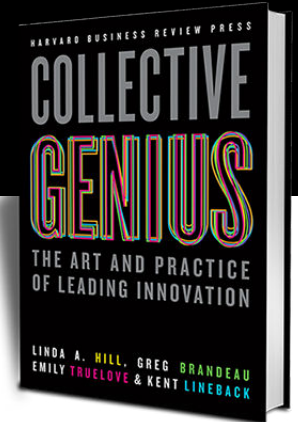


## re:Mind

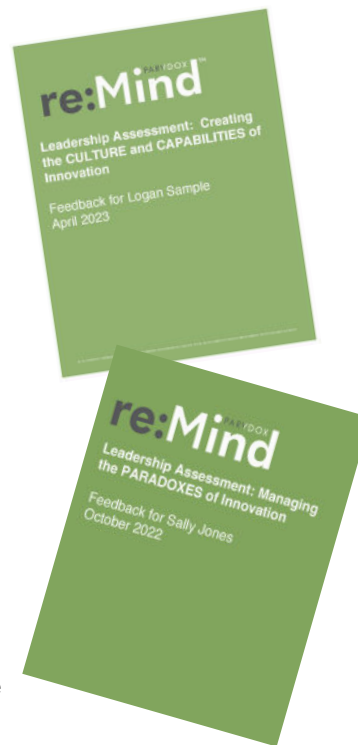
*The Collective Genius 360-degree assessment package that measures a leader's ability to lead innovation*

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.



In 2016, *Collective Genius* was translated into **re:Route™**, an organizational assessment that since has been applied across a wide array of industries and six continents. Next came **re:Mind™**, an integrated package of two assessments that measure a leader's ability to nourish agility and lead innovation:

1. One assessment measures a leader's ability to create the culture and capabilities for innovation where employees are both willing and able to do the hard work that innovation and problem-solving requires.
2. A second assessment measures a leader's ability to manage the paradoxes of innovation. Specifically, it shows well how leaders are able to unleash the talents of diverse individuals and harness those talents to create an innovative solution to a challenge that the organization faces.



### Praise for re:Mind

*"Great model of unpacking innovation skills. This will enable our managers to encourage diversity of thought and expand ideas generated from their teams."*

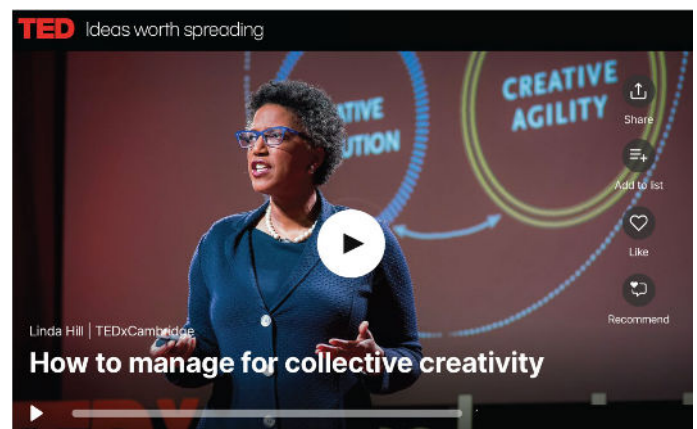
**Director, Pfizer**

*"My re:Mind report and debrief with the coach was very useful. It provided relevant information to the work I am doing right now. The questions at the end of the report and the action plan exercise helped me craft a specific go-forward plan."*

**Information Technology  
Vice President, United  
Technologies**

### Creating sustainable innovation

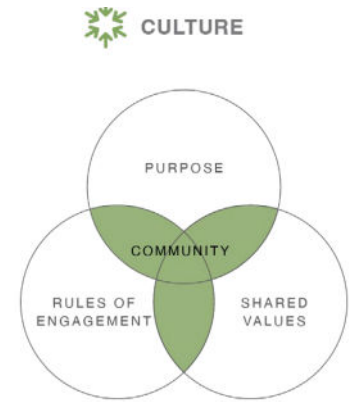
The skills to manage sustainable innovation can be taught and coached. Our assessments help innovation leaders get better faster – by providing a measurable guideline of where they are starting with regard to culture, capabilities, and managing the paradoxes of innovation.



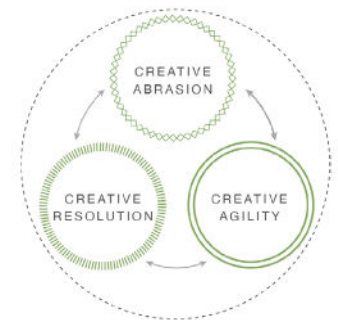
**Dr. Linda Hill**, a founding partner at Paradox Strategies, is widely regarded as a top global expert on leadership and innovation. Her TEDx Talk has had more than 2.8 million views since 2014.

# re:Mind: Creating the culture and capabilities of innovation

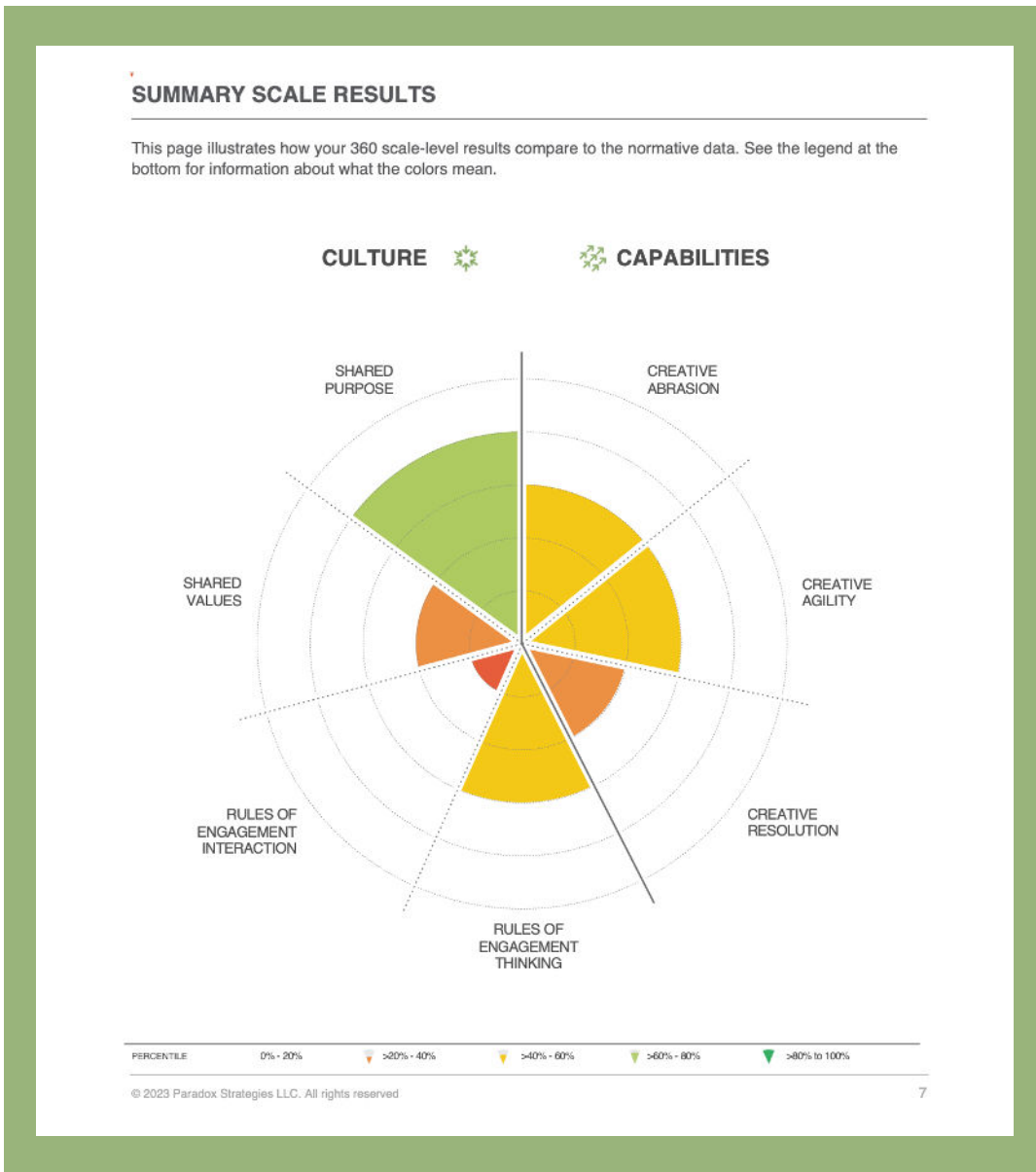
Why are some organizations more innovative than others? Leadership matters. Leaders in these organizations are able to create environments that enable people to be both willing and able to innovate. Regardless of industry, geography, age, or size, we find innovative organizations have cultures in which people feel a sense of community that supports three capabilities for innovative problem-solving, as described in the model below. Each requires leaders who are themselves willing and able.



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



**Ability** is about creating an environment where diversity and creative conflict flourish. 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**.



**For more information** about *re:Mind*, *re:Route*, or our *Collective Genius* simulation or to schedule a free demo, contact Paradox Strategies via our website at [paradoxstrategies.com](http://paradoxstrategies.com), email [info@paradoxstrategies.com](mailto:info@paradoxstrategies.com) or call 617-939-0055.

# re:Mind: Managing the Paradoxes of Innovation

Leading innovation requires that leaders act in what many experience as unaccustomed or uncomfortable ways. They must navigate six tensions— or paradoxes—inherent in creating the environment required for innovation.

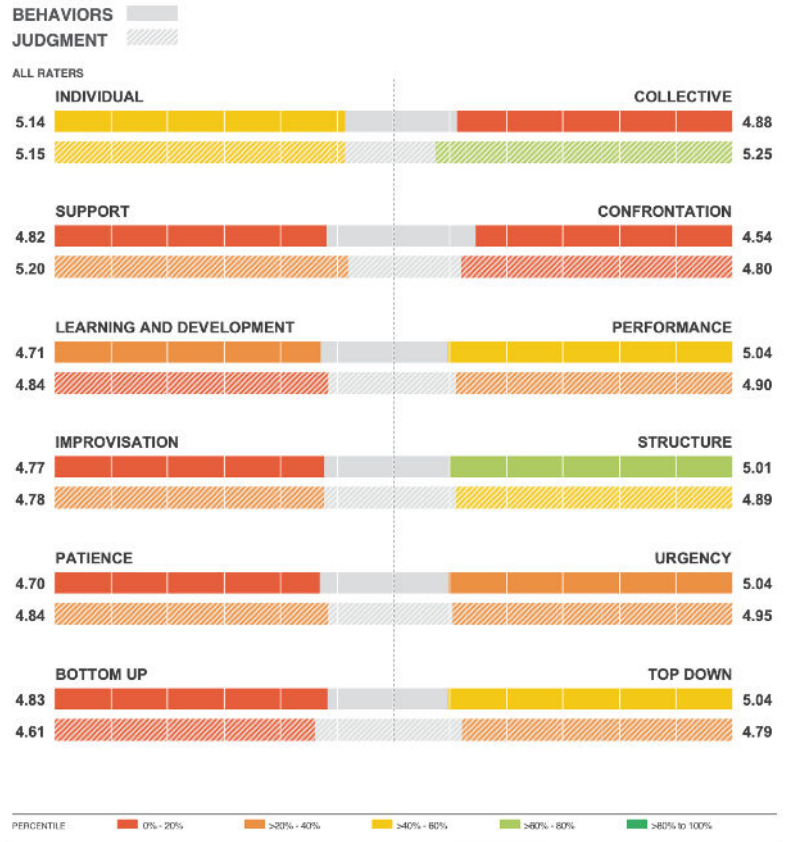
The fundamental paradox at the heart of innovation is the need to unleash the talents of diverse individuals and, in the end, to harness those talents to come up with an innovative solution to a challenge or opportunity that the organization faces. Both processes are essential.

The re:Mind report on Managing the Paradoxes of Innovation shows how a leader is rated on specific behaviors and judgments relevant to each set of six paradoxes. Leaders need to be versatile— continuously recalibrating what others need from them and knowing both when and how to adapt one’s behavior to meet the situation at hand.

**For more information**, about *re:Mind*, *re:Route*, or our *Collective Genius* simulation or to schedule a free demo, contact Paradox Strategies via our website at [paradoxstrategies.com](http://paradoxstrategies.com), email [info@paradoxstrategies.com](mailto:info@paradoxstrategies.com) or call 617-939-0055.

## SUMMARY RESULTS: BEHAVIORS AND JUDGMENT

This section shows how your raters assessed both your BEHAVIORS and your JUDGMENT when navigating the paradoxes inherent in leading innovation.



## Paradoxes of Innovation

