

INNOVATIVE ORGANIZATION LEARNING SOLUTIONS

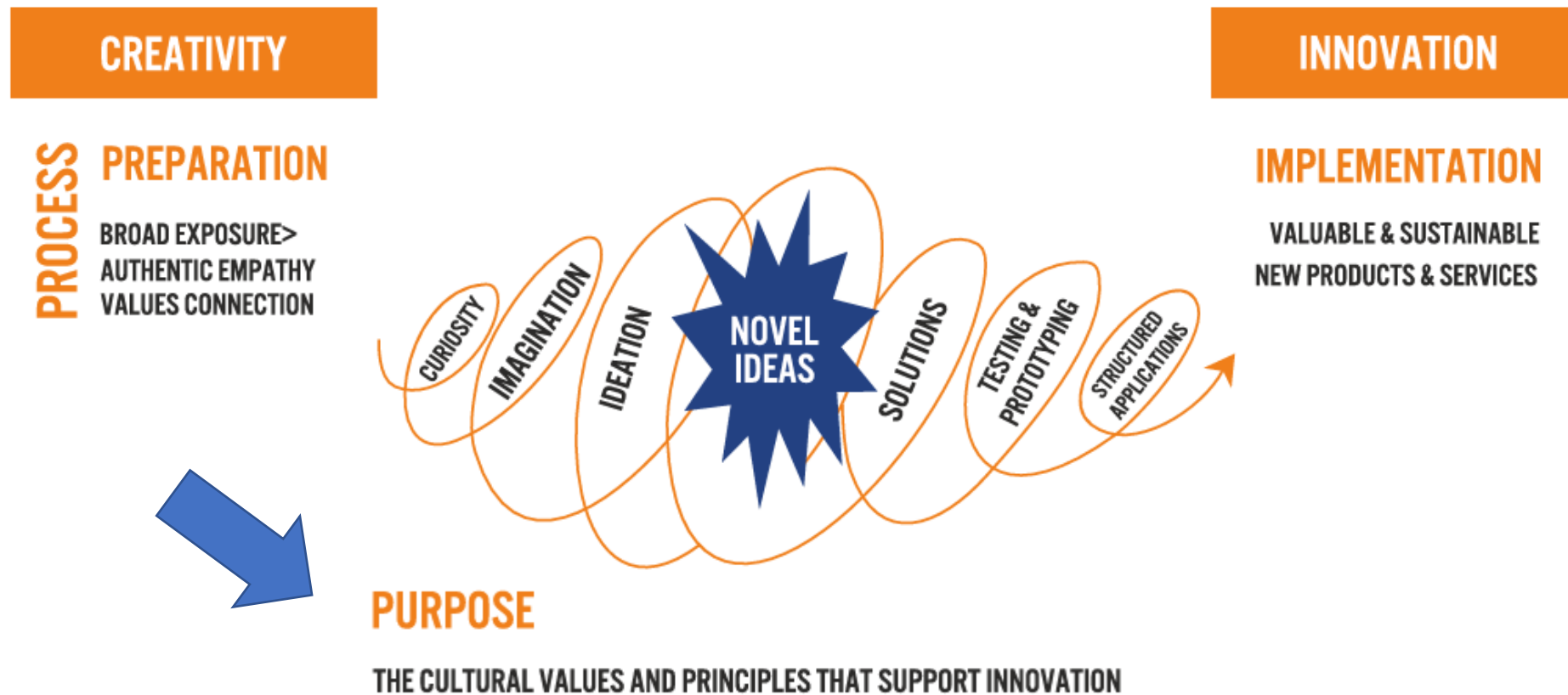


iCi and iCLi Assessments



Preparing a culture for innovation

It is important to understand current cultural values and principles to assess individual and organization readiness for innovation:



Key measures of success

The latest research has revealed that there are two key paradoxical cultural principles required for innovative growth, and when these principles are effectively balanced it is possible to innovate more effectively:



EXPLORATION
Ideation focus

PRESERVATION
Practical solution focus



Strategic sustainable innovation

To reach innovation outcomes, there'll be times when ideation is needed, while at other times commitment to follow-through and implementation will be needed. Smart organisations that aim for sustainability should be able to embody these apparently opposing concepts simultaneously.



The critical factors for sustainable growth

SUSTAINABLE GROWTH

The successful management of the 4 innovation paradoxes ensures that there are the best opportunities for innovative growth:

EXPLORATION

Ideation focus

1

FREEDOM

The ability to think freely for ideation

2

OPENNESS

The ability to be open to diversity and connecting ideas.

3

GROUP ENGAGEMENT

The ability build on collaborative concepts.

4

FLEXIBILITY

Exploring different potential applications

PRESERVATION

Practical solution focus

CONTROL

The ability to work within guidelines for idea selection

FOCUS

The ability to focus on solutions

INDEPENDENCE

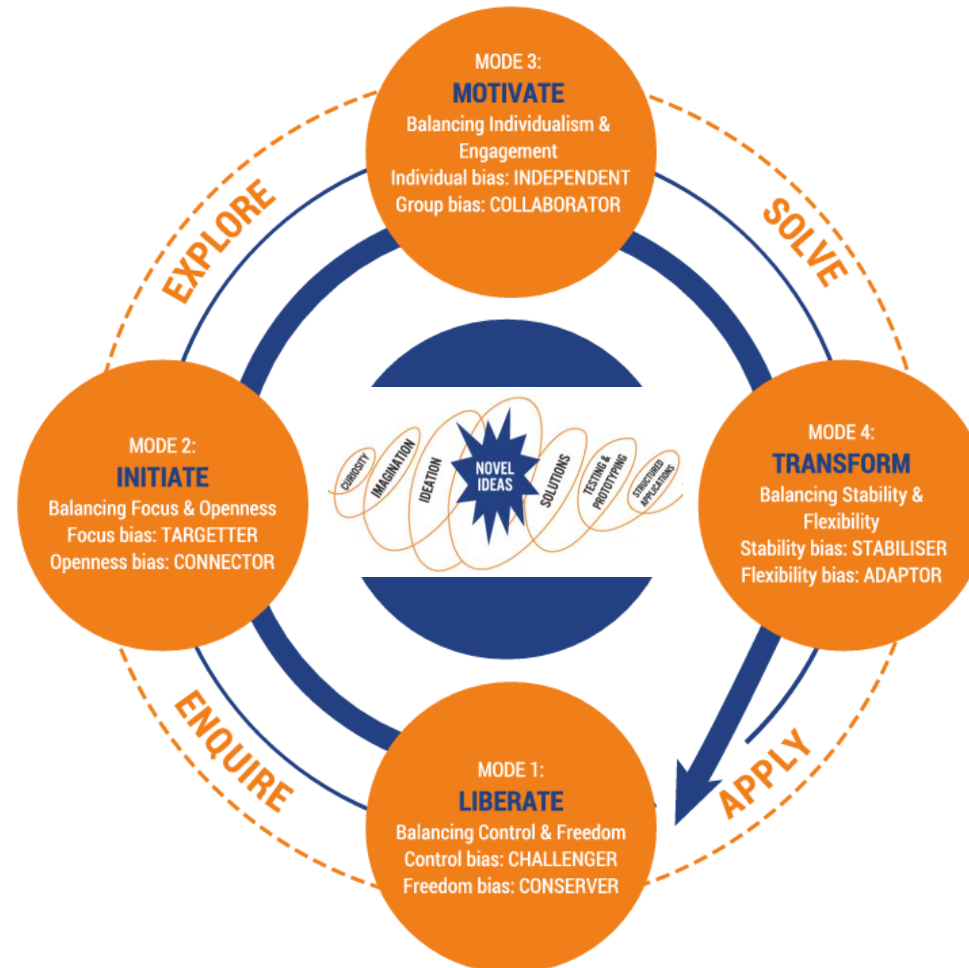
Individual drive and passion to push through to practical outcomes

STABILITY

Testing and prototyping to narrow down to the best implementation



Links to each stage of the innovation process



About the assessments

Key recommended diagnostic tools:

- 1. Innovation Climate Index (iCi)
Organizational Report**
- 2. Innovative Change Leader Inventory (iCLi):
Personal Profile**

Validated assessments based on research into how to identify alignment in leaders and cultures, and how leaders can lead for innovation and effective change management. The assessments measure the innovation climate in an organization (iCi), along with individual innovation biases (iCLi). The iCi is also a valuable model for understanding where there are different cultural perspectives to allow for dialogue to create shared understandings.

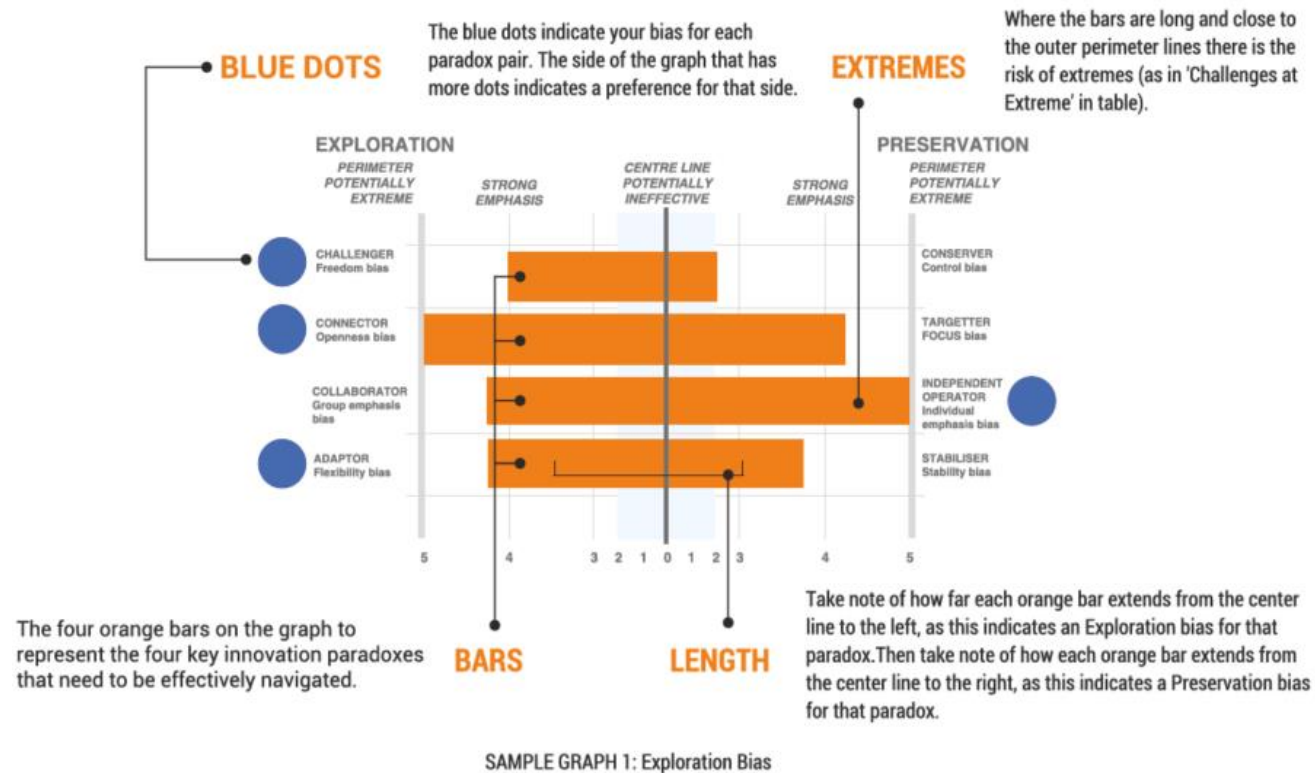
These assessments enable the opportunity to identify potential gaps and opportunities and improve current systems. It is then possible to come up with new strategies and / or structures for internal implementation.

[Check your leaders & organizations preparedness for innovation](#)



About the profiles

The reports produced indicate strengths and opportunities for potential development. They enable a dynamic proactive approach to innovation development:



About the authors of the validated assessments

ABOUT THE PROGRAM DESIGNERS

Gaia Grant

Gaia Grant is a founder and director of Tirian International Consultancy. Gaia is a doctoral researcher (PhD) in innovation culture and lecturer at the University of Sydney Business School, and she also holds an MSc Creative Thinking and Grad Dip Change Leadership (State University of New York), along with a BA, Dip Ed (Macquarie University) and BD (hons) (MCD). Gaia is the co-author of *The Innovation Race: How to change a culture to change the game*, along with *Who Killed Creativity?... And How Can We Get it Back?: Seven essential strategies for making yourself, your team and your organisation more innovative*. Gaia's doctoral research is on the paradoxical tensions that leaders and organisations can experience as they work through innovation sustainability challenges.

Prof Martin Dowson

Martin Dowson is the program director of academic development at Excelsia College Sydney. Martin has a PhD in educational psychology (University Western Sydney), and he is currently completing a second PhD in philosophy (Macquarie University). Martin is author of over 250 peer-refereed publications including articles appearing in *Review of Educational Research*, *Journal of Educational Psychology*, *Contemporary Educational Psychology*, *Educational and Psychological Measurement*, *Review of Religious Research*, and the *Journal of Occupational and Organizational Psychology*.



For more information

The principles behind this approach are explored in the breakthrough new book:



The Innovation Race:

How to change a culture to change the game

*4 culture change actions to navigate the key innovation paradoxes –
using the polar positioning technique.*

“Read this book before it’s too late”

Margaret Heffernan,

Author, BBC TV producer, CEO & entrepreneur

*“An engrossing journey that gathers insights
from the fields of economics, anthropology,
ethics and psychology.”*

Peter Martin, Economics Editor, The Age

