



Nothing

1x



Something

2x



Planned & Executing

3x

Organize

No organization around thoughts/ ideas from employees

Some thought and action put into organizing innovative intellectual capital or there is a way to capture good ideas, such as an email to send ideas to

Fresh ideas come from everyone within the company, they are transparent, and stored in one place.

Schedule

No schedule in place for time to innovate within company

Some meetings are held and scheduled around innovation or strategic issues

Specific times allotted to innovation/tasks/goals. Ability to ideate with multiple challenges. Reminders in place for challenges ending soon.

Process

No set process in place to gather ideas around innovation.

Process has been talked about but not mapped out. Allows for some thought around ideas, but no clear process outlined.

Clear, step by step process mapped out and running. Allows for ideas to be expressed, talked through and evaluated.

Engage

No engagement in place that seeks ideas and feedback from entire company.

Engage small, select groups on innovation ideas, but not everyone. Ideation is set to select group of individuals within the company

Entire company engaged in innovation process. All are invited to participate, and everyone's voice is heard/on same level.

Reward

No rewards system in place that awards innovative ideas

Quarterly/yearly awards given, but not centered around innovation

Ongoing rewards system in place throughout year. Not just one individual winner, but multiple ones across different challenges.

Recognize

No recognition system in place that awards innovation ideas

Quarterly/yearly awards given, but not centered around innovation. Some recognition given at organization level but not company level.

Ongoing recognition system in place throughout year. Not just one individual winner, but multiple ones across different challenges. Recognized more frequently.

Measure

No measurements in place that center around innovation, the ideas that come from them, and how valuable they can be to the company.

Some measurements in place for potential savings, but no action items around implementation

Measurement is the basis for growing. Metrics in place for measurement of ideas for saving, as well as company morale. People are evaluated based on innovative ideas or execution that took place.

Execute

No execution plan in place to implement ideas around innovation

Talk about ideas in meetings and offsite, but nothing happens.

Accountability to action items. Due dates assigned to specific tasks/action items, and assigned to individuals. Part of personal development plan of individual within company.

Train

No training in place for innovation

Discussion around compelling ideas, but no formal training plan in place for implementation

Discussion around compelling ideas, but no formal training plan in place for implementation

Points

Points

Points

Total

Points

SCALE OF INNOVATION

BASIC

INTERMEDIATE

BREAKTHROUGH

0

13

27