INNOVATORS’ COMPASS

Graphic Resources

Ela Ben-Ur
innovatorscompass.org
i2i Experience
INNOVATORS’ COMPASS

to navigate everyday challenges in new ways

Ela Ben-Ur is a 13-year veteran of the renowned design and innovation firm IDEO and educator at pioneering Olin College. Through her teaching, coaching, and parenting, she has been seeking the powerful common ground in different practices of “innovation” and intuition—from personal learning and reflection practices to organizational practices like design thinking and agile development. And, seeking to bring these into one intuitive, tangible tool or practice can be easily recalled and adapted visually and/or verbally in many different settings and scales, whether in curriculum we create or personal crises we coach (or experience!), in a moment or over years.

Her aspiration for young people and all those around them is to nurture the 4C’s of 21st Century learning (communication, collaboration, critical thinking, creativity) and more (compassion, curiosity, clarity, courage)—an inner compass for the 21st Century, whose world has ever-growing challenges and opportunities for people to navigate, from a personal scale to a global one.
the big 3 tools
See challenges & how they connect with your **Challenge Landscape**

- Planning group experiences
- Keeping up with changing world
- Org culture or change
- My [school/org’s] ultimate impact
- Upcoming conversation or meeting
- Project
- Strengthening my team or family
- Interpersonal conflicts
- Life path (mine or others’)
- Being at my best right now
- Tasks and technical problems
- $
Find new possibilities in anything you do with your
INNOVATORS’ COMPASS

Define
PRINCIPLES
What matters most? Why?

Dream
IDEAS
What could happen?

Discover
OBSERVATIONS
What’s happening? Why?

Design
EXPERIMENTS
What’s a way to try?

Center on
PEOPLE
Who’s involved?

See the PAST & PRESENT in new ways

See the FUTURE in new ways

BIG PICTURE

DETAILS
Use the gifts each person always has with your/their
TEN TOOLS

* Notice all these pictures are basic shapes or blobs. An Ego is an oval with a fat question mark—how appropriate. But you can also find pictures everywhere.
supporting illustrations
INNOVATORS’ COMPASS: our conscious (solid) and unconscious (dotted) processes
INNOVATORS’ COMPASS: natural to how we grow

See the BIG PICTURE

See the PAST & PRESENT in new ways

See the FUTURE in new ways

Center on PEOPLE

See the DETAILS

What matters most? Why?
Define PRINCIPLES

What could happen?
Dream IDEAS

What’s a way to try?
Design EXPERIMENTS

What’s happening? Why?
Discover OBSERVATIONS

Center on PEOPLE
CHALLENGE LANDSCAPE with mapped processes

- Theory U
- Systems Thinking
- Adaptive change/leadership

- Appreciative Inquiry
- Design Thinking/Human-Centered Design
- Nonviolent communication
- Lean Startup Cycle
- Scientific Method

- BOOM Thinking
- Experiential Learning
- Mindfulness

- Life/career planning tools
INNOVATORS’ COMPASS: mapping steps from different processes

See the BIG PICTURE

So what?
Define
Learn
Needs

Map the system
Abstract conceptualization
Hypothesis/Conclusion
Interpret
Analyze data

Dream
co-Presencing

Ideate
Prediction

See the PAST & PRESENT in new ways

Understand the system
Co-sensing
Empathize
Feelings
Reflective observation
Observe
Observations
Measure
Discover
Question
What?
Concrete experience

See the DETAILS

Take action
Intervene
Build
Requests
Destiny/Delivery
Test
Experiment
Active Experimentation
Co-evolving

Center on PEOPLE

Now what?
Design
Co-creating
Prototype

See the FUTURE in new ways

Stanford Design Thinking
Adaptive leadership
Theory U
Systems Thinking
Nonviolent Communication
Appreciative Inquiry
Experiential Learning
Scientific Method
Lean/Agile Cycle

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INNOVATORS' COMPASS - Human-Centered Design

See the BIG PICTURE

Define

PRINCIPLES
What matters most? Why?
What’s true for things to really work?
For all to be, do, think, feel as they need?
Now and in whatever happens next?

Dream

IDEAS
What could happen?
What might be broad, bold possibilities
to fulfill principles? From where or whom might these come?

Center on

PEOPLE
Who’s involved?

See the PAST & PRESENT
in new ways

Discover

OBSERVATIONS
What’s happening? Why?
What’s the full range of experiences?
What does each person do, say, think, and feel now? In the past?
Why? Why? Why?...

Design

EXPERIMENTS
What’s a way to try?
What’s a next piece of an idea to make real to answer important questions? How?
What’s the least [time, $, risk] needed?

See the DETAILS

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Innovators’ Compass: team experience design

See the BIG PICTURE

Define
PRINCIPLES
What matters most? Why?
What’s most important for each person, and to our group, for our experience together and what we accomplish?
Consider drawing a picture/symbol of what your time aspires to be/feel like.

Dream
IDEAS
What could happen?
What might we – or others – do/use to help us have a great experience?
E.g. to help us meet, make decisions, continue to check in, and deal with concerns, feelings, and non-participation that may arise?
How can we use available spaces, time, and other resources to help us be productive?

See the PAST & PRESENT in new ways

Discover
OBSERVATIONS
What’s happening? Why?
What are your individual goals for learning, experience, team relationships, and any other hopes/fears for this time together?
What skills and knowledge do you bring?
How does each of your Innovators’ Compass spider diagrams look?

Center on PEOPLE
Who’s involved?

Design
EXPERIMENTS
What’s a way to try?
What’s the first thing(s) we’ll try right now, and the easiest way to try?
How will we evolve our observations, principles, ideas and experiments as we go?

See the FUTURE in new ways

What’s most important for each person, and to our group, for our experience together and what we accomplish?
Consider drawing a picture/symbol of what your time aspires to be/feel like.

What might we – or others – do/use to help us have a great experience?
E.g. to help us meet, make decisions, continue to check in, and deal with concerns, feelings, and non-participation that may arise?
How can we use available spaces, time, and other resources to help us be productive?

What are your individual goals for learning, experience, team relationships, and any other hopes/fears for this time together?
What skills and knowledge do you bring?
How does each of your Innovators’ Compass spider diagrams look?

You can always come back to this compass to re-connect to your principles, as well as add new observations, principles, ideas, and experiments to improve your teaming experience. Or, use little Compasses, on paper or in conversation, for things that come up.
Find new possibilities in anything you do with your **INNOVATORS’ COMPASS**

**Define PRINCIPLES**
What matters most? Why?

**Dream IDEAS**
What could happen?

Center on **PEOPLE**
Who’s involved?

**Discover OBSERVATIONS**
What’s happening? Why?

**Design EXPERIMENTS**
What’s a way to try?

See the PAST & PRESENT in new ways

See the FUTURE in new ways

BIG PICTURE

DETAILS
worksheets/B&W
**Innovators’ Compass**

**Topic:**

See the **BIG PICTURE**

**Define**
- **PRINCIPLES**
  - What matters most? Why?

**Dream**
- **IDEAS**
  - What could happen?

**Center on**
- **PEOPLE**
  - Who could be involved?

**Discover**
- **OBSERVATIONS**
  - What’s happening? Why?

**Design**
- **EXPERIMENTS**
  - What’s a way to try?

See the **PAST & PRESENT** in new ways

See the **FUTURE** in new ways

See the **DETAILS**
INNOVATORS COMPASS Spider Diagram

See the BIG PICTURE
- Synthesize powerfully, see the big picture
- Envision bold ideas
- Be a connector or integrator
- Build ideas collaboratively

See the PAST & PRESENT in new ways
- Analyze carefully
- Uncover fresh interpretations or insights
- Empathize and connect with people deeply
- Look and listen curiously, asking lots of questions

See the DETAILS
- Experiment or tinker
- Find resourceful ways around problems
- Get things done
empathize and connect with people deeply
analyze carefully
look and listen curiously, asking lots of questions
find resourceful ways around problems
get things done
experiment or tinker
uncover fresh interpretations or insights
synthesize powerfully, see the big picture
envision bold ideas
build ideas collaboratively
generate lots of different ideas
be a connector or integrator
Center on PEOPLE
See the DETAILS
See the PAST & PRESENT in new ways
See the BIG PICTURE
See the FUTURE in new ways
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INNOVATORS’ COMPASS

Define
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What matters most? Why?

Dream
IDEAS
What could happen?

Center on
PEOPLE
Who’s involved?

Discover
OBSERVATIONS
What’s happening? Why?

Design
EXPERIMENTS
What’s a way to try?

BIG PICTURE

See the PAST & PRESENT in new ways

See the FUTURE in new ways

DETAILS
individual spaces
Center on PEOPLE
Discover OBSERVATIONS
What’s happening? Why?

See the PAST & PRESENT in new ways
Center on PEOPLE
See the DETAILS
Define PRINCIPLES
What matters most? Why?
Dream IDEAS
What could happen?

See the BIG PICTURE
Center on PEOPLE
See the FUTURE in new ways
Design EXPERIMENTS

What’s a way to try?
Dream IDEAS
What could happen?
Please experiment with it and observe your experience!

Please offer…

1) **attribution** to Ela Ben-Ur
   www.innovatorscompass.org

2) **sharing back** at #innovatorscompass or
   ela@innovatorscompass.org

Please consider sending **photos** of your Compass(es) as well as a Compass for me with any observations, principles, ideas, and experiments you can offer about the approach!

Thank you!