

Innovation and the Elevate Point of View

Elevate Organizations is in the business of enhancing performance by helping companies build human-centered organizations. The short version of this is that we aim to make people happy at work. But happiness is not an end unto itself. We have a holistic point of view which sees happiness and fulfillment at work as the first step in a positive and virtuous spiral. *When people are treated with dignity and are allowed opportunities to grow and learn in their work, they in turn give greater energy and effort to the company.*

ADVANCES IN EVOLUTIONARY SCIENCE AND POSITIVE PSYCHOLOGY HAVE TAUGHT US THAT THERE ARE THREE DOMAINS OF IMPORTANCE IN GETTING THIS RIGHT.

01

The Leadership Domain

Culture and vision emanate from the senior leadership team. To create the conditions for the human centered organization, leadership needs to cultivate excellence in four areas:

- a. Purpose
- b. Strategy
- c. Trust
- d. Clear Communication

02

The Employee Experience Domain

When senior leadership gets this right, the Four Table Stakes of Employee Experience can flourish:

- a. Mastery
- b. Autonomy
- c. Security
- d. Belonging

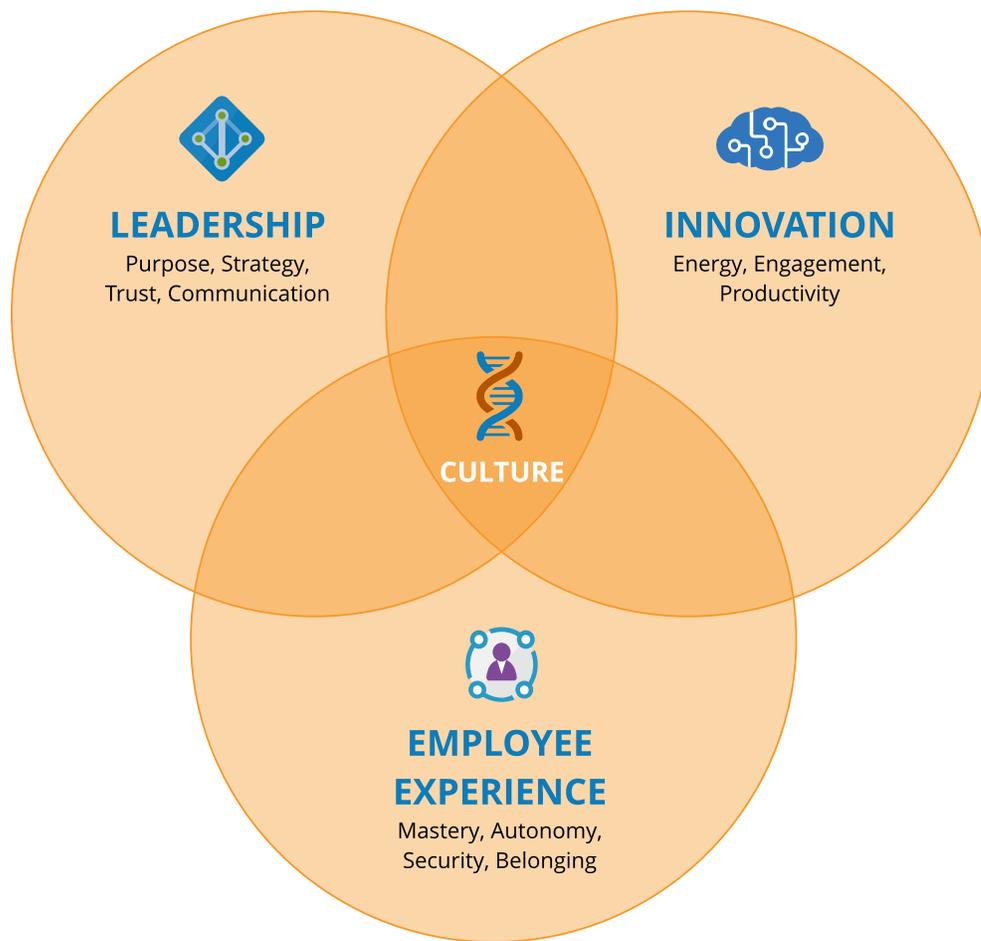
03

The Innovation Domain

Innovation, or opportunities to innovate, is the lynchpin domain. In companies that allow employees to experiment, make important decisions, and to work with autonomy and flexibility, a mutually beneficial virtuous spiral is possible. This can be a source for:

- a. Engagement
- b. Happiness
- c. Satisfaction
- d. Productivity

THE ELEVATE FRAMEWORK



THE ELEVATE INNOVATION PROFILE

The fulcrum of the framework is the question:

To what extent do employees have opportunities to engage in innovation activities? These can be customer-focused innovation projects or internal process improvement projects.

Our *Innovation Profile Survey* is an organizational MRI that reveals the extent to which innovation is an everyday practice in the company.

Get in touch to *take the survey* and start a conversation:
info@elevateorganizations.com

ABOUT ELEVATE ORGANIZATIONS

Elevate Organizations is a full-service boutique organizational consultancy with specializations in culture change, leadership development, talent optimization, and innovation. We are a team of seasoned consultants with over 100 years of combined client delivery experience. We are a data-driven consultancy and our practice areas are informed by design thinking. Elevate is based in Austin and Toronto.