (1 per month) for three months.

This provides an opportunity to address any internal issues and ensure that results continue to emerge while process milestones are regularly met.



Ensemble People Skills

For the first time in history, vision and agility are prerequisites to attaining relevance and therefore, growth and profitability.

In an ever-morphing world, customer behaviours are transforming markets at a blinding speed.

The key is to internalise certain principles that provide constant direction and relevance. At Ensemble, we curate and customise principle-based solutions.

Visit us today at : <https://www.ensemble-skills.com/>