

# 7 *Questions To Grow On*

1. Do we have an *Innovation Mandate* – clearly communicating the critical role of innovation in realizing our business strategy?
2. Does our performance management system explicitly describe the mindset and behaviors expected of employees to drive innovation?
3. Are line managers held accountable for the extent to which their people develop, harvest, and implement new ideas?
4. Do we have a clearly defined process for innovators to secure funding and other resources in order to pursue new ideas?
5. Have we established specific criteria for evaluating and selecting new ideas for implementation?
6. Do we have metrics in place for objectively determining ROI on innovation?
7. Do we have a practical mechanism for our people to “return the learning” from new ventures back to the organization?

**\* Bonus Round:** How would my people answer these questions?