

Journey to Success

1. The journey starts by establishing and fostering a strong leadership and guidance structure.
2. Once the leadership and guidance structure is in place, it's time to fully engage the organization and chart the future by establishing a shared vision.
3. IPI works with you to chart strategies and establish metrics to measure success along the way.
4. The design of the structures as well as the accelerated work processes that will enable you to carry out the strategies and achieve your vision.
5. Planning for implementation is essential to ensure sustainable success.
6. We support your journey through our innovation-management services.

While the journey to become a strength-based organization (SBO) isn't always easy, it is always richly meaningful and highly rewarding. No matter where you are in your journey—from start-up to renewal or from strategy development through implementation—Innovation Partners International can help. Using a suite of customized tools that accelerate every aspect of the process, we are here to help you along your journey to success.

Journey to Success

STEP ONE: Innovation Leadership and Guidance

An important success factor on the path to becoming a strength-based organization (SBO) is the involvement of a strong leadership and guidance team. This team is responsible for defining the focus, setting the tone and guiding the design of the organization's change effort. IPI works closely with the leadership team using a proven approach for leading innovation and change.

In addition to defining the scope and developing the overarching engagement plan for strength-based innovation, IPI can provide the leadership team with individual executive coaching as well as leadership and executive-team development.



STEP TWO: Find Direction

Once the leadership and guidance structure is in place, it's time to fully engage the organization and chart the future by establishing a shared vision. "People commit to what they create" is a key tenet for involving those who will be most impacted by the proposed changes.

Whether launching a new product or service, facilitating a merger or acquisition, or renewing an organization, mapping the future direction based on both the best of the past as well as the key values and hopes for the future, is essential. In addition, having a shared understanding of the goal or "destination" from the start ensures the organization moves along the path together.

STEP THREE: SET STRATEGY AND METRICS

IPI works with you to develop highly inclusive and strength-based strategic- and business-planning processes that generate rapid positive change and action. By guiding a strategic inquiry and assessment on the system's key assets and leading practices with an intentional focus on the most desired future, we can generate more enthusiasm and commitment to action. In fact, IPI's signature process can generate a strategy—one that can be implemented quickly—in as little as one-third the time it might take using other methods or approaches.

As part of IPI's strategy development process, we also identify key measures of success. This is done for two reasons. First, it allows you to better understand the progress you are making toward the objectives that were created. Secondly, and most importantly, it helps ensure you receive the intended return on investment.

Lastly, as part of our strategic-planning process, you will create an implementation roadmap that will guide your day-to-day activities to ensure rapid results and implementation success.

STEP FOUR: ACCELERATED DESIGN

At IPI, we understand that achieving success quickly is important. Not only are time-saving systems used to establish your strategic direction and agenda, but they are also used to design key systems, structures and processes. This may include

- work processes, systems, structures and job design;
- business model design;
- product and services design; and
- HR systems design.

STEP FIVE: INSPIRED IMPLEMENTATION

Implementation begins with a clear understanding of how the pieces fit together and support one another. Our inspired-implementation methodology begins by helping you define and develop your structure and integrated communications plan. This allows innovation teams to accelerate their work and achieve success.

Recognizing that the roll-out of innovation teams and inspired implementation is unique to each organization, IPI has established a customized approach for each of our clients. Some of our key success factors include giving our clients the capacity to continue inspiring implementation and innovation on their own. Therefore, our strategy involves coaching and training innovation team leaders and members, as well as training and supporting in-house coaches, facilitators and trainers. Other key implementation support provided by IPI includes:

- change management;
- training design and delivery (including capacity development);
- communication development and roll-out; and
- quality/excellence programs.

STEP SIX AND BEYOND: INNOVATION MANAGEMENT

Managing the implementation of business strategies, organizational change and program and project plans can be a daunting task for CEO's, COO's and other senior leaders. Combined with their regular responsibilities leading a business or function, managers sometimes overlook important issues or don't have the time to give these issues the attention they deserve. IPI has a roster of seasoned program and project managers to support you.

Another key focus in this area is supporting your transition to a *strength-based organization (SBO)*. We will help you create, nurture and sustain the culture required for your ongoing success. With a focus on developing your organization's capacity to become a SBO, we work with you to create and modify essential systems, structures and processes (such as performance management, organizational structure, core business and HR processes) to enable your organization to lead from a position of strength while engaging your full workforce.

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