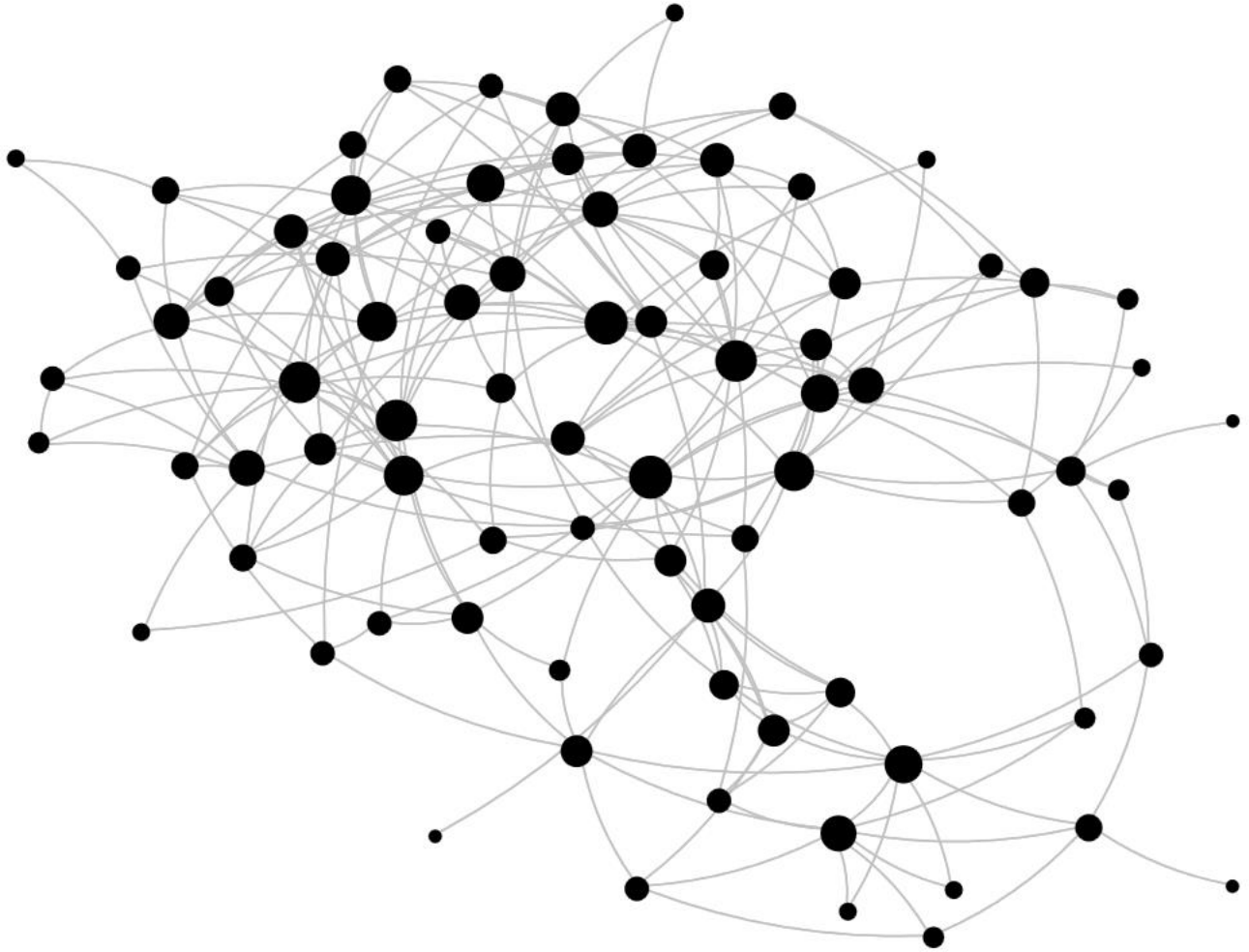
EXAMPLE OF HIGH LEVEL INSIGHTS ON CURRENT CONNECTIVITY AND POTENTIAL RISKS

COLLABORATION IN LEADERSHIP TEAM



NOTE:

This network is based on the question:

Please select up to 15 colleagues in the leadership team you collaborated with the most during the last 6 months

LEGEND:

- People – the larger the dot, the more connections
- Mutual collaborative relationships

THE KEY BARRIER TO CONNECTIVITY IS FUNCTION

- **Function**
- ~~Hierarchy~~
- ~~Location~~
- ~~Tenure~~

COLLABORATION IN LEADERSHIP TEAM, BY FUNCTION

- Engineering
- Manufacturing and Supply chain
- Sales
- Other Business Support
- Senior Leadership Team
- Project Management

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YOUR LEADERSHIP IS IN THE WORRY ZONE

SOURCE:
Change is Gridlocked! Now What?. Hansgaard (2024)

WHERE DO YOU SEE POTENTIAL IN MORE CONNECTIVITY?

61% **See potential in someone you do NOT collaborate with today**

78% **Point OUTSIDE own function for a potential**

22% **Point INSIDE own function for a potential**

EXAMPLE OF WHO TO CONNECT ON WHAT

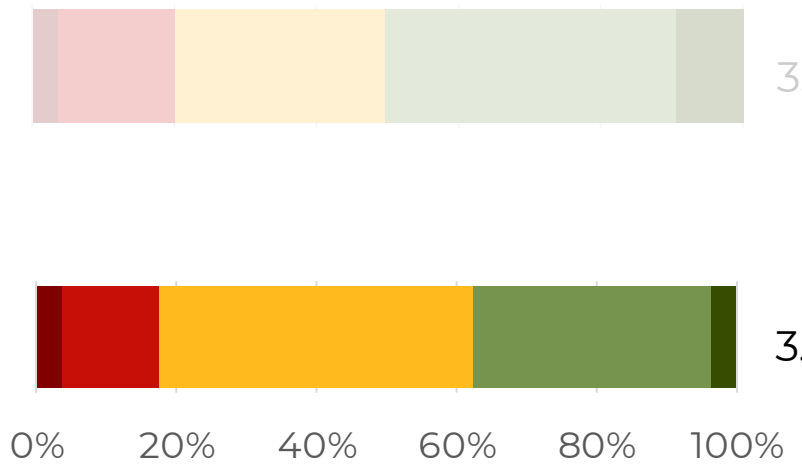
WHO NEED TO CONNECT

Group 1	Group 2	Group 3	Group 4	Group 5	Group 6	Group 7	Group 8	Group 9
Sherlock Holmes	Merlin	Leonardo da Vinci	Captain Jack Sparrow	**Cleopatra VII**	Pikachu	Indiana Jones	Marie Curie	Nikola Tesla
Amelia Earhart	Mozart	Joan of Arc	Genghis Khan	Shakespeare	Dracula	Darth Vader	Houdini	Wonder Woman
Albert Einstein	Hermione Granger	**Harry Potter**	Frodo Baggins	Gandalf	Black Widow	Father Ted	Lara Croft	Katniss Everdeen
Vincent van Gogh	Attila the Hun	Artemisia	**Nikola Tesla**	Amelia Earhart	Serena Williams	Oprah Winfrey	**Indiana Jones**	**Merlin**
Marilyn Monroe	Mozart	Napoleon	Mahatma Gandhi	King Arthur	Marilyn Monroe	**Joan of Arc**	Jimi Hendrix	Audrey Hepburn
Clint Eastwood	**David Bowie**	Einstein	Sun Tzu	**Amelia Earhart**	Joan of Arc	Lady Gaga	Oscar Wilde	Beyoncé
Martin Luther King Jr.	Socrates	Florence Nightengale	Julius Caesar	Mona Lisa	Cleopatra VII	Harry Houdini	Frida Kahlo	Pablo Picasso
Elvis Presley	Joan Rivers	Helen of Troy	Rasputin	Soren Kierkegaard	Mata Hari	Charlie Chaplin	Audrey Hepburn	Tom Hanks
Sherlock Holmes	Taylor Swift	Leonardo da Vinci	Captain Jack Sparrow		Pikachu	Indiana Jones		

*If your name is **in bold,** you need to summarize discussion

WHAT TO DISCUSS AND WHY?

	LEADERSHIP AVERAGE	INNOVISOR BENCHMARK AVERAGE	DIFFERENCE IN %
I feel we are aligned around the common objective of working as one leadership team	3.36	3.55	6%
My colleagues within the leadership team are visible role models of working as one.	3.20	3.71	**-16%**



NOTE:
The averages are calculated based on the answers:
strongly disagree (1), disagree (2), neutral (3), agree (4), strongly agree (5)

SESSION 1: DISCUSSION TOPIC

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HOW CAN WE BE STRONGER, VISIBLE ROLE MODELS OF WORKING AS ONE?

BY DOING THIS,
WE CAN IMPROVE THE CURRENT CONNECTIVITY BY 31%

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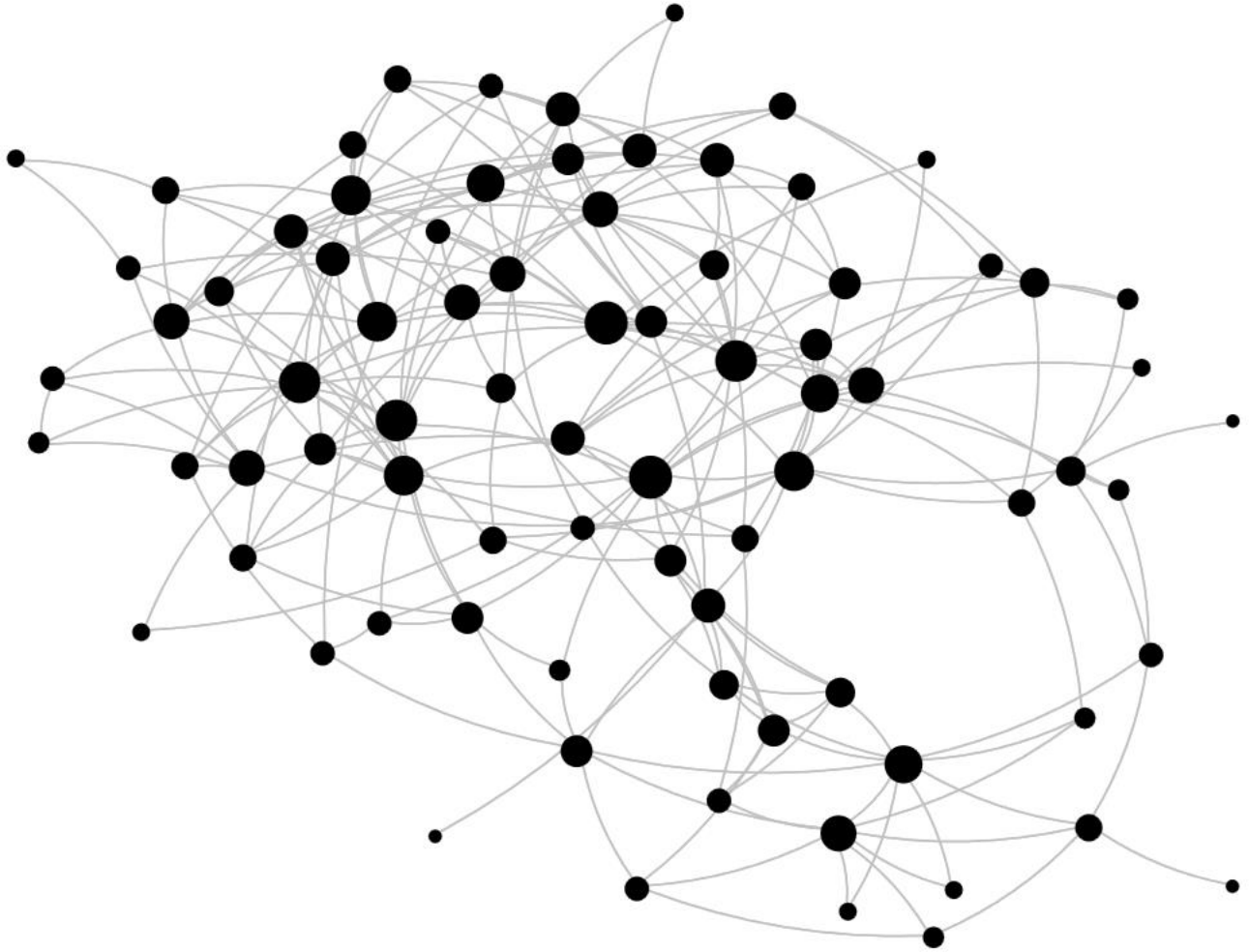
NOW



THIS IS AFTER IMPROVING CONNECTIVITY BY 31%

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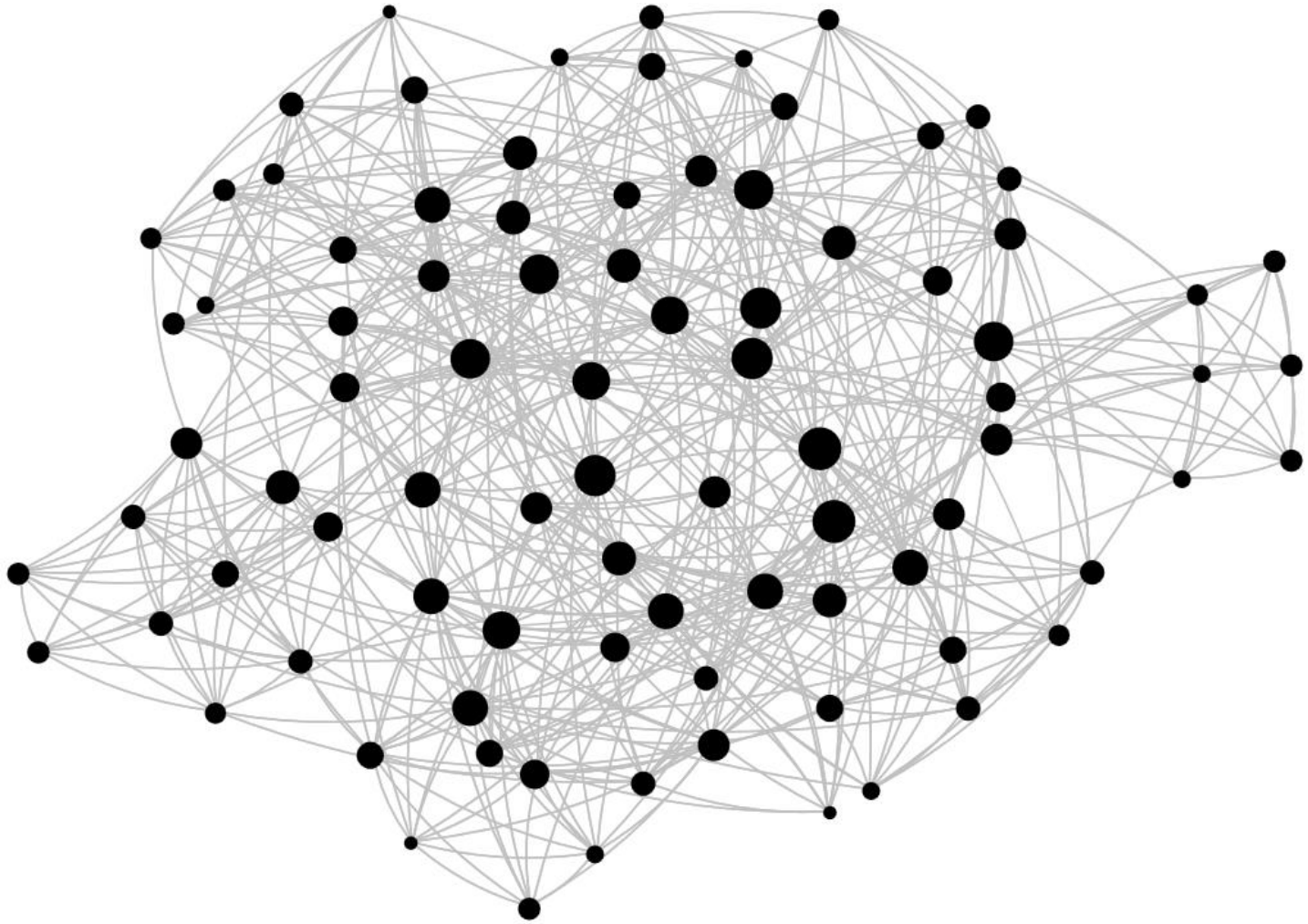
AFTER



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WHO NEED TO GIVE A HANDSHAKE NOW!
THE RECOMMENDED 1-ON-1's

Frodo Baggins	Taylor Swift
David Bowie	Elvis Presley
Marie Curie	Pikachu
Socrates	Joan Rivers
Katniss Everdeen	Einstein
Helen of Troy	Clint Eastwood
Taylor Swift	Einstein
Indiana Jones	Houdini

These are people who do not yet collaborate with each other, but have a desire to be connected