

# The Collective Genius simulation

From our thought leader partners at **Paradox Strategies**

## Master the art and practice of leading innovation

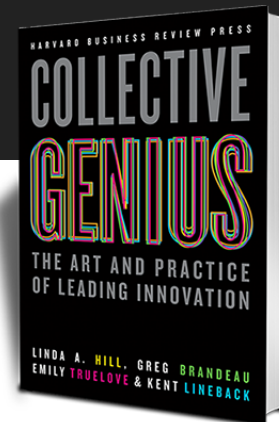
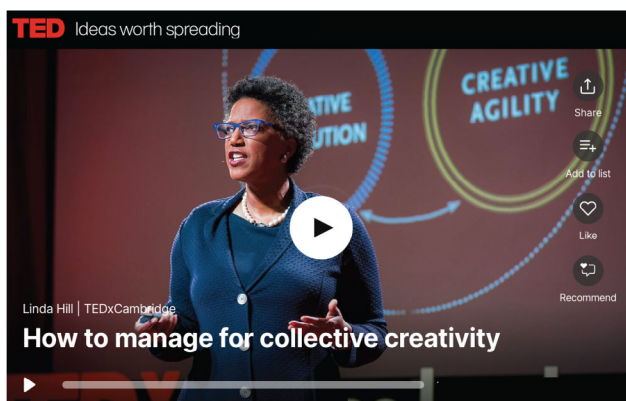
In 2014, Harvard Business School Professor Dr. Linda Hill and colleagues released groundbreaking research on leadership and innovation in their book *Collective Genius*, which became an instant classic and was recognized with a rare Thinkers50 innovation award. Now, it has spawned **an exciting, interactive 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.

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**. The journey provides practical action steps that yield near-term results for any leader in an organization looking to be more innovative— it's not just for "innovation gurus."

## Key results

After completing the journey, participants will understand and experience:

- **An innovation mindset.** Increased knowledge regarding the culture and capabilities of innovation
- **A shared language and approach.** A common innovation framework and language, which facilitates conversation and collaboration
- **A world class methodology,** which is also a foundation of the Harvard Business School MBA and Executive Education programs.
- **Confidence.** Increased self-assurance around discussing and implementing actions to drive innovation
- **Action steps.** Specific strategies, behaviors, and tools participants can immediately implement to drive greater innovation in their day-to-day work.
- **Strategic competence.** The ability to assess their current state and construct an action for themselves and their teams.



## Praise for the Collective Genius simulation

*"This training is relevant to anyone in an organization focused on innovation, not just the 'innovation experts.' "*

*"I like the fact that it's based on a real-life situation, with the opportunity to analyze our decisions and apply in our own way to our organization."*

**Cybersecurity Organization**

*"The Collective Genius Toolkit was an important part of a recent innovation program. The participants are thrilled to have the tools because they translate powerful concepts into specific actions that they can deploy individually and with their teams to drive innovation. "*

**Harvard Business School Executive Education**

*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 2.8 million views since 2014.*

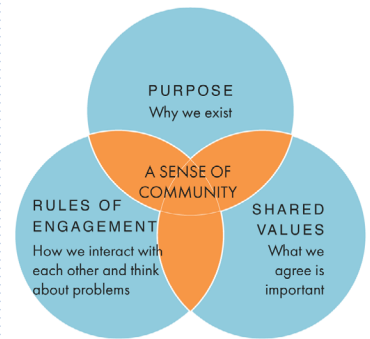
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*A learning journey that brings to life a framework for innovation*

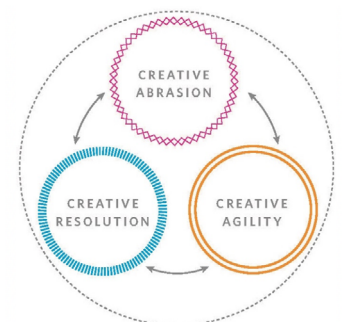
1. The journey begins with our Innovative Leader Survey, a **self-assessment** to provide insight and comparative points.
2. Then, a **web-based, leader-led discovery session** helps a cohort of learners embrace new mindsets and build muscle for leading innovation.
3. Next, a **team-based, competitive 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](http://apg1.us/free).

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