



## INNOVATOR CONSULTING SERVICE

### OVERVIEW

The dynamics of any meeting or training session may differ, but one thing remains constant: it's frequently difficult to get a full contribution or optimal productivity from all participants. Furthermore, when decisions must be made, prioritisation and reaching consensus can be time consuming and frustrating.

To make the most of valuable time and personnel, Wilson Learning has developed *Innovator Consulting*. *Innovator Consulting* combines the power of process facilitation with computerised participant polling and voting to assist group planning and decision making. *The Innovator* technology focuses group energy and speeds up the decision-making and consensus building process.

*Innovator Consulting* is a group decision-support system utilising group process facilitation to provide immediate and anonymous feedback involving all members of the audience.

*Innovator Consulting* gives participants the ability to see their level of consensus, quickly prioritise issues and anonymously generate feedback about proposed actions.

With the assistance of a facilitator, *The Innovator* tool is used to poll the group. By pressing a number key on the voting keypad, the participant can cast an anonymous vote for their highest

priority. The vote is instantly counted and displayed, in a choice of chart, graph or table. Results are immediately displayed on a large projection screen or television monitors.

*The Innovator* speeds up any voting or group consensus process enormously, making it extremely efficient and effective.

The ideal group size ranges from 12 to 18 people, although *Innovator Consulting* can be used with up to 650 participants.

### HOW IT WORKS



The design of *Innovator Consulting* sessions depends on the client objectives which are determined prior to the session itself. In most cases, issues, ideas or opinions are elicited from the group through a series of strategic questions. Next, the participants may do a series of exercises, either group or individual, while the facilitator records these results. Finally, the group anonymously and individually votes on the central factors or issues involved in the session.

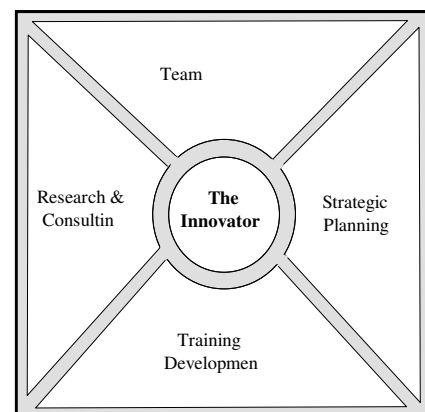
### THE BENEFITS

*Innovator Consulting* provides numerous benefits in the quality and speed of group interactions. It eliminates a major bias that occurs in some meetings; anonymous voting prevents peer pressure or leader pressure from influencing votes.

In addition, the voting process ensures full and equal involvement by every member of the group, decreasing the chance that only the loud will be heard. This leads to greater commitment and ownership of the group's ultimate plan.

*Innovator Consulting* is a flexible process so it's possible, even probable, that the original session plan will be changed during the course of the work based on participant feedback given through the session. Even more importantly the process is engaging and enjoyable, and people are rewarded for their efforts with instant results.

*Innovator Consulting* can be used in several decision-making situations. There are four main domains of use: strategic planning, team process, research and consulting, and training and development.



## STRATEGIC PLANNING

As a tool for senior management and planning groups, *Innovator Consulting's* primary purpose is to facilitate strategic and operational planning at the organisational, divisional or departmental levels.

The program can support planning issues such as:

- Developing a mission, vision and core value statements
- Identifying and prioritising critical success factors
- Specifying and assigning key activities
- Identifying key obstacles and supports for implementation

Through the use of *Innovator Consulting* organisations are able to make higher quality decisions faster and implement decisions that stand a higher chance for long-term success because of the consensus and plan ownership achieved.

## TEAM PROCESS

As organisations thrive on team environments, creating innovative solutions to complex problems in an efficient way becomes increasingly important.

Team activities that can be accomplished include:

- Developing (team) mission and vision statements
- Identification of stakeholders and their needs
- Analysis of problems and contributing factors
- Identification of alternative solutions
- Evaluation and selection of optimal solutions
- Specification and assignment of implementation activities

## RESEARCH AND CONSULTING

*Innovator Consulting* is as a sophisticated research tool for gathering, summarising and analysing input. The tool's ability to provide instant feedback and to capture and combine results from several meetings allows needs assessments to be conducted quickly and accurately.

Different applications include:

- Readiness and requirements for organisational change
- Capabilities and needs for strategy implementation
- Customer expectations and demands
- Dealer/distributor success factors and needs
- Job Futuring and competency modelling
- Team effectiveness criteria and assessment
- Purchase criteria and selection

## TRAINING AND DEVELOPMENT

*Innovator Consulting* can also be used as part of training and development activities, especially those designed to implement new strategies or bring about organisational change.

As part of a learning experience it enables:

- Development of mission or purpose statements
- Analysis of the impact of environmental changes
- Prioritisation of critical success factors
- Identification of core competencies
- Development of group or individual development and action plans
- Evaluation of performance criteria

*Innovator Consulting* results in better quality decision-making and higher engagement and commitment from those involved. It focuses group energy and speeds up the decision-making and consensus-building processes. Lines of communication and understanding are immediately opened as participants concentrate on the most important issues facing the team.

*Innovator Consulting* can be delivered as a consulting service to client organisations. Alternatively, Wilson Learning can supply your organisation with the *Innovator* technology and train your people in *Innovator* facilitation and consulting skills.