Case Study 2: **Enhance the Existing**

Using HumanGrid™ to
Enhance an Existing Problem Solving Process

Innovation Challenge Week

Background and Problem

A leading global aerospace firm conducted what is called the "Innovation Challenge Week" for 6 years . The goal for the week is to find novel solutions to difficult customer problems that could stimulate substantial business growth.

There are generally >200 responses/white papers submitted from throughout the organization. Submitters whose ideas are novel and appear to address customer needs are invited to innovation week, where the ideas are strengthened or transformed through carefully planned and executed activities. The first two years the net result of Innovation Week was 2 or 3 ideas being deemed as acceptable for funding by the organization. Neither the submitters or the decision-makers were satisfied with this result or the process utilized during the week.

Process and Application

The HumanGrid™ Platform of tools was leveraged to help design a new process for the Innovation Challenge Week process.

The HumanGrid™ Platform was used to create teams that had unique jobs for the week. Each team received feedback on their ISPI™ preferences and was then subdivided for different idea development and reflection stages based on their problem solving styles for the week's activities. Trained facilitators from the company were also briefed on the ISPI™ preferences of the teams to understand the type of dynamics likely to occur.

Results and Implementation

Net result in the first year HumanGrid™ Platform applied was that 9 ideas were chosen to be funded by the organization. Feedback from idea generators and facilitators was also very positive. Since then, Innovation Challenge Week occurs annually and 10-12 ideas on average are selected for funding.

The ISPI™ and HumanGrid™ Platform is still an integral component in team development during the process and participation issues are now around who should be attending rather than recruitment as there is much interest.

Discussion and Understanding

The HumanGrid ™ Platform is not a process in and of itself, rather it is a key component in designing teams and improving processes built around people. To construct a successful team, first a problem or goal must be identified. Once this is defined, the HumanGrid ™ Platform of tools can be leveraged to construct appropriate teams or utilize various team compositions. In order to use the HumanGrid ™ Platform in this capacity, one must be confident in its ability to measure what it intends to measure and in its ability to contribute toward quantifiable gains based on those measurements. The purpose of these case studies is to demonstrate how the HumanGrid ™ Platform of tools has succeeded at this.

The Ideation Brainstorming Study, Innovation Challenge Week and Annual Productivity Session are all HumanGrid ™ case studies that reinforce this confidence in a practical setting. Team design was successful in each scenario due to the inclusion of the HumanGrid ™ Platform of tools.