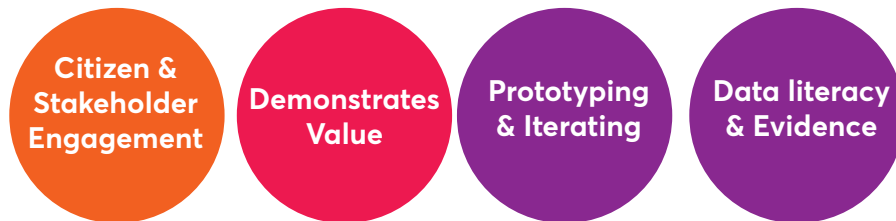


Curator Mobilises People

The Curator manages the network that surrounds the innovation team/projects, and is responsible in building this network of change agents to enable collaborative problem solving.

Competencies



Attitudes



STRENGTHS

- Well connected with key players
- Can easily discover, attract and engage with diverse set of people

WEAKNESSES

- Can be limited by their own biases, regarding who they choose to work with

Translator Creates Common Ground

The Translator is able to build bridges between different domains and disciplines, enabling different actors to work across silos. They do this by generating a shared understanding across domains, through communicating and articulating knowledge, experiences and perspectives surrounding the problem.

Competencies



Attitudes



STRENGTHS

- Genuine interest in a broad range of subjects
- Can transform hard data into captivating stories
- Sensitive to people they are engaging with

WEAKNESSES

- Can consider themselves as master of several domains, not knowing when to call in the experts

Co-creator Facilitates Collaboration

The Co-creator supports different stakeholders in working together to solve problems. Using multiple tools and methods, the Co-creator facilitates others in articulating, sharing, communicating and listening to multiple views.

Competencies



Attitudes



STRENGTHS

- Genuine interest in a broad range of subjects
- Can transform hard data into captivating stories
- Sensitive to people they are engaging with

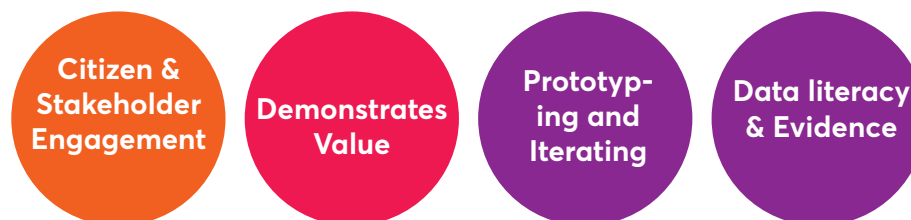
WEAKNESSES

- Co-creators build on the basis of consensus, but struggle when urgency commands bold decisions to be made

Tester Improves and Validates

The Tester is curious to see how ideas might work in reality. They take ideas and try them out within appropriate contexts to understand, improve and validate solutions using different techniques to try ideas out at different stages of the development process.

Competencies



Attitudes



STRENGTHS

- Driven by the real world implications of their work
- Can identify what is working and what isn't, by knowing what to measure

WEAKNESSES

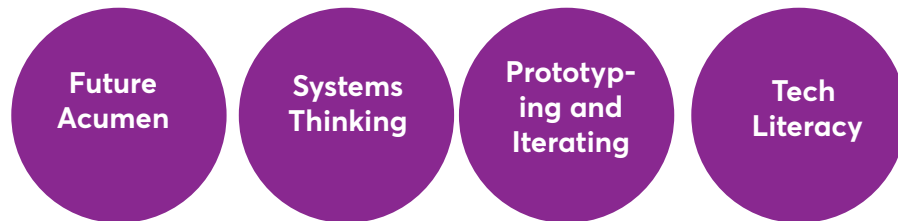
- May find themselves in eternal loop of testing and iterating, as things can always be improved

Architect

Develops Solutions

The Architect synthesises and 'connects the dots'. They see the relationship between different pieces of the puzzle, and are able to discern what parts are important – or not – to develop effective solutions

Competencies



Attitudes



STRENGTHS

- Uses the insights generated by the Tester, to move the idea forward or use it in a new way.
- Able to develop multiple parallel solutions to a single problem, and build quick prototypes to explore the suitability of these solutions

WEAKNESSES

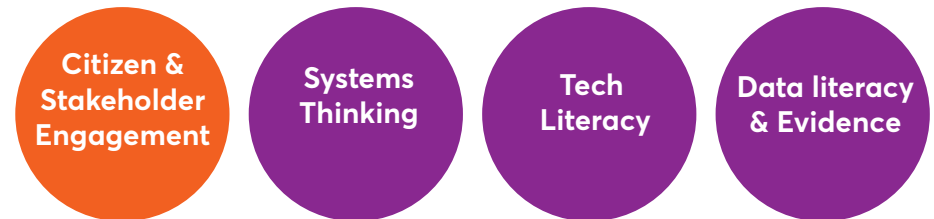
- May over-complicate solutions by continually seeing connections and relationships - making a solution more difficult to implement.

Investigator

Generates Insights

The Investigator is driven by curiosity. They have a strong urge to make sense of why things are the way they are, and communicating this to others by translating data into insights to generate understanding.

Competencies



Attitudes



STRENGTHS

- Understanding and making sense of the world around them
- Understanding and discovering ways and means of making their findings accessible and communicable to others.

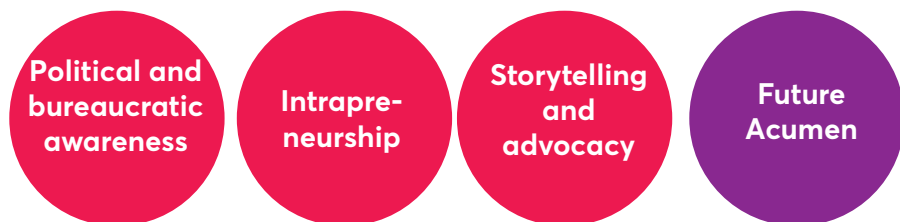
WEAKNESSES

- May dwell too much or too long on investigation and analysis. Might find it hard to stop investigating

Activist Inspires Change

The Activist is the driving force behind an innovation team/project. They constantly ask the question "how can this be done better?", of themselves and others, to inspire change. They also provide strategic purpose and direction in achieving this change, mobilising people to get things done.

Competencies



Attitudes



STRENGTHS

- Often have bold visions for improvement, and have the courage to challenge the status quo
- Are not put off by failures, and will persevere
- Can often excite and mobilise other people

WEAKNESSES

- Can at times be impatient and restless, wanting to see change happen quickly without taking the time to establish relationships

Orchestrator Operationalises Visions

The Orchestrator is the overseer; transforming ideas and visions into tangible plans and actions. He/she is there to ensure that smaller achievable actions can (and do) occur, and that they lead to longer term goals, ultimately materialise into the bigger vision.

Competencies



Attitudes



STRENGTHS

- Great attention to detail, able to link the smaller actions to the bigger changes
- Excellent people skills, can mobilise and encourage colleagues

WEAKNESSES

- Can sometimes micro manage colleagues, being overbearing and stifling

Ambassador Creates Mandate

The Ambassador creates the mandate for change. They manage the relationship between the team, internal and external stakeholders, with the aim to create buy in for change.

Competencies

Political and
bureaucratic
awareness

Demonstrat-
ing Value

Storytelling
and advoca-
cy

Data literacy
and evi-
dence

Attitudes

Outcomes
Focused

Courageous

Resilient

Empathic

STRENGTHS

- Vast experience of the political landscape, can work around the system
- Excellent listener and storyteller, can read between the lines of what people are saying

WEAKNESSES

- May at times be a people pleaser, focusing less on action, more on relationships