DYNAMIC INNOVATION COURSE START
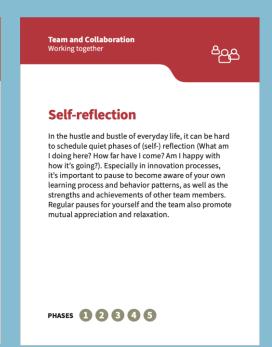
REFLECTION - INNOVATION PATTERNS

The Entrepreneur
Spirit of discovery

Dynamic self-image

To shape a different future, innovators also need a dynamic self-image. To perceive and present yourself as a "static person" with fixed traits hinders the entrepreneurial mindset. Courage, imagination, and creativity are not limited to the development of ideas. To keep moving ahead despite uncertainty, assess situations, decide on a path, evaluate new patterns, and adapt your own role within the team to the respective phase – each of these steps requires imagination and creativity.

PHASES 1 2 3 4 5

Team and Collaboration
Working together

Self-reflection

In the hustle and bustle of everyday life, it can be hard to schedule quiet phases of (self-) reflection (What am I doing here? How far have I come? Am I happy with how it's going?). Especially in innovation processes, it's important to pause to become aware of your own learning process and behavior patterns, as well as the strengths and achievements of other team members. Regular pauses for yourself and the team also promote mutual appreciation and relaxation.

PHASES 1 2 3 4 5

DYNAMIC INNOVATION

AGENDA

- Check-In
- Introduction to START
- What makes a team work?
- Team Canvas
- Check-Out

PHASE 1 START

PHASE 2 DISCOVER AND EXPLORE

PHASE 3 TRANSFORM

PHASE 4 CREATE

PHASE 5 IMPLEMENT

QUICK CHECK - WHAT DID YOU LEARN?

Chapter: INTRODUCTION
- What is your favorite project management tool ?
- Have you ever worked in a sprint set-up with your team or alone?
- What stood out to you from the coach introduction to the course?
- What category do you think is most important?

Chapter: START
- What did you learn was important as a starting-point for team and project work?
- How do you deal with conflict during team work?
- Which phases do teams usually go through while working together?

What's the START phase about?

- **Teamwork and Project Management:** Learn essential skills in teamwork and project management, viewing them as integral parts of the innovation system.
- **Value Clarity:** Understand and communicate personal values to foster effective collaboration within the team.
- **Future Vision**: Envision a desirable future to guide project direction and adapt it based on project learnings.
- **Resource Check:** Who are you? Who do you know ? Who can help you and what do you need to grow your team and ideas?
- **Flexibility**: Encourage reflection and adjustment of values, future vision, and team dynamics as needed throughout the innovation journey.

Check-In

How do you imagine the future
of… ?

What would you do differently
and how?

Why would I innovate and found something?

- **Make the World a Better Place:** Create meaningful change that benefits people and the planet.
  (Simon Sinek: "Start with Why")
- **Increase Quality of Life:** Develop innovations that enhance well-being and everyday experiences.
  (Paul Polman: Business as a force for good)
- **Prevent Something Good from Disappearing:** Preserve valuable traditions, ecosystems, or social structures.
  (Jacqueline Novogratz: "Patient Capital" to sustain impact)
- **Fix Something Terribly Wrong:** Address a major injustice or systemic failure.
  (Donella Meadows: Systems change for a better future)

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Being an Entrepreneur in a Time of Wicked Problems

Example: Climate Change - How can entrepreneurs respond to this wicked problem?

- **Innovative Solutions:** Develop technologies and services for mitigation and adaptation.

- **Business Opportunities**: Tap into markets for renewable energy and sustainable products.

- **Social Impact:** Reduce emissions, conserve resources, and promote environmental justice.

- **Policy Advocacy**: Support climate-friendly policies and regulations.

- **Collaborative Initiatives**: Partner with stakeholders to scale solutions and mobilize resources.

- **Educational Outreach**: Raise awareness and promote sustainable lifestyles.

What Makes a Team Work?

- What is your experience with teamwork?

- How did you deal with challenges in teams?

- What does your dream team culture look like?

Reminder: What do YOU bring into the team? What are your personality traits and strengths or weaknesses?

(Remote) Team Work

- What's your favourite Check-In Question?

- What is your experience with remote team work?

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Let's build teams!

- There will be several rounds of "speed-dating" to get to know your classmates
- The goal is to find out which role you would like to take in your team
- To find out which role suits you best use the conversations to get both an external and internal perspective on that
- Use these questions (as examples) to find out more about the others:
    - What do you really like to do?
    - Which tasks are super easy for you?
    - What fascinates you?

5 x 2 min.

Team Roles - Belbin

Resource Investigator	Outgoing, enthusiastic individual who explores opportunities and networks outside the team.
Teamworker	Supportive, cooperative member who fosters harmony and collaboration within the team.
Co-Ordinator	Mature, confident leader who guides the team's efforts towards achieving objectives.
Plant	Creative, unconventional thinker who generates innovative ideas and solutions.
Monitor Evaluator	Analytical thinker who offers impartial judgments and assessments based on careful consideration.
Specialist	Knowledgeable expert who provides specialized skills or expertise crucial to the team's success.
Shaper	Dynamic, driven individual who challenges the status quo and pushes for progress.
Implementer	Practical, disciplined individual who translates plans into concrete actions and ensures smooth execution.
Completer Finisher	Detail-oriented perfectionist who ensures tasks are completed to the highest standards.

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Which role(s) would you like to take?

Resource Investigator

- Take one or two post-its and write down the role(s) you would like to take according to the previous conversations and your experience
- Build teams of 4–5 people that have at least 3 different roles written on their post-it

5 min.

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Team Roles - Belbin

Co-ordinator

Needed to focus on the team's objectives, draw out team members and delegate work appropriately.

Strengths: Mature, confident, identifies talent. Clarifies goals.

Allowable weaknesses: Can be seen as manipulative and might offload their own share of the work.

Don't be surprised to find that: They might over-delegate, leaving themselves little work to do.

Teamworker

Helps the team to gel, using their versatility to identify the work required and complete it on behalf of the team.

Strengths: Co-operative, perceptive and diplomatic. Listens and averts friction.

Allowable weaknesses: Can be indecisive in crunch situations and tends to avoid confrontation.

Don't be surprised to find that: They might be hesitant to make unpopular decisions.

Resource Investigator

Uses their inquisitive nature to find ideas to bring back to the team.

Strengths: Outgoing, enthusiastic. Explores opportunities and develops contacts.

Allowable weaknesses: Might be over-optimistic, and can lose interest once the initial enthusiasm has passed.

Don't be surprised to find that: They might forget to follow up on a lead.

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Team Roles - Belbin

Plant

Tends to be highly creative and good at solving problems in unconventional ways.

Strengths: Creative, imaginative, free-thinking, generates ideas and solves difficult problems.

Allowable weaknesses: Might ignore incidentals, and may be too preoccupied to communicate effectively.

Don't be surprised to find that: They could be absent-minded or forgetful.

Monitor Evaluator

Provides a logical eye, making impartial judgements where required and weighs up the team's options in a dispassionate way.

Strengths: Sober, strategic and discerning. Sees all options and judges accurately.

Allowable weaknesses: Sometimes lacks the drive and ability to inspire others and can be overly critical.

Don't be surprised to find that: They could be slow to come to decisions.

Specialist

Brings in-depth knowledge of a key area to the team.

Strengths: Single-minded, self-starting and dedicated. They provide specialist knowledge and skills.

Allowable weaknesses: Tends to contribute on a narrow front and can dwell on the technicalities.

Don't be surprised to find that: They overload you with information.

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Team Roles - Belbin

Shaper

Provides the necessary drive to ensure that the team keeps moving and does not lose focus or momentum.

Strengths: Challenging, dynamic, thrives on pressure. Has the drive and courage to overcome obstacles.

Allowable weaknesses: Can be prone to provocation, and may sometimes offend people's feelings.

Don't be surprised to find that: They could risk becoming aggressive and bad-humoured in their attempts to get things done.

Implementer

Needed to plan a workable strategy and carry it out as efficiently as possible.

Strengths: Practical, reliable, efficient. Turns ideas into actions and organises work that needs to be done.

Allowable weaknesses: Can be a bit inflexible and slow to respond to new possibilities.

Don't be surprised to find that: They might be slow to relinquish their plans in favour of positive changes.

Completer Finisher

Most effectively used at the end of tasks to polish and scrutinise the work for errors, subjecting it to the highest standards of quality control.

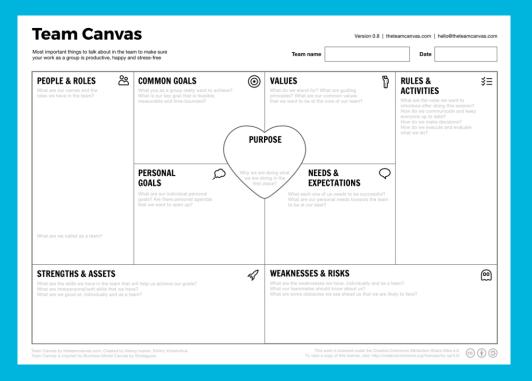**Strengths:** Painstaking, conscientious, anxious. Searches out errors. Polishes and perfects.

Allowable weaknesses: Can be inclined to worry unduly, and reluctant to delegate.

Don't be surprised to find that: They could be accused of taking their perfectionism to extremes.

START YOUR TEAMWORK RIGHT - TEAM CANVAS

START YOUR TEAMWORK RIGHT - TEAM CANVAS

- Use the canvas as a basis to talk as a team about how you envision collaboration. You can always adjust the Canvas and refer to it over time, so feel free to understand it as dynamic rather than static.
- Here are a few questions that can help you reflect on team collaboration:

  - What differences do we perceive among us on the team?
  - How do we deal with each other, how do we talk to each other?
  - How can we use our differences to generate even greater added value together?
  - How can we create a creative and safe "space" for our team members - but also other stakeholders where everyone feels safe to share their observations, intuitions, suggestions for ideas or projects ?
  - Who do we trust to play what role in the team's fabric?
  - What causes tension or stress in our team ?
  - How can we encourage everyone to treat each other with mutual respect and to make our strengths and resources available to the team?

30 min.

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VALUE BASED COLLABORATION

Values are principles or standards for one's behavior or someone's judgment about what is important in life.

- Knowing your values is part of filling out the Team Canvas
- Here's how you can break them down:
  - From the list of values (and beyond) try to choose three values that are most important to you
  - Start with 10 values and then narrow them down to three

Honesty	Trust	Courage
Integrity	Kindness	Authenticity
Compassion	Empathy	Fairness
Respect	Gratitude	Community
Equality	Humility	… add your own

10 min.

TEAM WORK - KEEP IN MIND

- View your team work as **dynamic**
- Your values and vision could **change** over time
- New conflicts and team aspects could arise
- Team work is not a once-in-your-project topic - it will always be important to look into it
- Talk to your **coach** and think about setting up dates for **team reflection** and **retrospective meetings**

WHAT TO PREPARE NEXT?

- **Watch the following START videos (22:18):**
  - Being an entrepreneur in a time of wicked problems
  - Impact Driven Innovation
  - Reflecting about Start
- **Watch the following DISCOVER & EXPLORE videos (4:56)**
  - Coach Introduction to Discover & Explore
  - How to Research

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REFLECTION

- What are you good at, what are you not so good at?
- What does your desired future look like and how can you achieve it?
- What makes you curious?
- How can focusing on a topic you're passionate about boost your creativity, problem-solving, and resilience?

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5 min.