



LEADING INTRAPRENEURIAL CHANGE

Igniting Intrapreneurs & Scaling
Their Capacity to Create Change



Self-Reliance



Self-Organization



Self-Management

LUMAN

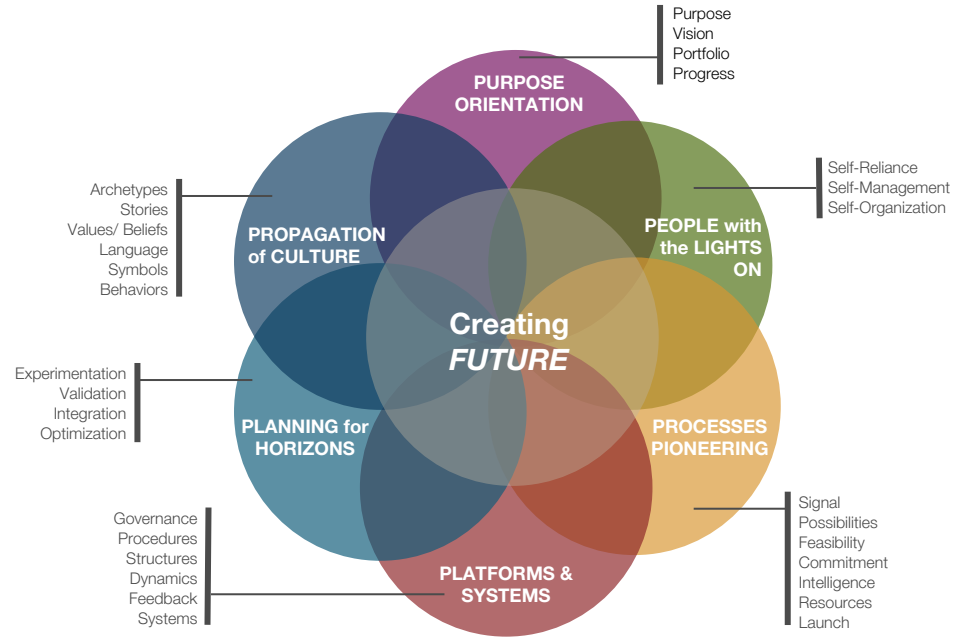
Innovation Leadership Development while creating business results.

LUMAN brings an integrated approach to new skill development, we train *while* delivering on strategic priorities.

We activate latent change potential in organizations and develop people with the capacity to continuously identify and act on opportunity.

Our programs deliver results at any level and department of the organization.

Our approach is uniquely designed to entrain employees with the intrapreneurial skills necessary to drive organizational transformation and customer value.



AGREEMENTS

I agree that I am responsible for my safety and well-being

I agree that all cell phone use happens out of the room

I agree to be present and on time

I agree to be curious

I agree to listen

I agree to be treated like a leader

AWARENESS

Vulnerability

Growth Mindset

RESPONSIBILITY

Courage

Agency

OWNERSHIP

Stewardship

Identity

**LEADERSHIP IS A
CONTINUOUS PROCESS
OF DEVELOPMENT**

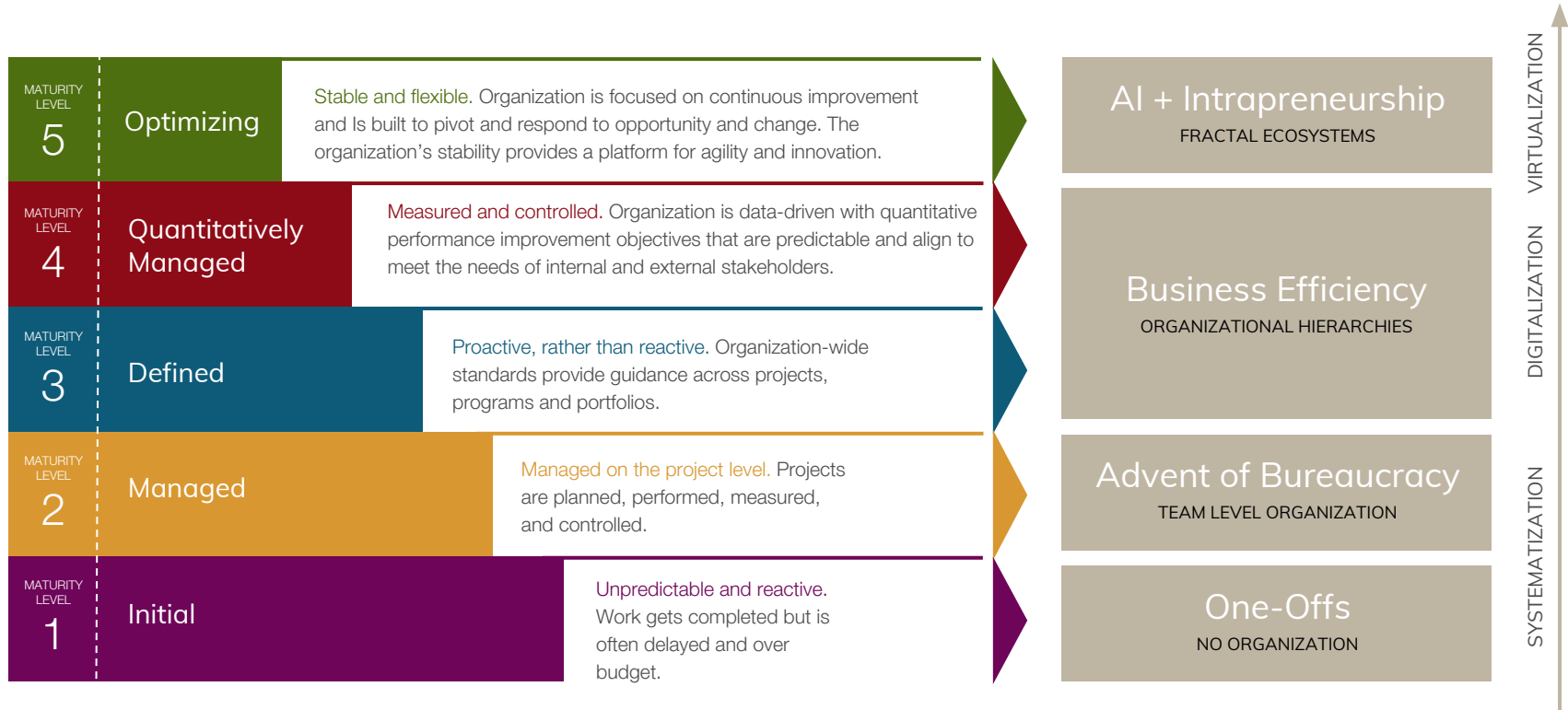
WHO
is in the room?



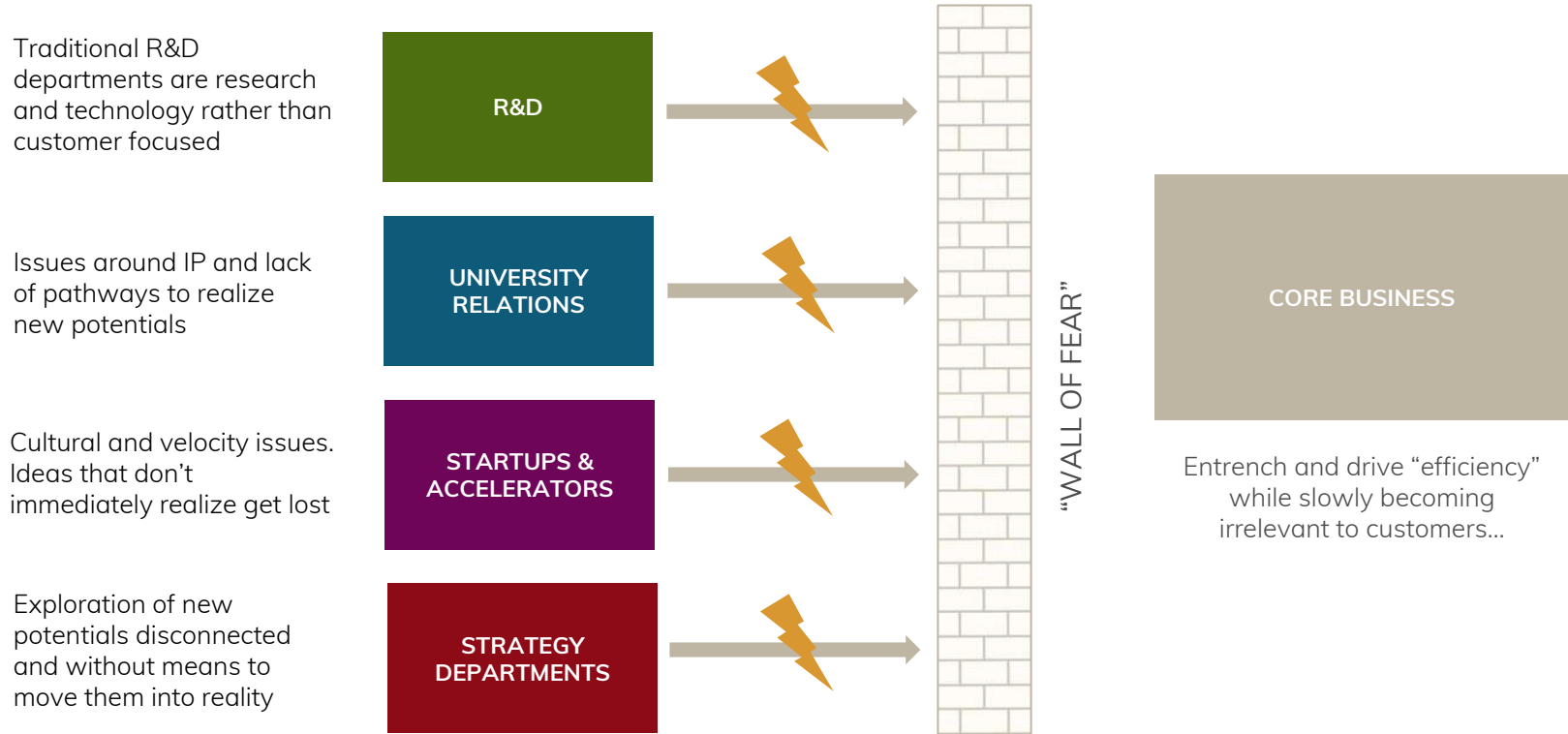


ORGANIZATIONAL TRANSFORMATION?

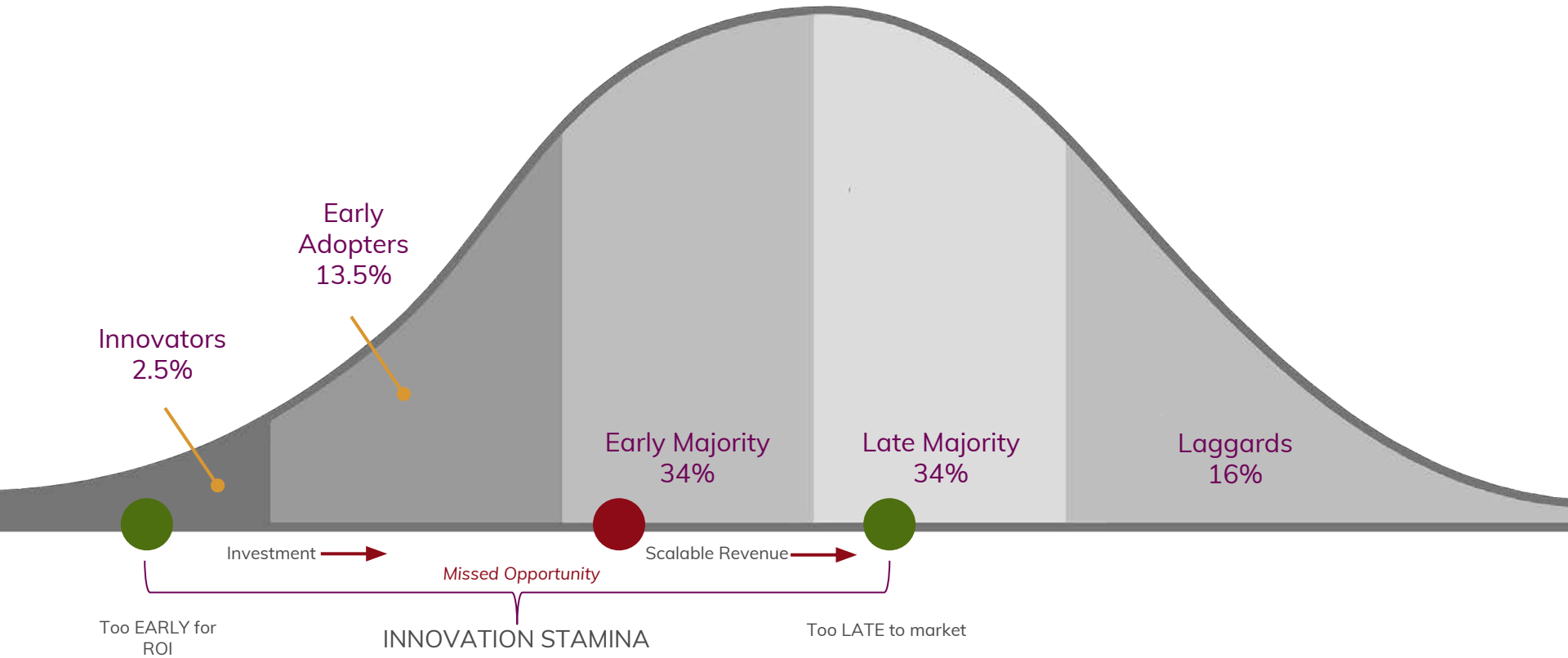
CAPABILITY MATURITY MODEL



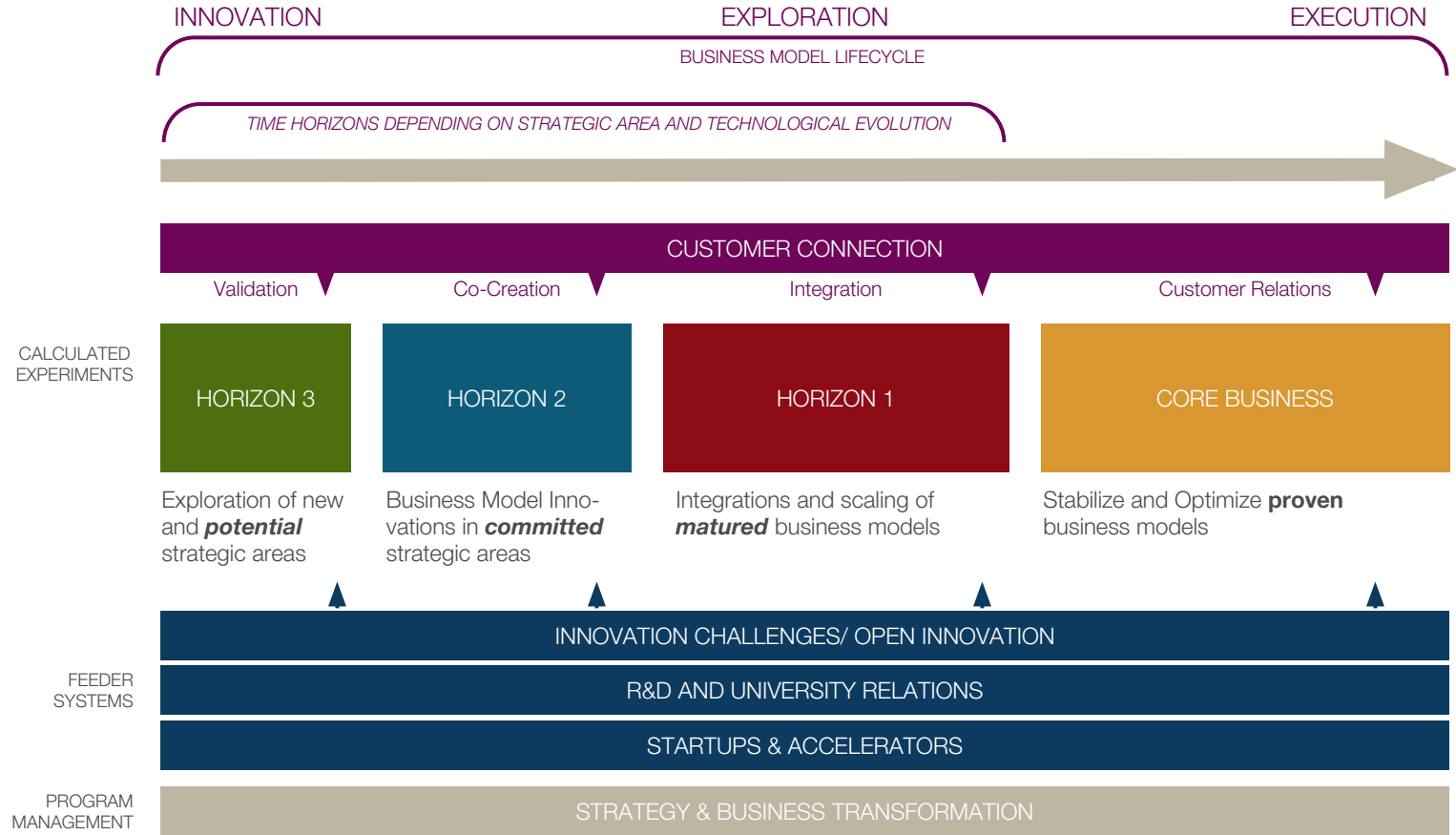
CORE BUSINESS vs INNOVATION



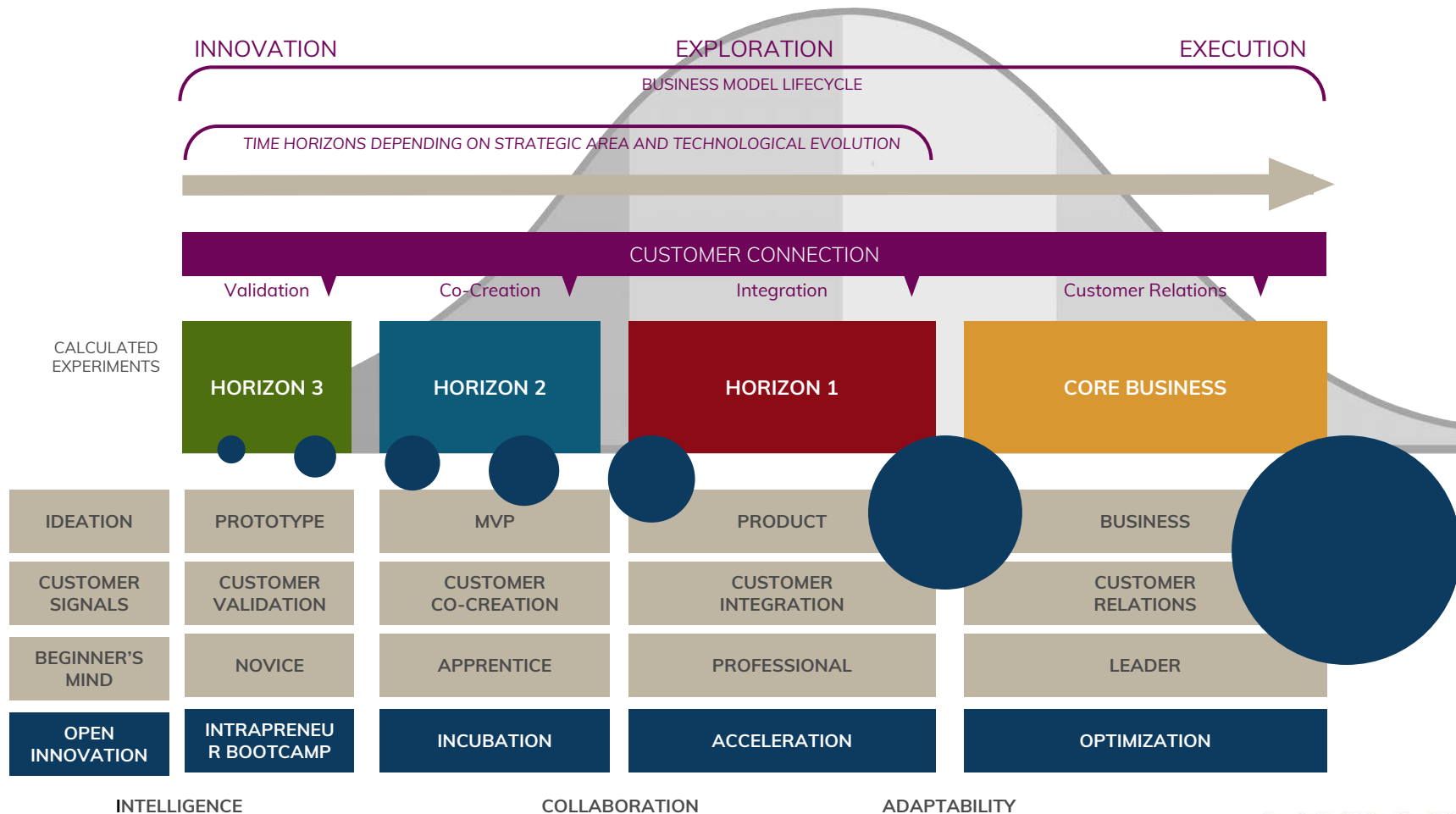
GOOD IDEAS ARE PLENTY...

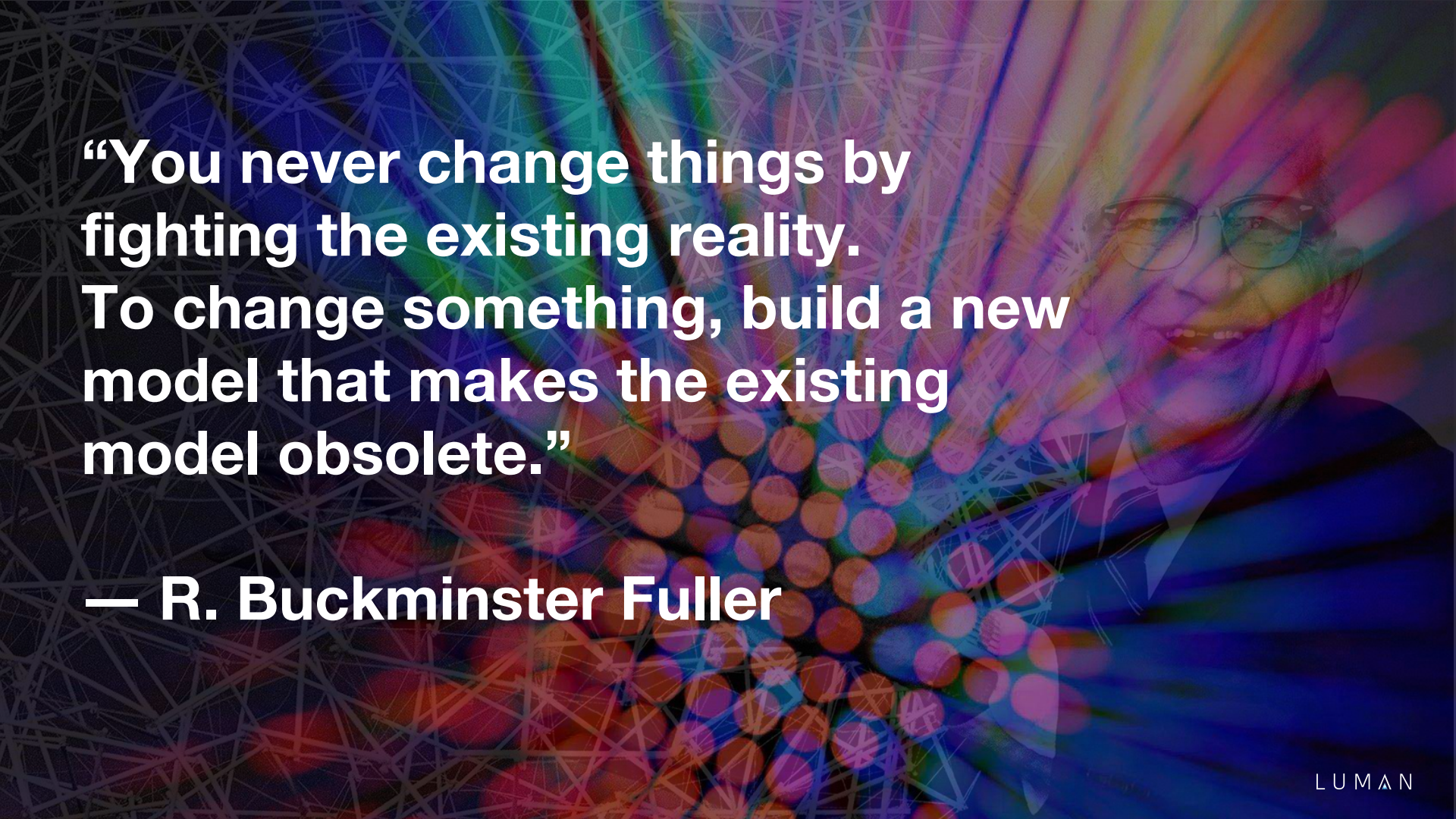


BUSINESS MODEL INNOVATION PIPELINE



BUSINESS MODEL INNOVATION PIPELINE





**“You never change things by
fighting the existing reality.
To change something, build a new
model that makes the existing
model obsolete.”**

— R. Buckminster Fuller

CASE STUDY

INTRAPRENEURSHIP

"We created a safe space for people to be authentic, to connect to their purpose and their inner genius, commit to their vision and produce value for our company and society"

Laura Engelhardt, Senior Innovation Manager

INTRAPRENEURS BOOTCAMP

CHALLENGE

- Create new approaches to Innovation
- Accelerate the internal innovation process
- Prototype cross-silo integration
- Introduce future cultural and leadership capacities

APPROACH

- Created multiple prototype intrapreneur bootcamps focused on bringing together future high potentials from diverse business units to work on concrete projects while being trained in intrapreneurial leadership skills
- Designed program and overall curriculum while integrating with internal Siemens method coaches

RESULTS

- Multiple viable projects integrated into existing business units
- Filed patents and invention disclosures
- Lasting effect on participants including increased efficacy, company loyalty and engagement
- Cultural impact in participants departments sparking interest and knowledge transfer beyond the bootcamps
- Developing cultural momentum with further bootcamps and evolution toward a full intrapreneurship program

Intrapreneurs Bootcamp 2017 - how does the next round look like?

50 participants | 6 days over 6 weeks | From bold vision to validated business concept

Module 1: Commit
Day 2 09:00 - evening (19:00)

Head of the day for participants

Optional Skills - Trainings

Topics

Results

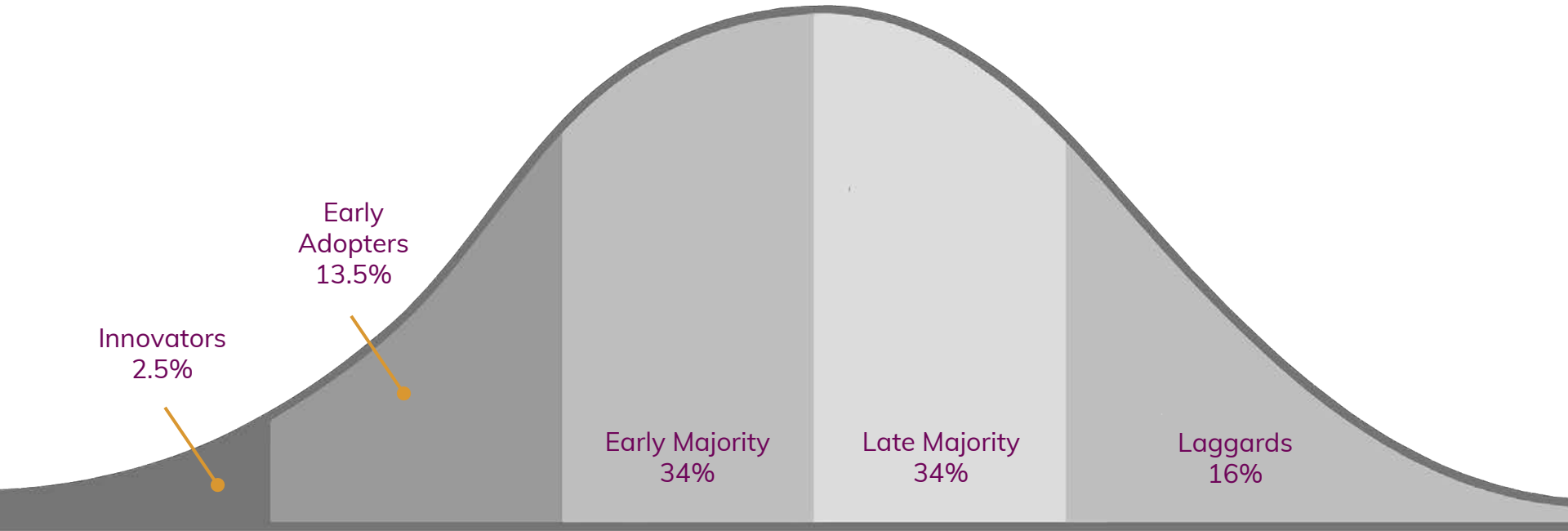
Key questions

Head of CT Technology and Innovation Management

Norbert Lütke-Entrup



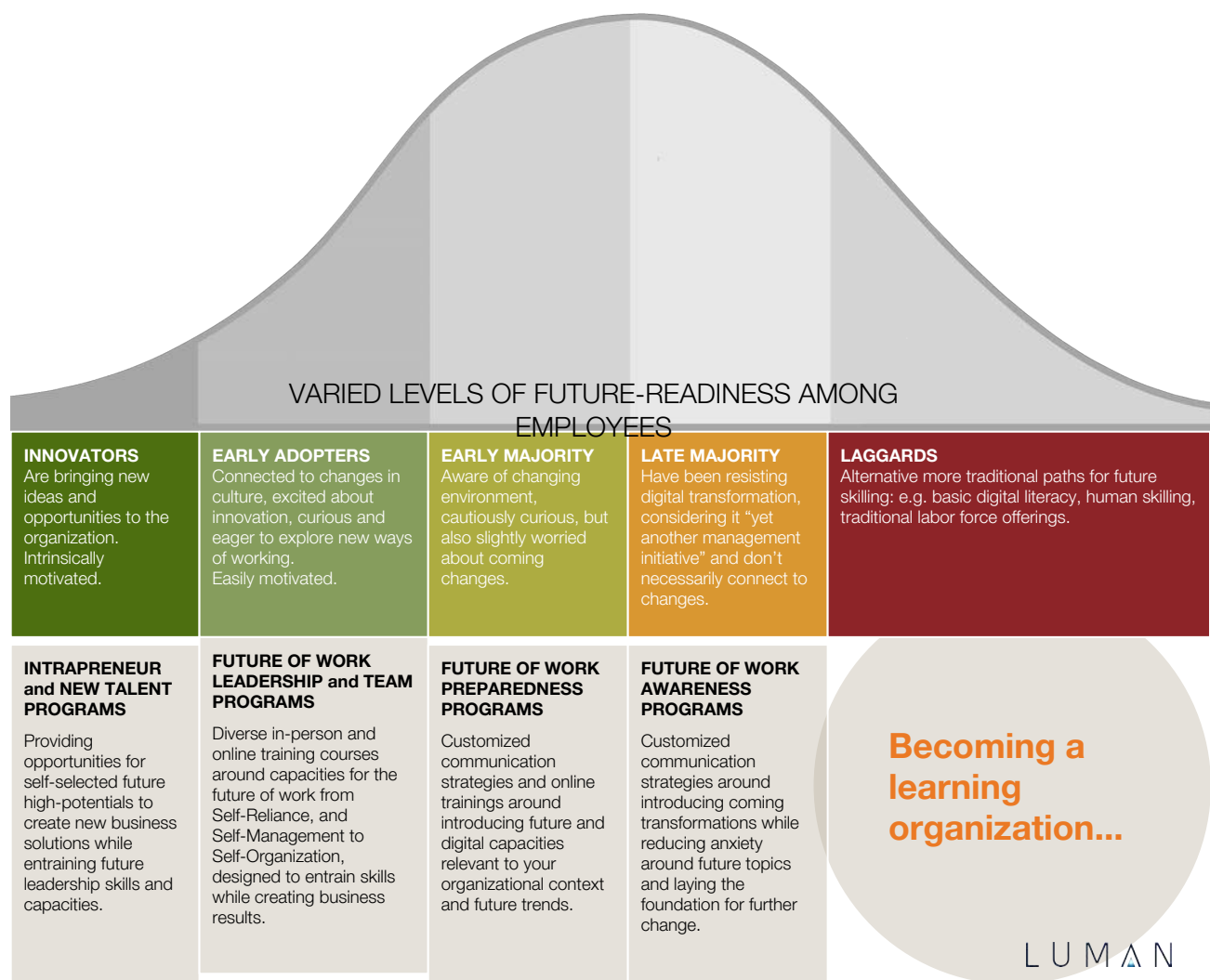
PEOPLE ACROSS YOUR ORGANIZATION...



DIVERSIFIED APPROACHES & PROGRAM OFFERINGS

We have developed leading edge training programs that utilize the latest in neuroscience to create rapid personal transformation.

We utilize the individual and their personal development as a catalyst for large scale culture change by creating new levels of personal awareness, urgent responsibility, and a sense of ownership over culture and the success and impact of the organization.



CHANGE



continuous

same old +

\neq

TRANSFORMATION



discrete

something new

An abstract, artistic image featuring a close-up of a person's face, specifically the eyes and nose area. The image is heavily stylized with a dark, moody color palette of deep blues, greens, and oranges. The face is partially obscured by a translucent, ethereal veil or smoke-like effect. Numerous small, glowing orange and yellow particles are scattered throughout the scene, creating a sense of movement and depth. The overall composition is centered, with the text 'CONNECT to self' overlaid in the middle.

CONNECT
to self

CONNECT

ACT

SCAN

FOCUS



INTRAPRENEURIAL TRANSFORMATION

SMALL TEAMS connected to **PURPOSE**
in a **SAFE CONTAINER** with **PERMISSION**
to *test and scale new ways of working*

What is
YOUR
VISION?



Who are
YOU
ENROLLING
(where are they on
the adoption curve
and what matters to
them)?



What is the
NARRATIVE
YOU are enrolling
people into?



CSFA in teams on NARRATIVES



How are **YOU**
starting this on
MONDAY?



How are
**YOU GOING TO
TAKE CARE OF
YOURSELF?**



A person in a dark suit stands on a hill, looking out over a landscape. The sky is filled with a grid of glowing circles in shades of orange, yellow, and purple. The overall scene is surreal and artistic, with a rainbow-like sky and a grid of glowing circles.

You get to be
PROTOTYPES!



THANK YOU!

LUMAN

<http://luman.io>
connect@luman.io

INTRAPRENEURSHIP REQUIRES NEW CAPACITIES:



Self-Reliance

Understanding oneself as a the source of culture and results independent of position within the organization.



Self-Management

Systems of awareness, regulation, accountability and committed tasks, and the ability to adapt actions toward success.



Self-Organization

Ability to create and validate an idea, assemble and enroll resources and take any project from inception to implementation.

7 COMPETENCIES for creating the FUTURE

LAUNCH

Focusing on **shipping results**.
Finding ever more viable solutions,
testing them, and knowing how to
evolve through iteration.

RESOURCES

Creating momentum through
attracting the right **financial and
personal support** that allows
forward motion.

INTELLIGENCE

A **passion for efficiency** and
creating elegance in design and
implementation of processes and
systems.

COMMITMENT

Being clear on who takes responsibility.
Creating **solid structures for agreements**
ad how to handle breakdown.

SIGNAL

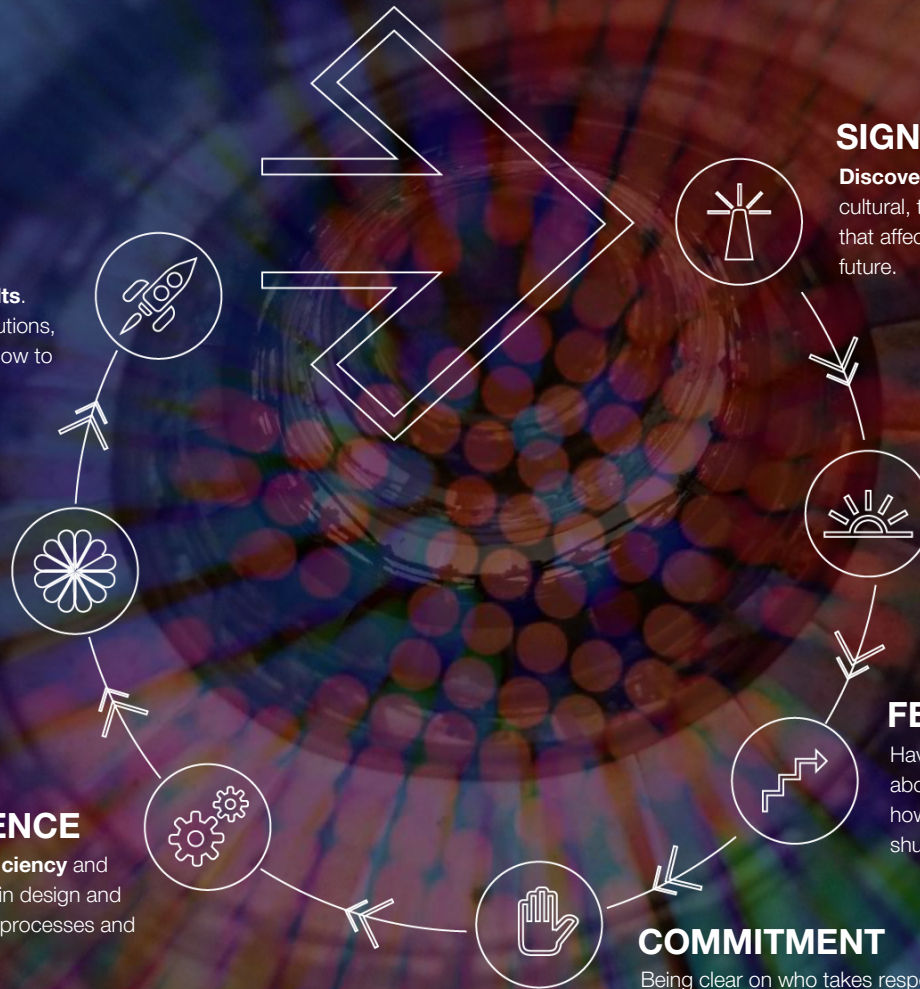
Discovering new developments,
cultural, technological and social,
that affect how we operate in the
future.

POSSIBILITY

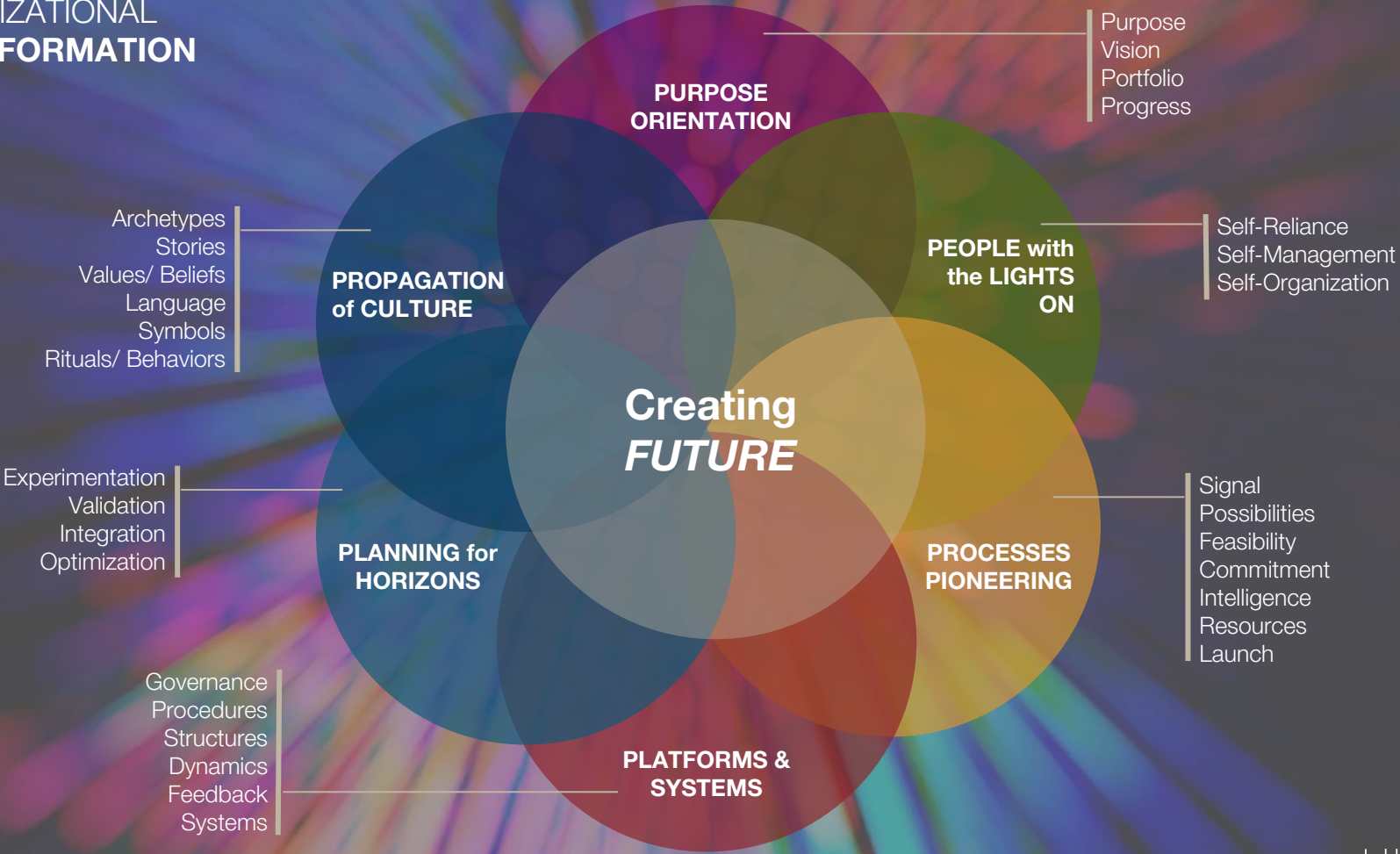
Keeping an **open mindset** and
coming from a place of “why
not?” — even when ideas seem like
moonshots.

FEASIBILITY

Having **forwarding conversations**
about what might work. Knowing
how to uplevel an idea rather than
shutting it down.



ORGANIZATIONAL
TRANSFORMATION



SAMPLE PROGRAM ACTIVITIES

*Organizational
Transformation*

PURPOSE ORIENTATION

Assess current organizational Purpose and Vision
Inventory portfolio of key initiatives
Review current progress metrics and KPIs
Identify purpose-driven potentials, connect to individual, role and organizational purpose
Co-Create Purpose, horizoned Vision, aligned Portfolio of initiatives and agreed upon Progress indicators

Create clear and aligned direction and a path forward

PEOPLE with the LIGHTS ON

Identify and activate future high potentials and the key stakeholder ecosystem
Leadership assessment around key future capacities
Provide core leadership skills for the future by activating individual agency and capacity to create
Teach essential skills for high-performance, self-regulation and self-management
Activate capacities for effective and efficient self-organization

Ignite passion and create momentum for the future

PROCESSES PIONEERING

Run Prototype Program to identify detractors and protractors for innovation
Train prototype cohort in intrapreneurial skills on how to bring ideas from first signal to launch
Assess organizational readiness for supporting new ventures
Develop action plan for entraining innovation competencies and processes across the organization

Entrain processes for continuous innovation

PLATFORMS & SYSTEMS

Review current governance model and key innovation procedures
Determine key dynamics to shift and create action plan
Align structures and incentive systems with new dynamic innovation operating model
Entrain systemic feedback and develop supporting systems for new operating model

Create foundational support for new operating models

PLANNING for HORIZONS

Evaluate horizoned vision and strategy
Determine current state business model innovation pipeline
Create frameworks and clear pathways for horizon 3 experimentation with new business models, horizon 2 validation and customer co-creation, horizon 1 product integration into business units and horizon 0 optimization opportunities

Develop pathways for business model innovation

PROPAGATION of CULTURE

Determine desired future archetypes for employee leadership and culture
Develop communication strategy to collect and disseminate stories and narratives that support new culture, illustrating key values and beliefs
Develop and entrain language, and encode new memes in symbols
Develop key rituals and behaviors for meetings, acknowledgment and feedback

Create organic organizational transformation