



2013 Casualty Loss Reserve Seminar

**Harnessing the power of ideas through great teamwork:
Drive innovation through collaboration**

Premise: An organizations ability to harness the collective IQ of talented professionals and put it into action is a key to competitive advantage. Teams are a key conduit to mobilize talent and leveraging expertise is the new battleground.

Effective Leaders need to lead teams with ideas and are asking important questions:

.... How do I take ideas that address an important issue and go from great ideas to testable concepts to concrete deliverables that can be tested, improved, and ultimately launched?

... How do I get a team of skilled professionals involved with innovation to solve important problems or address big opportunities? (to innovate!)

Learn from the best: IMPORTANT LESSONS FROM DEEPDIVE™ and Apollo 13

- Concentrate the attention and focus of the team on a specific challenge
- Carefully define the problem/opportunity: goals, objectives, constraints (be precise): get all brains fixated on the issue at hand!
- Put the team under considerable time pressure – which has the effect of eliminating unnecessary behaviors that frustrate innovation and problem solving
- Create explicitly high expectations for results; not just compromise for harmony's sake
- Encourage ideas outside the norm that may produce the biggest impact
- Creates a wide net and new hunting ground for ideas to address key issues
- Encourage building on the ideas of others
- Use rapid prototyping: failing early and often to succeed sooner
- Energize conversations (idea flow!) about the key issues the team faces
- Define the goal, clarify constraints, motivate the issue, create the values, assemble the talent, and get out of the way
- Leaders listen. Period. Leaders give power, not take power. Period.

Footnote: THIS SHORT GUIDE IS INTENDED TO BE A COMPASS [NOT A COOKBOOK] FOR SMART PEOPLE TO BE MORE INNOVATIVE TO HELP THEIR PROFESSIONAL GROWTH AND COMPANY'S SUCCESS! (Use it, modify it, study it, search on it--Be a more effective knowledge professional. Win by being smarter! And remember, be an idea hunter)

