

# Solving Enterprise Slowdown: The Innovation Equation

## *How leaders turn bureaucracy into innovation*

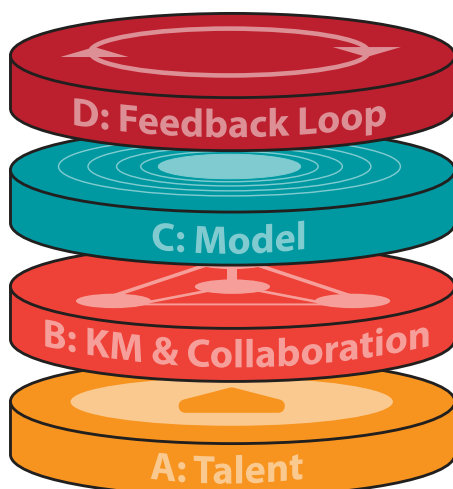
*Innovation is a high-value exchange, in which we must first look to growing contributors' value to gain their highest contribution - innovation. This is your vehicle to valuing, building, incubating, and growing insight in your talentbase. This framework formulates insight in talent, talent in enterprise, and enterprise in innovation. [Is it time to iterate your most important project, your enterprise?](#)*

Summary v 1.1    References available in the complete report

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1. **Consider** **SIMPLIFY:** Establish Purpose & Process  
**Create**    **A. Talentbase**
2. **Consider** **CLARIFY:** Define Your Value Pillar  
**Create**    **B. Knowledge Management & Collaboration Platform**
3. **Consider** **MAGNIFY:** Expose & Compose Your Total Value  
**Create**    **C. Practice Model**
4. **Consider** **UNIFY:** Foster Your Value Pillar - Revolution Leadership  
**Create**    **D. Feedback Loop**

### PROCESS



**Brent A. Lackley**  
Practice Leader, ModelResponse  
[brent@modelresponse.com](mailto:brent@modelresponse.com)

Contact Brent to discuss model elements supporting your project and enterprise vision.

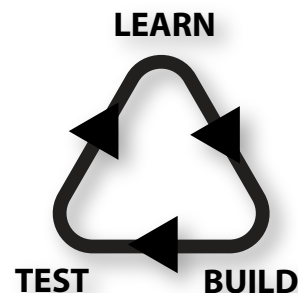
**model response**  
raise performance

# Solving Enterprise Slowdown: *The Innovation Equation*

## 1. **SIMPLIFY:** Establish Purpose & Process

**Why & How do you iterate in your most important project, your enterprise?**

Our enterprise at the team level, and as a whole company, is an ongoing project. If we have means to iterate our projects and products, we must have a means to iterate our enterprise. Without insight & improvement we are surely falling farther into bureaucracy rather than building stronger innovators. **In fact, our enterprise should exist as a system to support talent, the precursor to innovation. Its output is an expression of talent.**



Talent is our most important, and often most neglected, asset. Answers and solutions are in the talentbase and only need to be unbridled. What we put into our enterprise is what we will get out of it. At our process core we'll leverage the simple, 3-part process to create great Enterprise Experience: Learn > Build > Test. We must fuel the whole creation of value through transparency, exposure, learning, and insight - by building those who build innovation. You are now Chief Talent Profit Sharing Officer. Standardize forming insight in talent, talent in enterprise, & enterprise in innovation.

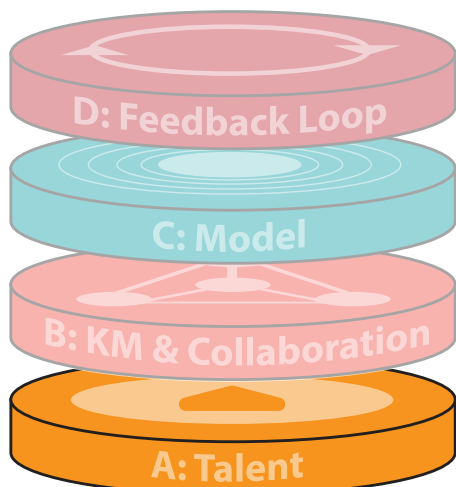
### **PROCESS**



Time this for when you think the boat is stable



Fast track with process-ready, low/no-cost tools



### **PURPOSE:** Talentbase

- Know ourselves and our work, including how we learn and how we work ("ourselves" includes our team, our customers, our vendors, etc.)
- Provide a path for the constant flow of insight beyond barriers, seeing from inside-out & outside-in
- Set our own standards and take responsibility
- Understand our own value, including values and purpose, and how to wield it
- Evaluate ourselves in competency of our work and of our teamwork
- Recognize potential and prioritize growth
- Focus on collaboration, connecting & supporting ideas over ego or hierarchy - Integration over silos
- Refined choice & training for management roles
- Contribution-based rewards for both Mgr & IC roles
- Streamline for accuracy and gain efficiencies

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## 2. CLARIFY: Define Your Value Pillar

How do you identify, connect and align talent to create value?

### Value Pillar v Reporting Chain

Your value pillar maps points in how what you value is created, transferred, and consumed. It concisely captures and connects the primary dots for each contributor, including 1) knowledge, skills, & activity 2) learning categories, & 3) skill sharing. This insight in the total system proactively outlines results. Reliance on a reporting chain gives a very small, disconnected (third-hand info, at best) & distorted view, with no context or nuance. Such a mirage leads to disconnected, reactionary, erratic decisions.

### Acquire v Hire

Innovation arrives in large part from experimenting, learning, rogue ideas, connecting, & sharing. Hiring contributors should be in part weighted on skills of learning, interaction, teaching, & going rogue. Kill HR thinking. End habitual reliance on the talentless to sort out who is fit for your enterprise. It's about talent, not a tool list.

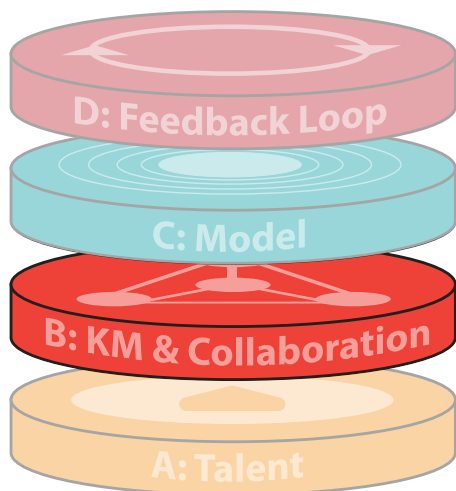
### Unlimiting Insight v Managing Skill

Measure achievement by A) incubation, and B) innovation. Managers are chosen by and trained in facilitation of nurturing insight while individual contributors have enough autonomy to pursue their highest form of value & avoid overspecialization.

### Valuing v Promoting

Moving beyond the management-track-only reward system is primary in effecting growth. This egalitarian form also creates skill access, a first step in removing the barrier of position, replacing it with collaboration. First profit the mind, dollars follow.

## PROCESS



## PURPOSE:

### Knowledge Management & Collaboration Platform

- Understand how value is created
- Reward value in a way to perpetuate it
- Recognize rogue potential, hire & leverage accurately
- Trace the evolution of value
- Easily see corruption in the value creation process (the stranglehold of bureaucrats)
- Set a pathway for skills and insight to flourish



Find your  
Force multiplier



Compel innovation  
naturally, without force

# Solving Enterprise Slowdown: *The Innovation Equation*

## 3. **MAGNIFY:** Expose & Compose Your Total Value

Are you going slow to go fast with your purpose, process, and value?

### Diagnose Success

Practice Models illustrate the capability and need to grow insight, foresight, & capacity using a heuristic framework. Your iterative model is your vehicle for influence in how both you and the company think, act, & interact. It is your self-propelled change agent. Beginning with being a student of self and self-insight, the first value in growth, it compels one to collect and refine skills and speak truth. Create models for the individual, team, project, and enterprise to fit & align toward innovation.

### Model Framework Facets

Mastery begins by analyzing successful projects (start looking for repeatability).

Observation is the first and easiest key. Continue into context. Ask yourself;

**Who** - What are my values? Your values determine your value in the marketplace and personally. They drive your brand, function, & goals. What is my learning style?\* What is my teaching style?\* What is my purpose? My passion? [\*Test Included]

**What** - What is my core belief? What did I do? What are the rules, habits, steps, & risks I leverage? How's my 'lessons learned' habit? What could be the game-changers?

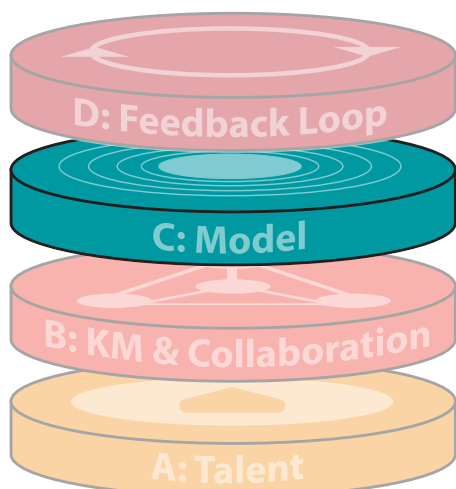
**Why** - Why did I do that? Feelings lead to thoughts that lead to actions. Drill down multiple levels into "why?" by repeating the questions - What was I feeling? Why was I feeling that? Set aside ego for objectivity. Drive to the core of how you operate.

**How** - How did I do that? Find patterns, deviations, expectations, context, balancers.

**When** - How's my timing? Learn from yesterday. Enjoy today. Prepare for tomorrow.

**Where** - Where did this occur? Context is key. Where are my standout skills going?

### PROCESS



### PURPOSE

### Practice Model

- Repeat successes & Avoid failures
- Justify investment with clear value
- Create fast & effective training tools & teams
- Weed out bureaucrats & efficiency pain points
- Understand self and fit in the enterprise value
- Reveal unseen opportunity
- Rapid, accurate insight to scale enterprise fitness



Become your own self-propelled consultant



Accelerate your own or team model with Brent

# Solving Enterprise Slowdown: *The Innovation Equation*

## 4. UNIFY: Foster Your Value Pillar - Revolution Leadership

Are you equipped for evolutionary and revolutionary progress?

### Accountability View

Set a standard of accountability. Every contributor should be accountable for 1) Work - deliverables skills, and 2) Teamwork - any collaboration outside of strict expertise including training, cross training, mentoring, advisement or consults. While your model looks from the inside out, the feedback loop allows us to see from the outside in. With an open feedback policy, any contributor can share about any subject or other contributor without retribution. A bit of truth serum can go a long way - to see if our model works. This context and effect are key in how our interactions build insight and capacity. Any skill or idea in an enterprise loses impact without acceptance. Feedback may not always change your course, but it may help tune how your goal is 'sold'. After all, a leader in this vehicle is 1) Chief Talent Officer, and 2) Chief Idea Editor. Building contributors begins with (Step A) building a cause in the talentbase. Prove that you can learn from them and they will learn from you. **This talent relationship is the DNA of your enterprise.** Align system insights and opportunities into a path of greatest value.

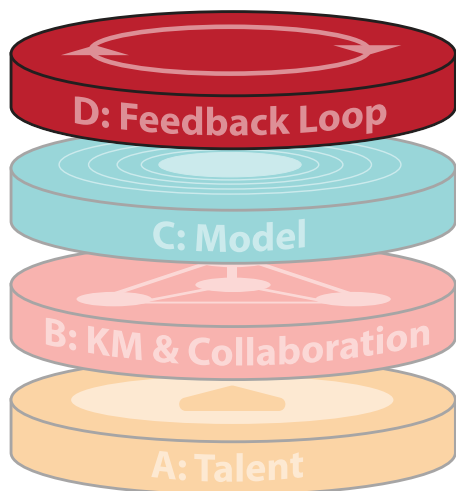
### Grow Innovation

Innovation, like Experience, is part science - observation, theory, testing, and part creativity - putting disparate ideas together to form something new. A straightforward system can grow perspective, insight, and innovation. It can save you from stalling out.

### Prove It

Believe there's nothing new here - but haven't tried it? Test this system on a group or project. Empower an innovation iteration in your enterprise. Serve the contributors.

### PROCESS



### PURPOSE: Feedback Loop

- Breed accountability in work and workmates
- Id & address innovation performance blocks / barriers
- See patterns requiring checks & balances
- Grow insight in teamwork and work proficiency
- Align purpose & values across talent and projects
- Attract & retain the highest quality talent



Enterprise Iteration requires a test



Capture and iterate your own Leadership Model

# What does your force multiplier look like?

Begin building your Contributor Knowledge Management & Collaboration Platform. *Contributor Snapshot intranet or wiki page possible facets:*



## Jorgelina Granview | Marketing Relationships Director

Denver, CO, USA | jorgelina.granview@gofullspeed.com | 678.753.6551 | History

### Practice Model

v 7.5, 08/15/2024



74 Comments | 112 Questions

### Summary

I believe that results of most interactions, both helpful and unhelpful, stem from the relationship between those who are interacting, even if they have never met. The relationship must be examined before, during and after the interaction. Let's take a wider and deeper view

extending to greater context and drilling into more facets including brand base, skills, and seemingly disconnected influences. This can help us see the big picture, map routes, and reform detailed outcomes.

### Learning

Branding  
Statistics  
Sociology

### Top Skills

Marketing (4.6)  
Statistics  
Efficiency (4.3)

+ Add point

Topic  
**Work** ▼

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### Activity

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Seven States Research Update  
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Emmet Brown, Jr

Model Review  
07/01/2024



Gate Cmte. Decision Answers  
06/29/2024



Gate Cm' Answers  
06/29/20



## Where is your Enterprise Fitness Evaluation?

This set of self-evaluation questions spark insight on your innovation mindset & practice and scale from individual to enterprise.

Are you ready to determine your own Innovation Equation score?

# Enterprise Innovation Stance: *A Heuristic Evaluation*

## 1. SIMPLIFY: Establish Purpose & Process

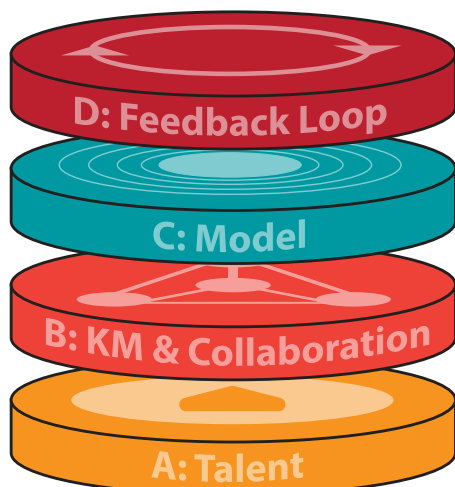
Focus on: Talentbase

Why and how do you iterate in your most important project, your enterprise? Who is designated to innovate? Are you limiting expectation to some people or do you expect everyone to improve, progress, and add more value over time including insight and foresight?

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*How leaders turn bureaucracy into innovation*

## PROCESS



## PURPOSE

- Control costs, including time
- Raise performance profitability
- Remold risks into gems

*Brent A. Lackley, Practice Leader*

*brent@modelresponse.com*

*Open an innovation model discussion.*

  
**model response**  
raise performance