



Solution Package
SPEED OF INNOVATION

Speed of Innovation requires networks and teamwork. For a company is run by its employees. They are much closer to their clients and markets than their bosses. They are best placed to predict what will be the next “Big Thing”. A management system that focuses on employees provides them with networking opportunities. This leads to a tenfold increase in innovativeness within the company.

Components	Description	Top Features
Marketplace	The business areas in which innovations are needed can be posted directly in the Marketplace by senior management. Teams can be set up without regard to hierarchical constraints; ideas generated by the entire staff can be proposed and evaluated.	<ul style="list-style-type: none"> Projects Jobs Employee Recommender
Lobby	The Lobby displays individually relevant content to stay in frequent contact with each employee. By focusing on innovation projects, a high acceptance amongst staff members is guaranteed and the topic of innovation is given top priority.	<ul style="list-style-type: none"> Notification Centre Dashboard Quickstart
Profile	On the basis of the information published by the employee in their profile, suitable innovation projects are identified for their personal skill set and proposed directly to the employee. A corresponding dialogue with the owner of the initiative is launched.	<ul style="list-style-type: none"> Skills Aspirations Personal Brand
Onboarding		
Contributions	In Contributions, every employee has the opportunity to link personal target performance and individual contributions directly to strategic initiatives, and to support these actively and self-accountably, without formal processes. This means that every employee is a potential driver of innovation.	<ul style="list-style-type: none"> Individual Contributions Team Contributions Contribution Navigator
Development		
Feedback		
Mentoring		
Learning	Employees receive digital learning content on topics relating to innovation – directly within the context of the strategic innovation initiatives. This actively develops all staff members in those areas that are important for innovation performance and lays the foundations for a fertile culture of innovation.	<ul style="list-style-type: none"> Just-in-Time Learning Learning Nuggets Semantic Network
Teams		
Conference		
Relationship	In order to assign the right employee to a strategic initiative as quickly as possible, waiting for a time of acute need to develop a focused relationship with the appropriate employee is not enough. Instead, the best approach is to actively create and manage a pool of internal and external candidates. Thus, action can be taken quickly when the need arises.	<ul style="list-style-type: none"> Smart Sourcing Candidate Communication
Attraction		
Tracking		
Planning		