



STRONGER INNOVATION TEAMS

A HIGH TECH BEHEMOTH

When forming innovation teams, companies often fall back on "the usual suspects," functional skills, or simple availability. But would you put your slowest guy as running back on a football team and hope for the best?



NED
HEAD OF GLOBAL
SOFTWARE

Ned has had a storied career in high tech, having played a leadership role at companies whose devices we use every day. He has recently joined one of the legendary older tech companies to transform a low-margin, slow growing business unit into a high-growth, high-margin one. He inherits a workforce spread across several continents, hired for technical competence – not innovation skill.

Before making any changes, Ned realizes that he needs a different view of his workforce. Ned takes the

Profiler, and as a lifelong innovator, he resonates with the questions the Swarm Profiler asks.

Using the Swarm Innovation Profiler, Ned profiles his workforce. He is able to see his entire IT workforce ranked by Swarm score, as well as the overall patterns. The group is overall fairly weak on Disrupt, Create and Deliver – skills that correlate with high-growth, fast-moving businesses. Moreover, he is able to see the innovation profiles of each of his teams, and (along with other data points such as performance reviews, personality and functional skills), Ned decides which teams he will assign to disruptive vs. incremental innovation initiatives, and who he'll retain to manage the existing business. He optimizes the teams, bolstering the innovation skills that are lacking.

Ned is able to make his re-organization decisions with confidence. He makes rapid progress on re-designing his business unit, forming stronger teams and assigning them appropriately to Horizon 1, 2 and 3 growth projects. He forms innovation teams based on actual ability, vs. guesswork.



About Swarm Vision

Swarm Vision is a Silicon Valley-based predictive analytics company focused on corporate innovation.

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