

TIPS offers these **APPLICATIONS** ...

... that ALLOW YOU TO:



TALENT APPLICATIONS

- Recruitment
- Leadership Development
- Human Capital Development
- Career Development
- Talent Maximization



INNOVATION APPLICATIONS

- Innovation Management / Innovation Team Development
- Creative Leadership Development
- Innovation Project Team Effectiveness
- Change Management
- Product Development/Lifecycle



PEOPLE & TEAM APPLICATIONS

- Team Management [Manager's Management Tool]
- Team Development
- Performance Growth
- Conflict Management
- Employee Engagement
- Training Effectiveness



SELF-APPLICATIONS

- Personal Assessment
- Preferred Personal Styles [to Think, Work, Interact, & Live]
- Innovator Profile and Style to Innovate
- Suitable Ecosystems [Functions, Industries, Organization Types]
- Career Development

- *Understand Change in Business & Society
- *Manage all Life Cycles [product, business unit, corporation, industry]
- *Manage and extend the Product Life Cycle
- *Avoid Disruption and Creative Destruction
- *Lead Innovation
- *Drive Performance Growth
- *Transform Business Units
- *Maximize Talents [Human Capital Bank]
- *Ensure Inclusion [everyone plays a part]
- *Move towards Full Employee Engagement



TALENT APPLICATIONS

APPLICATION AREA	WHAT?	WHY?	HOW?
Recruitment	Hire the right candidate who fits best to an open position.	Finding ideal candidates for a role saves employers time and money, as it leads to long-term employee engagement and performance.	TIPS translates a job profile to job attributes that link to the fitting TIPS Profile.
Leadership Development	Find out who are suitable leader candidates for your organization.	Based on your firm's industry or lifecycle stage, different TIPS profiles qualify as suitable leaders.	TIPS translates a job profile to job attributes that link to the fitting TIPS Profile.
Human Capital Development	Enlarge the knowledge & skills repertoire of each employee in line with the natural talents and strengths of their TIPS profile.	TIPS lets each profile play on their strengths and talents, while using complementary profiles to compensate for weakness.	Design training programs that emphasize the strengths of each profile. Explain how profiles support each other in a TIPS workshop.
Career Development	Understand what business areas and roles are a good career fit for each of your human talents.	Making everyone walk on their path of least resistance allows your staff to play out their talents, leading to meaningful contribution & success.	Plan the career progression of each of your human talents in harmony with their TIPS profile.
Talent Maximization	Utilize your employees in a role and organizational environment that allows them to maximize their talents and play on their strengths.	TIPS points to areas that allow each profile to build up and utilize their talents, thus leading to talent alignment and maximization.	Review the sections on the output focus and the "hot" ecosystems of each profile in order to gain insights on where and how to use your staff.



INNOVATION APPLICATIONS

APPLICATION AREA	WHAT?	WHY?	HOW?
Innovation Management & Innovation Team Development	Find out how everyone can contribute to the innovation efforts of your organization.	Each TIPS profile can contribute to corporate innovation, but in very different roles and responsibilities.	Take part in a TIPS workshop, or get consultation from an experienced TIPS innovation coach.
Innovation Manager Development	Discover possible candidates for the role of an innovation manager based on their TIPS profile.	Innovation managers effectively manage the “innovation back-office” of an organization.	Take part in a TIPS workshop, or get consultation from an experienced TIPS innovation coach.
Creative Leadership Development	Discover possible candidates to be developed into genuine creative leaders based on their TIPS profile.	Inspiring creative leaders lead innovation teams from the front & creatively walk their innovation talk.	Identify suitable candidates based on their TIPS profile, then send them to a Genius Journey program.
Innovation Project Team Effectiveness	Invite people to an innovation project based on their TIPS profile.	The TIPS profiles enjoy —and shine at— different stages of a structured innovation method like X-IDEA.	Take part in a TIPS workshop, and check out the respective sections in the TIPS profile reports.
Change Management	Comprehend how different people in your organization tend to respond to creative change initiatives.	Some TIPS profiles are pioneers and change agents, while laggards and preservers tend to resist change.	Use insights into “who’s who” to recruit the change drivers, and build a bridge for those disliking change.
Product Development/Lifecycle	Find out which of the different TIPS profiles plays when the lead role as a venture evolves into a corporation.	One profile comes to the fore and drives each development stage of the product & corporate lifecycle.	Take part in a TIPS workshop, or get consultation from an experienced TIPS innovation coach.



PEOPLE & TEAM APPLICATIONS

APPLICATION AREA	WHAT?	WHY?	HOW?
Team Management (Manager's Management Tool)	Learn how to manage each TIPS profile in line with their preferred ways of being managed.	In line with their unique TIPS styles, each TIPS profile prefers a specific management approach.	Acquire & study the TIPS Manager's Guide. Then, manage the various profiles in your team as suggested.
Team Development	[Re-] Align team members to boost teamwork and team performance.	Put the right person into the right job. Identify delivery gaps in the team to counter imbalances.	Create a TIPS Team Profiling Map to map out the profiling results and TIPS profiles of all team members.
Conflict Management	Understand why certain profiles have more or less work conflicts.	The TIPS bases are in relative harmony or conflict with each other.	Learn about the imminent conflict potential in a TIPS workshop.
Performance Growth	Grow the performance of your team & corporation by aligning the output focus of each staff with their profile.	Each TIPS profile has certain areas where they can produce specific results easily and effortlessly.	Study the output focus sections in the TIPS Manager's Guide.
Employee Engagement	Boost employee engagement by letting every employee play out their natural strengths and talents.	Aligning the job profile and the TIPS profile for each employee increases their intrinsic motivation.	Detail out each job profile. Translate it into 3 attribute labels, which align with an ideal TIPS profile for the job.
Training Effectiveness	Train your staff in accordance to their preferred style of learning.	Some TIPS profiles prefer to learn in groups, others alone. Some profiles are more visual, others more auditory, others more kinesthetic.	Study the learning styles sections in the TIPS workshop handout (<i>soon to come</i>). Deliver training in the preferred learning style of a profile.



SELF APPLICATIONS

APPLICATION AREA	WHAT?	WHY?	HOW?
Personal Assessment	Take a TIPS assessment to learn more about yourself.	Find out what makes you tick, and how it relates to others.	Answer the 60 questions of the TIPS survey in an honest, accurate way.
TIPS Home Base	Find out what base or bases you naturally lean towards.	Your home base describes what energizes you and spurs your interest.	Study your personal TIPS profile report to learn about your dominant base or bases.
Preferred Personal Styles	Learn about your personal preferred style to think, work, interact, and live.	Your TIPS styles describe your preferred ways of thinking and doing things at work and in your life.	Study the details of your preferred TIPS styles in your personal TIPS profile report.
TIPS Profile	Unveil your TIPS profile (and how well it is developed).	Your TIPS profile provides a game plan on how to succeed in business.	Study the details of your TIPS profile in your personal TIPS report.
Style to Innovate	Discover what's your preferred style to innovate.	The TIPS profiles differ in the way they like to approach innovation.	Study the respective section in your personal TIPS profile report.
Suitable Ecosystems	Find out which business functions, industries and organizational types are "hot" (or "not") for you.	Certain environments support your TIPS profile (and related preferred styles), while others suppress it.	Study the respective section in your personal TIPS profile report.
Career Development	Understand what areas and roles allow you to have a good career.	Find your path of least resistance to meaningful contribution & success.	Plan your career progression in harmony with your TIPS profile.