

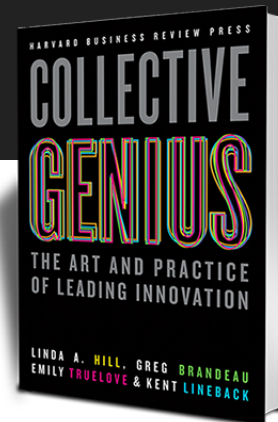
Introducing the *Collective Genius* simulation

A process that teaches leaders how to inspire action, nourish creativity, and build a culture of innovation

Master the art and practice of leading innovation

In 2014, Harvard Business School Professor Dr. Linda Hill and colleagues released groundbreaking research on leadership and innovation in their book *Collective Genius*, which became an instant classic and was recognized with a rare Thinkers50 innovation award. Now, it has spawned **an exciting, interactive new virtual learning journey** from our thought leader partners at **Paradox Strategies** to help leaders discover and apply the right mindsets and behaviors that can simultaneously unleash and harness the collective genius in their organization, a paradox in cultures that are able to drive innovation again and again.

Core concepts include a framework for how to create an environment where employees are both **willing** and **able** to do the hard work that innovation and problem solving requires. Wise leaders begin with the realization that **innovation is voluntary**. The **multifaceted journey** includes a combination of self-reflection on research-based leadership behaviors, group-based self-discovery learning, team-based competitive decision-making, and a set of step-by-step, practical and interactive **tools**.



Praise for *Collective Genius*

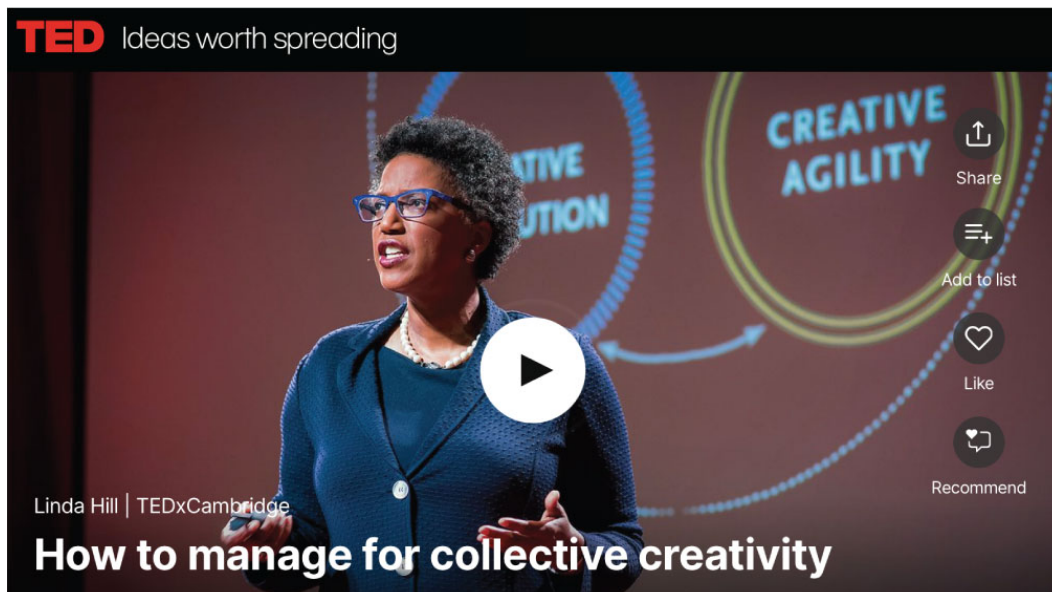
“Collective Genius offers real-world insights that will help today’s business leaders challenge the status quo, drive new ideas, and create an environment where change and innovation are the norm.”

- Ken Chenault, CEO and Chairman, American Express

“An instructive look at how leaders can create flexible corporate ecosystems to unleash individual talent in ways that lead to greater organizational innovation.” - Reid Hoffman, Chairman, LinkedIn

AUDIENCE

The *Collective Genius* simulation is perfect for any leader who has responsibility for a team, task or a process that needs to innovate.



*Dr. Linda Hill, a founding partner at Paradox Strategies, is widely regarded as a top global expert on leadership and innovation. Her [TEDx Talk](#) has had more than 2.6 million views since 2014. Linda was named a top 10 management thinker in the world in 2013 and received the [Thinkers50 Innovation Award](#) in 2015. *Collective Genius* won a global [Axiom Business Book Awards gold medal](#) in 2015.*

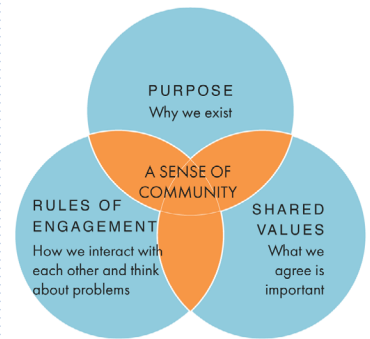
The Collective Genius simulation

A learning journey that brings to life a framework for innovation

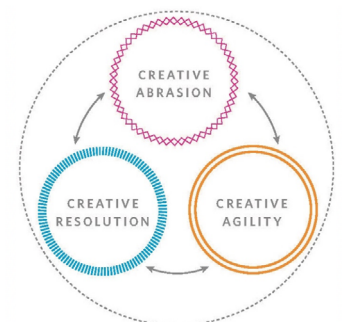
1. The journey begins with our Innovative Leader Survey, a **self-assessment** to provide insight and comparative points.
2. Then, a **web-based, leader-led discovery session** helps a cohort of learners embrace new mindsets and build muscle for leading innovation.
3. Next, a **team-based, competitive digital simulation** transports players through 6 realistic scenarios that test their decision-making skills against consequences and measurable business impact.
4. Finally, participants launch their own individual journeys powered by an **implementation guide** with a prescription for success and 9 tools they use with their teams to bring to life and reinforce the 6 most important principles from Dr. Hill's research. As a result, leaders develop a robust process that inspires action, nourishes creativity, and helps them build a culture where innovation can flourish.



Willingness requires the leader to develop a strong sense of community by bringing to life the organization's purpose, a shared sense of values, and a clear set of explicit rules of engagement



Ability is about building the key organizational capabilities required for innovation. To do this leaders and their teams must master creative abrasion (the ability to generate ideas through discourse and debate), creative agility, and creative resolution.



Implementation: *Collective Genius* can be facilitated virtually in one 4½- to 5-hour session or two 2½-hour sessions with a 1- 2-week break in between. The in-person simulation is a full day from 9-12 and 1-4 (or 7 hours including a 1-hour break).

About Paradox Strategies

Guided by cutting-edge research on leadership, innovation, and inclusion, Paradox Strategies is an Advantage thought leader partner that provides advisory services, inspiring experiences, and accessible digital tools that transform leaders and organizations.

About Advantage Performance Group

A professional services firm made up of partners throughout the U.S., we help organizations develop great people by curating learning initiatives, strategies, and experiences through our network of best-in-class thought leader partners. Get a taste of our many learning resources and learning partners at apg1.us/free.

For more information or to schedule a free demo, please contact Advantage Performance Group, visit advantageperformance.com or call 800.494.6646.