Q&A: A Leader's Guide to Getting More, Fresh, High Quality Ideas from their Teams

EPIC participants were asked to submit questions that the authors of A Leader's Guide to Getting More, Fresh, High Quality Ideas from their Teams could answer for them. The following is a composite of questions ask by multiple participants in different groups in regard to this EPIC module that focused on utilizing the VIPE model (Vision, Ideation, Planning, Execution) and the 10 rules of inclusion to get the most out of teams who are working to solve problems and develop innovative solutions for their organizations.

1. Understanding and Applying VIPE Scores • Do the scores for VIPE have similarity to our DISC scores, meaning the lower ones are the scores we should focus on improving? • How do VIPE scores relate to DISC assessments? Should individuals focus on improving their lower scores for balanced development? • Do scores change with mood and/or whether you are feeling DDT (Dread, Drama, Toxicity) or TED (The Empowerment Dynamic)?

by Cortex Leadership Consulting

Leadership, Inclusion, and Team Dynamics

1 ### Inclusion Practices on Teams

How do you practice inclusion on your teams? Do you set clear expectations or is it more of a community norm? How can leaders effectively assert themselves in discussions with senior leadership to ensure inclusion and engagement in decision-making?

2 ### Effectiveness of 10 Rules of Inclusion

Do you use the 10 Rules of Inclusion in your meetings? If so, which of the 10 is the most effective?

3 ### Asserting Yourself with Senior Leadership

For Rule 10 of practicing inclusion, how do you assert yourself in a room of higher-ups to get them to engage with the question?

Balancing Leadership Strengths and Decision-Making

Stepping Back as a Leader

1

Should leaders step back from certain discussions if their strengths could unintentionally slow down progress? For example, should highly visionary leaders avoid execution-focused meetings to prevent unnecessary shifts in direction?

Process Separation

2

How separated should the visionary and ideator processes be from the planning and executing phases?

Team Evaluation

3

What are some good ways to evaluate your team and other leaders on the VIPE types, and how can you effectively communicate strengths and weaknesses to improve project outcomes?

Leading Through Complexity and High-Pressure Situations

What are the key leadership qualities or behaviors that you believe are most critical when leading teams through complex, high-pressure projects? Can you share an example of how you've applied these in a real-world scenario?

1

Teams Stuck in Ideation

Do you ever find a team stuck in the ideation phase? How do you help them move forward?

2

Complex Situations and VIPE

What's a classic example of a complex situation where VIPE would be an appropriate approach?