

# Welcome to the Team Innovation Seminar



*Intesi!*  
RESOURCES

UNDERSTANDING. INSIGHT. RESULTS.

inscape  publishing

# Seminar Goals



- **Discover** the approach you use on teams
- **Identify** your most comfortable role on a team
- **Develop** strategies that will help you work on a team to create, refine, advance, and implement new ideas
- **Determine** effective ways to balance, integrate, and capitalize on the different strengths of each team member

# Teams



- Individuals are creative
- Teams are innovative



# Response Example A



## EXAMPLE A

1.

**2**

I like to examine the details.

**4**

I'm good at recognizing alternatives.

**3**

I tend to focus on many things at once.

**1**

I like to see the consequences before I act.

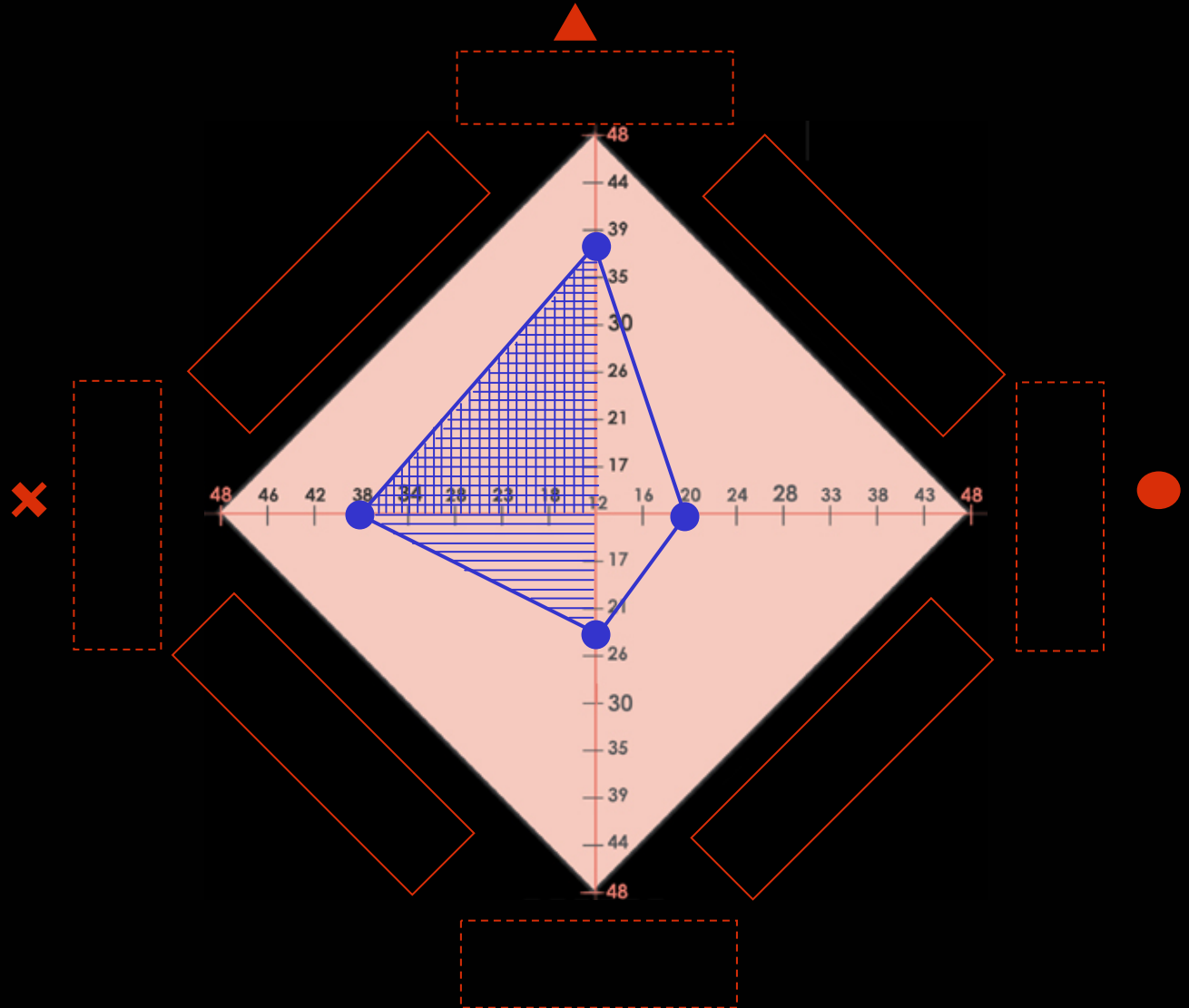
# Profile Graph



Team Dimensions Profile  
**TALLY BOX**

SYMBOL	TOTAL
✕	38
▲	38
●	20
■	24

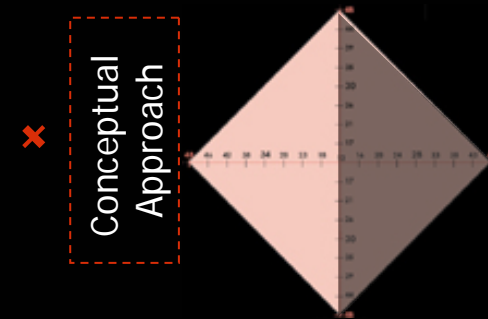
COLUMN SHOULD TOTAL 120



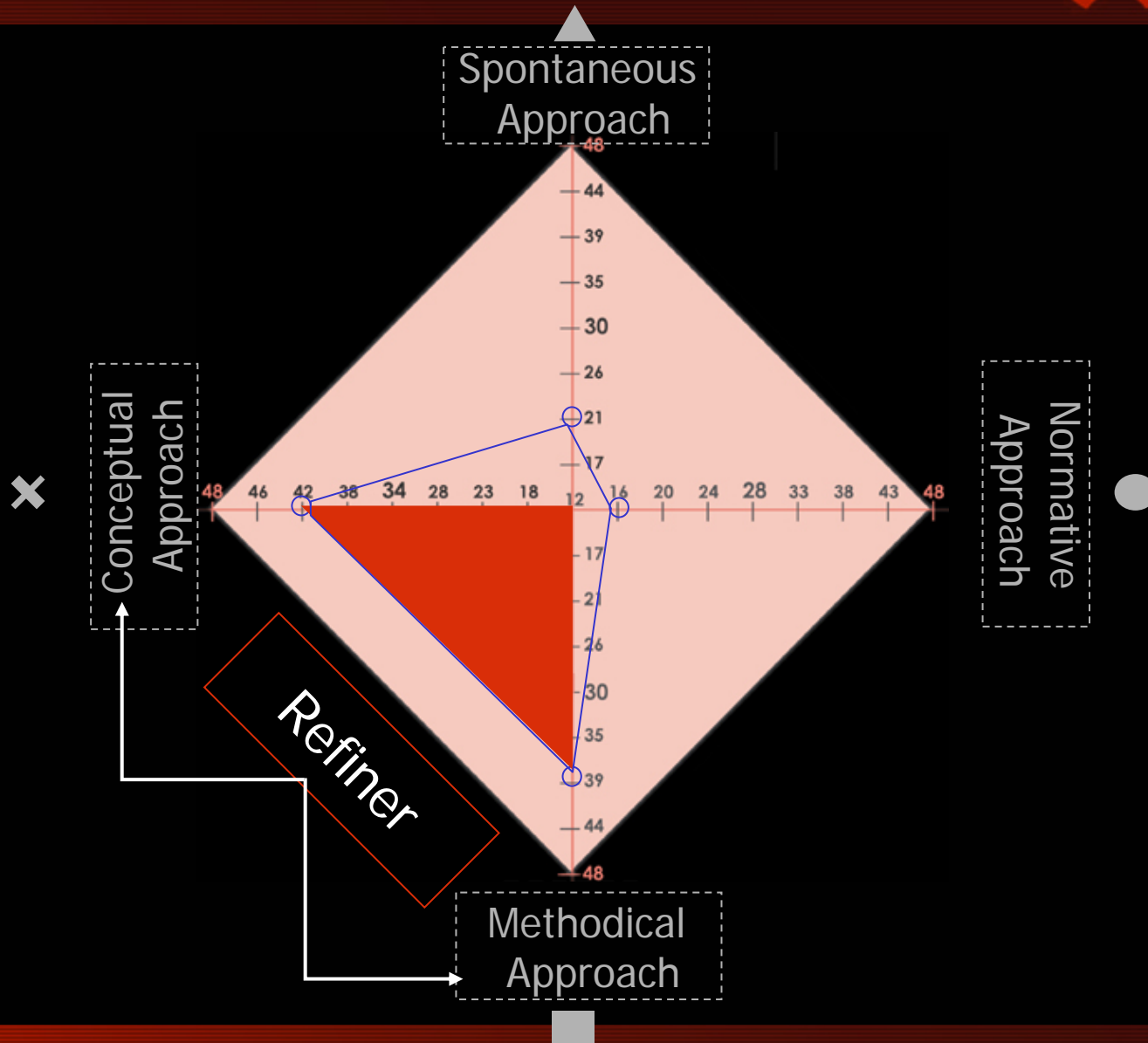
# Conceptual Approach



- Likes to come up with new ideas
- Is good at exploring alternatives and discussing concepts
- Is good at visualizing the master plan
- Prefers to focus on the future
- Develops theories, principles, and ideas
- Is good at recognizing alternatives



# Refiner Role

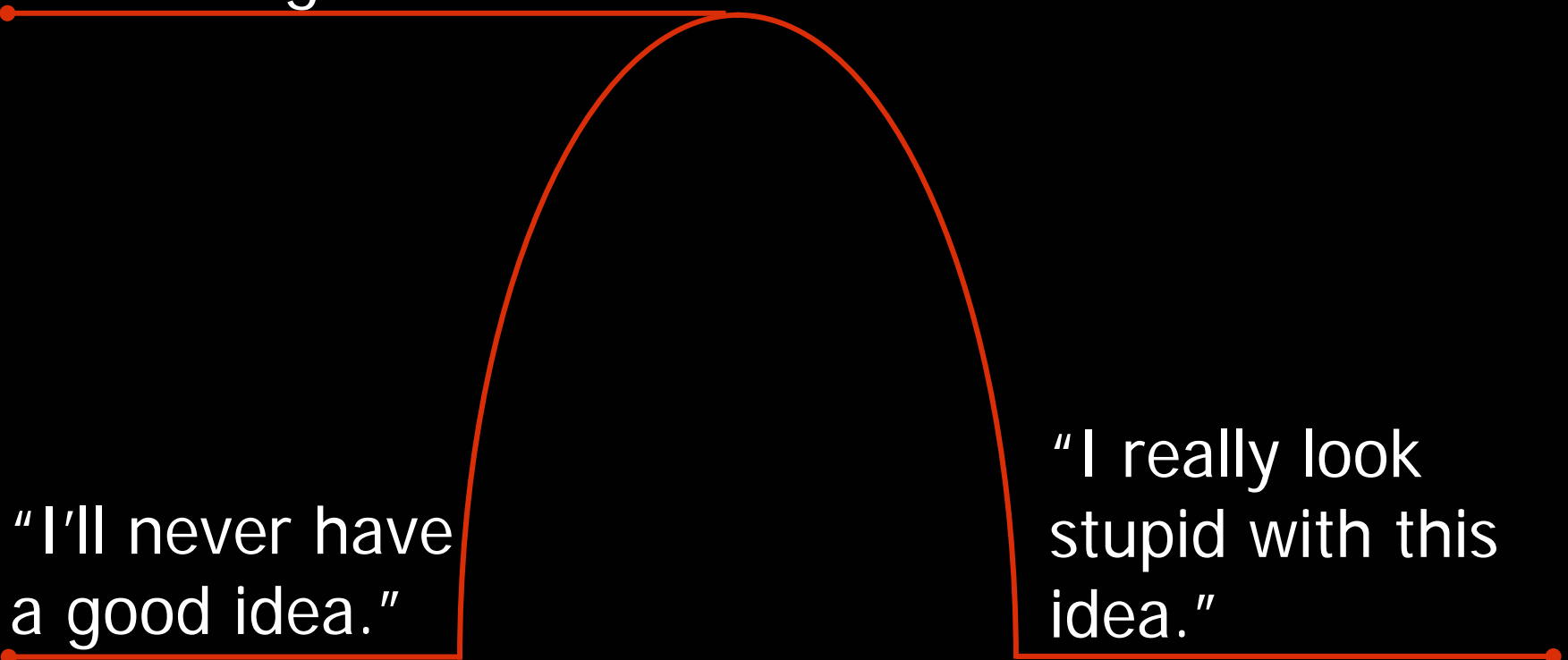


# P.E.P. Cycle



Elation

"What a good idea!"



"I'll never have a good idea."

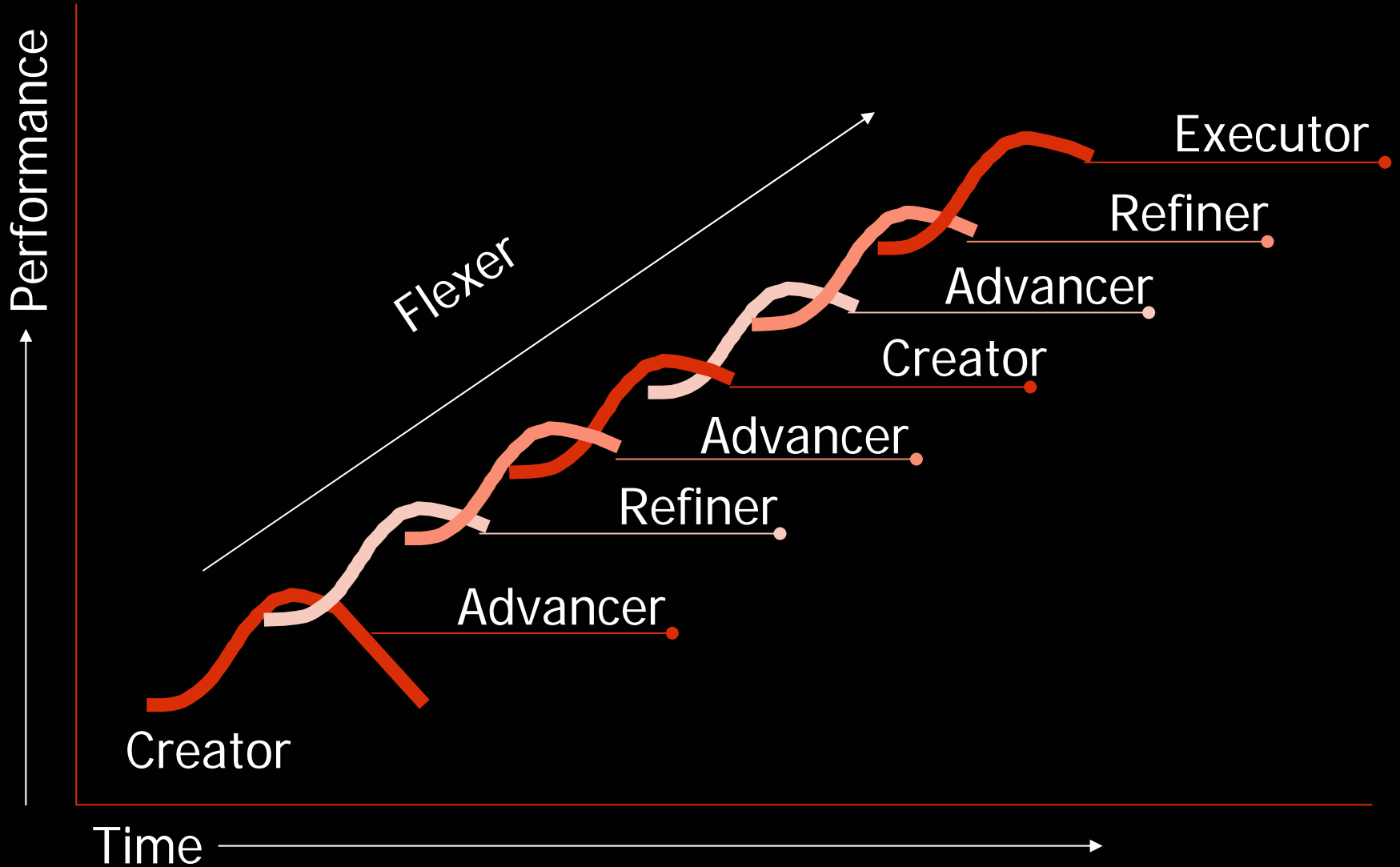
"I really look stupid with this idea."

Panic

Panic



# The P.E.P. Cycle



# The Refiner



# A Balanced Team



Creators develop new concepts.

Advancers move things forward.

Flexers can monitor the process and step in to fill gaps on the team.

Refiners examine details.

Executors follow through on implementation.

# Thank You for attending the Welcome to the Team Innovation Seminar

