



I-MBO ANALYTICS

**INNOVATION
MINDSET,
BEHAVIORS &
OPPORTUNITIES**

Are your people ready to meet the innovation challenges that will determine your organization's future?

Start from where you are

Establish your baseline and track quantifiable results over the long-term with the I-MBO analytics.

Utilize the I-MBO visual models and data to gain critical insights about how the people in your organization:

- Understand and relate to innovation (Mindset)
- Skillfully engage in innovation (Behaviors)
- Are empowered to innovate in daily work (Opportunities)

Mindsets can be strengthened by new awareness, knowledge & experience.

Behaviors can be strengthened by skill-building.

Opportunities can be strengthened by recognizing and building on the innovative potential of every person.

See the short & long-term results

Immediately know your people and how to maximize their ability to be innovative in everyday work.

Plan and implement the right development resources to enhance employee engagement, career development, and innovative work performance.

Equip your organization with the power to successfully innovate its future:

- Meet increasing customer demands for innovative solutions
- Enhance the profitability, quality and productivity of your teams
- Create and manage new knowledge across the organization
- Provide innovative HR solutions that attract and retain top talent
- Navigate the complexities of culture, strategy and business models
- Exceed the expectations of stakeholders

“ I was fortunate enough to execute a departmental turnaround using the VCI framework.

PT Navendra, Head of Data Services, HD Vest Financial Services

“ VCI has a wealth of expertise in innovation and are wonderful to work with.

Kim Saville, Director of Innovation Processes, Saint-Gobain Performance Plastics

“ VCI provides world-class consulting and global insights into how to enable individuals, groups and organizations to innovate to their highest human capacity.

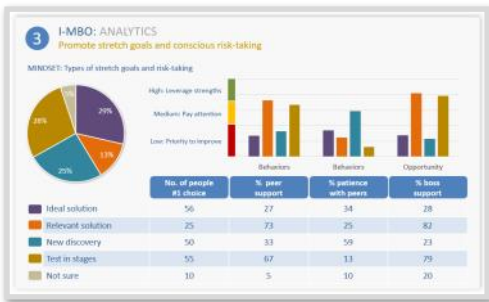
Kathie Thomas, President, Beyond Concepts; former Fleishman-Hillard executive



Comprehensive | Energizing | Practical | An innovation framework that works

Let us show you how

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I-MBO Analytics

INNOVATION MINDSET, BEHAVIORS & OPPORTUNITIES

10 Essential Components: Data you can trust to enable innovation

1

Align expectations and opportunities

Discover the expectations and opportunities your people have for being innovative at work and how they match your organization's reputation and values.

2

Establish a common language

Learn to what degree your people share a common language and understanding for innovation and whether the overall mindset is inclusive or exclusive.

3

Promote stretch goals and risk-taking

Know the practices your teams use when setting stretch goals and taking risks, so people stay on a learning-edge to advance the goals of the organization.

4

Foster a healthy innovation process

Determine which innovation process tasks people feel more skilled at, and how to ensure a robust "breathing rhythm" for innovation.

5

Practice the art and discipline

Recognize the preferences your people have for the art (people side) and the discipline (technical side) of innovation and how well they feel supported to express their natural tendencies.

6

Turbo-charge innovative thinking

Uncover the patterns your people have for thinking innovatively and how the differences can produce more comprehensive and sustainable innovation.

7

Energize innovation

See the levels of confidence and self-esteem your people have when they need to be innovative, and elevate the kinds of human values that motivate them.

8

Engage people across boundaries

Find out if people are reaching out beyond their workgroups and the organization to gain new knowledge and ideas for co-innovation.

9

Evolve your mindset and methods

Detect where your organization is with respect to 3 paradigms for enabling innovation to know your starting points and key areas for improvement.

10

Empower different types of innovation

Understand the types of innovation that people focus on in their daily work, and the types of innovation they are motivated to work on, to utilize their untapped energy.

