

Introduction to TRACK and the SDLE

IRI Annual Meeting

June 2018

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TRACK = Training Resources to Advance Competencies and Knowledge

SDLE = Self-Directed Learning Engine



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TRACK

***LEARNING POWERED BY
Innovation Research
Interchange***



Topics

- What problem are we trying to solve?
- Emphasis on Scope
- How does the Tool work? (screen shots)
- How can you access the tool?
- How you can make the SDLE even better!

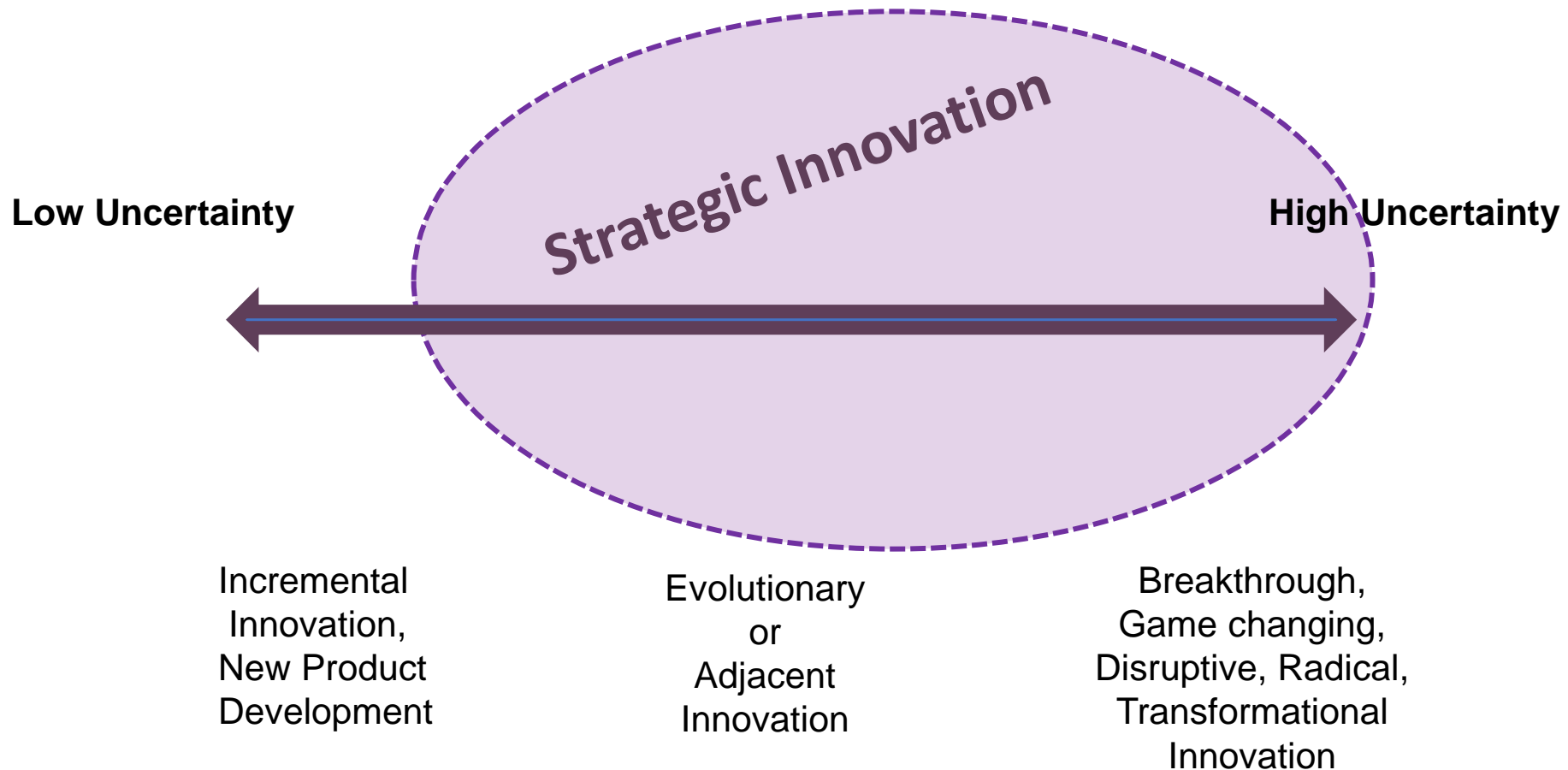




Why TRACK and the SDLE?

- Helping companies institutionalize a Strategic Innovation culture by helping to train Strategic Innovation Leaders
 - Supports the Organizational leg of the IRI Value Proposition
 - Makes key elements of IRI-developed knowledge accessible in an organized way
 - Helps move the networking and peer-coaching aspects of IRI value away from near 100% dependence on meetings/face-to-face interactions

Scope – A Focus on Leading *Strategic Innovation*





A Focus on Leading Strategic Innovation



**Being a good manager
and leader**

**Being a good
manager and
leader of
innovation**

Based on Results of Working Group Findings & Gina O'Connor's Work

	Discovery	Incubation	Acceleration
Portfolio	D-3 Director, Discovery	I-3 Director, Incubation	A-3 Innovation Council Member
Platform	D-2 Opportunity Domain Leader	I-2 New Business Platform Leader	A-2 General Manager, New Business
Project	D-1 Opportunity Generator	I-1 New Business Creation Specialist	A-1 Functional Manager, New Business

Tool Objective

- Create a language and a framework for skills and competencies based on this 3x3 grid
- Users can assess skills vs. each of these nine “roles”
- Companies can combine competencies to create roles relevant to their environments
- Skills assessment defines skill gaps
- Create a development plan to close skill gaps using IRI and partner resources:
 - RTM articles, presentations, job aids, classroom courses
 - Most critical resources are “on the job training” skill practice templates created by our membership



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The Self-Directed Learning Engine

Hi, Sherri



Logout

Full Name
Sherri Bassner

Assessment Role
I2 - New Business
Platform Leader

Settings

Self-Assessment Career Planning SDLE Resources

Self-Assessment

Click here to assess your competencies for your current job, so you can identify skill gaps and automatically generate a plan for closing them.



My Development Plan

Click here to view your personalized short term plan, and to add unique items to it.



Status

Self-assessment performed; development plan exists.
[Click here to view assessment results.](#)
[Click here to view development plan.](#)



[Click here](#) for technical support.

When you first login, your temporary password is the same as your username.



[Provide feedback](#)

Career Planning

Click here to assess your competencies against other job roles, and identify an action plan for the job you want next.



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Self-Directed
Learning Engine™
Skill development made to order.



Submit

Save

Cancel

Category	Competency	N/A	Learning	Basic	Applied	Skilled	Expert
Communication and Networking							
Communication and Networking	Ensure project-level learnings are accessed across the Platform	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Communication and Networking	Broker and facilitate relationships and networks to help with the emerging business platform. These relationships are inside and outside the company, as well as with corporate support functions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Communication and Networking	Advocate with leadership when the platform pivots as experimentation leads to learning, continually winning support after affirming that fit with strategic intent is retained.	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Communication and Networking	Facilitate discussion across key stakeholders to maintain alignment with strategic intent, including identifying and working with pockets	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>

Competencies Grouped into High Level Categories

- Talent Management
- Communication and Networking
- Execution
- Strategic Thinking
- Decision Making and Problem Solving

Example: D2 – Opportunity Domain Leader

<u>Reference</u>	<u>Competency</u>	<u>Skill Levels</u>
D2-1	Able to contribute to the definition of company's strategic intent through feedback on learnings from the Platform.	Strategic Thinking
D2-2	Able to build a pipeline of elaborated opportunities consistent with the Platform and the overall company strategic intent.	Strategic Thinking
D2-3	Able to gain exposure to many potential opportunities that fit that Platform, with the ability to read "weak signals" that can spawn ideas.	Communication and Networking
D2-4	Able to build and sustain a culture that embraces constructive challenging as a positive.	Talent Management
D2-5	Able to constructively challenge and question identified opportunities within Discovery to build on strong ideas and eliminate weaker ones.	Execution



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Secure | https://www.my-sdle.com/iri/Employee/ViewAssessmentResults.aspx

Category	Competency	Behavioral Example	Min Value For Role	Self Rating	Gap Btwn Min & Rating
Communication and Networking	Advocate with leadership when the platform pivots as experimentation leads to learning, continually winning support after affirming that fit with strategic intent is retained.	view	5	2	-3
Talent Management	Effectively recognize good work within the Incubation team	view	4	2	-2
Decision Making and Problem Solving	Guide and evaluate the step-wise development of an evidence-based experimental plan that ensures the whole landscape for the platform is examined and how it could play out as a new business platform.	view	4	2	-2
Communication and Networking	Ensure project-level learnings are accessed across the Platform	view	4	2	-2
Strategic Thinking	Further define and tighten the vision for the platform as experimentation tests boundaries	view	4	3	-1
Talent Management	Keep the team motivated in the face of difficult hurdles	view	4	3	-1
Talent Management	Build the right team without compromise	view	4	3	-1

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sherribassner@yahoo.com x Sherri Bassner - Outlook x My Development Plan x

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Competency	Activity Description	Activity Type	Activity Link	Target Completion Date	Status Notes	Completed?	My Vote	Remove From Plan
Competency: Build the right team without compromise								
Build the right team without compromise	Institutionalizing Innovation Competencies – ROR Research Report	Video	view	07/04/2018		<input type="checkbox"/>		<input type="checkbox"/>
Competency: Guide and evaluate the step-wise development of an evidence-based experimental plan that ensures the whole landscape for the platform is examined and how it could play out as a new business platform.								
Guide and evaluate the step-wise development of an evidence-based experimental plan that ensures the whole landscape for the platform is examined and how it could play out as a new business platform.	Kellogg Executive Education Program: Leading with Big Data and Analytics	Classroom	view	07/04/2018		<input type="checkbox"/>		<input type="checkbox"/>
Guide and evaluate the step-wise development of an evidence-based experimental plan that ensures the whole landscape for the platform is examined and how it could play out as a new business platform.	Selecting Early-Stage Ideas for Radical Innovation: Tools and Structures	RTM Article	view	07/04/2018		<input type="checkbox"/>		<input type="checkbox"/>

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Accessing the Tool

- Currently an Advanced Prototype
- Each member company receives up to 5 accounts
 - Accounts assigned to individuals
- Additional accounts available for purchase
- Can create a company subsite
 - Define roles relevant to your company with the competencies defined
 - Add learning resources only your employees can see



How can you help?

- Feedback on usefulness of resources
- Contribute resources
 - Skill Practices, youtube videos, favorite external courses, etc.
- Join the Sustainability Team

Questions or Comments?

Thank you !



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Need more information?

Visit me at the Registration area this week

Get more of your team involved.
Bassner@iriweb.org



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