

Chase the impossible to develop unimaginable competencies—Jeff DeGraff

INNOVATION YOU COACHING

Our coaches are experts in the *Innovation You* method in specific and innovation theories and practices in general. Engaging an *Innovation You* coach means gaining a partner in your innovation challenge. Through your partnership, you will:

- Gain clarity and guidance in executing your action plan toward achieving your long-term goals and aspirations.
- Develop your innovation skills and knowledge more effectively and efficiently.
- Improve your performance in both your professional and personal lives.
- Receive both technical and emotional support in your journey to reinvent your life.

Your coach will guide you through your action plan using the *Innovation You* method, but the services will be highly customized to your needs and stage in your challenge.

EXECUTIVE COACHES

Each of our coaches has different expertise and interests. We will work with you to find just the right partner. Some of them are:

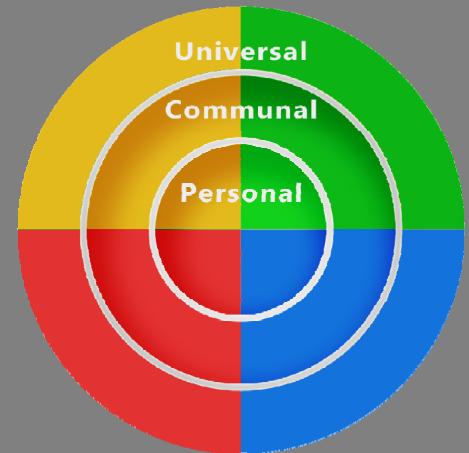


Jeff DeGraff, the Dean of Innovation, who created *Innovation You*, is a professor at the prestigious Ross School of Business at the University of Michigan. Jeff has consulted with Fortune 500 companies in developing organizational practices and competencies that promote innovation and headlined conferences in many parts of the world. Jeff has several books and countless articles. He holds a Ph.D. from the University of Wisconsin.



Bob Quinn is a Professor at the University of Michigan Ross School of Business. He is interested in the process of positive change and seeks to understand processes that lead to increased individual and collective capacity. Bob has written 16 books. With over 25 years of experience in combining research and application, Bob has been involved in the design and execution of numerous large-scale change projects. Bob earned a Ph.D. from the University of Cincinnati.

BECOME NEW
 AND IMPROVED



Innovation You is a simple four step approach to add innovation and growth to your life. Based on proven business innovation tools and techniques, *Innovation You* provides you with a turnkey method to achieve your authentic goals. It starts by changing how you view the world, your community and yourself so that you discover the powerful opportunities around you now. It promotes fact finding, strategy, and experimentation to develop ideas and transform them into the successful results you seek. While we encourage informed optimism, we avoid wishful thinking. This program will show you that how you create determines what you create, and will demonstrate how to select the right practices for your particular project. Most importantly, it really works. Are you ready to become new and improved?



Kim Cameron is a Professor at both the University of Michigan Ross School of Business, and the Center for the Study of Higher and Postsecondary Education. Kim's past research on organizational downsizing, organizational effectiveness, corporate quality culture and development of leadership excellence has been published in more than 70 articles and several books. He is actively engaged in developing a new field in organizational studies entitled Positive Organizational Scholarship—the examination of extraordinarily positive dynamics in organizations and the factors that unleashed the highest in human potential. Kim holds a Ph.D. from Yale University.



Michael Tschirhart is the global lead for Advanced Human-Machine Interface Research and Development at Visteon Corporation's InnovationWorks having previously held management positions in market research, organizational development and quality. A seasoned speaker and consultant, he focuses on design, innovation and advanced product development topics. Michael teaches courses in human factors, technology, and innovation. His research interests include creativity, innovation and business applications of psychology. He is a certified Six Sigma Master Black Belt and holds a Ph.D. from the University of Michigan. Michael has taught at the College for Creative Studies in Detroit and the Ross School of Business at the University of Michigan in Ann Arbor.



Mark Jones is an organization development consultant, change facilitator, and human resources leader. His work spans a broad spectrum of experience in innovation, leadership development, employee engagement, and culture change. He has been instrumental in directing the leadership and organization development functions in multiple global organizations. Mark has an MBA, has completed the Advanced Management Program for General Managers at Harvard Business School and the Master Class in Leadership Education at Harvard's Kennedy School of Government. His current endeavors focus on helping leaders become more adept in leading innovative organizations.



Kimberly Douglas, SPHR and President of FireFly Facilitation, is a nationally recognized expert with more than 25 years of experience building the effectiveness of teams. Her unique ability to read group dynamics and think "on the fly" is a product of her natural talent and executive experience. She has consulted and coached with numerous clients including ADP, AT&T, Cbeyond, Cisco, Delta, and McKesson. Kimberly is a former senior executive of The Coca-Cola Company and author of *The Firefly Effect: Build Teams That Capture Creativity and Catapult Results*.



John DeGraff is a Partner in Competing Values and the Innovatrium. Over the last five years, John has helped lead innovation and growth programs with notable companies like GE, Ceridian, Eaton, Florida Power and Light, Haworth, Johnson & Johnson, McDonald's, NBC, Pfizer, Syngenta and the University of Michigan Executive Education. John's early career was defined by his role as a marketing leader and a "Creativizer" who realized that innovation was the surest pathway to growth. Over the past 25 years he has successfully launched over 150 new products, two product lines sold over 1 billion dollars.



Shawn Quinn is the Managing Partner for LIFT Consulting. He is an instructor in the Executive Education Program at the University of Michigan's Ross School of Business. He teaches courses on leadership, change and innovation. Shawn also plays a key role at the University in the Center for Positive Organizational Scholarship where he works with organizations interested in applying positive organizing concepts. Shawn has consulted with many companies such as General Electric, Coca Cola, American Express, Reuters and the U.S. Army.