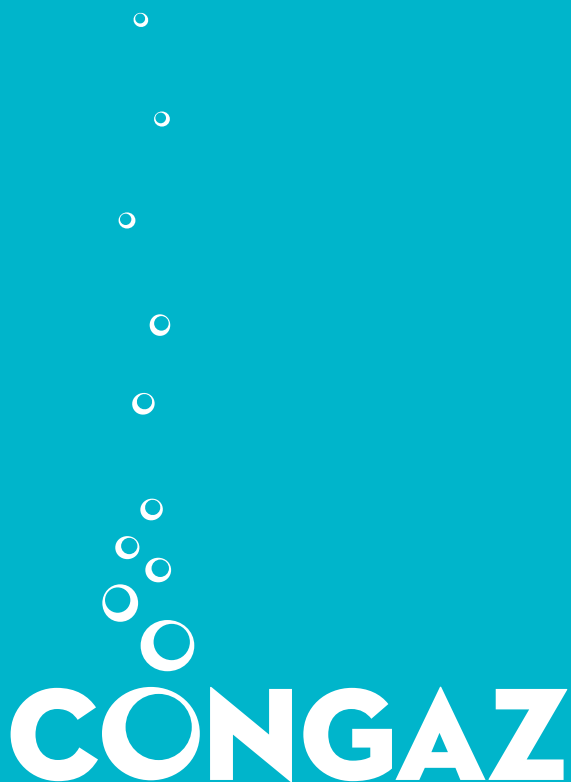


People Practices in Innovation (PPIN) Audit

Innovation is one, but effective innovation is two... If you want to increase your innovation capabilities, it is key to understand where in your organisation you need to focus on. The PPIN-audit can lead the way...



What is the PPIN Audit?

Just another survey? No!

It is a web-based questionnaire designed to help identify the potential gaps in your innovation culture and practices. It targets large employee groups to collect maximum feedback on their perceptions, ideas and feelings about innovation.

The **result** of the survey is a clear, accurate and concise report of what people think about the climate for creativity and innovation in your company. It provides a good basis to start discussions and to create action plans, based on solid information. Moreover, it fosters the optimal involvement of all employees.

Congaz **assists** you

- in targeting the right population, in setting up the audit and in supporting communication throughout the organisation
- in interpreting, analyzing and reporting the outcome.

Validity : the questionnaire is based on the best practices of KEYS, SOQ and other frameworks, in order to make it suitable for a real learning process instead of a pure benchmark.

Method

Targeted employees are asked to answer 47 questions on the following 8 dimensions of innovation:

- Challenging vision and meaningful work
- Customer focus

- The possibility of idea creation
- Foster open communication and share information
- Cross-functional collaboration with people with diverse personal styles from within and outside the organisation
- Monitoring progress for completion
- Attitude towards lessons learned
- Culture

People rate what their recent experience is in the concerning field.

Participants can be grouped in maximum 6 categories (e.g. sales & marketing, engineering, product management, operations, executive management, others). There is a minimum number of 6 participants per category to ensure respondents' anonymity.

What is the outcome and added value ...

- **Awareness creation** - Participating in the survey stimulates employees' awareness about innovative and less innovative habits.
- **Alignment** - Concrete actions built on the survey results are optimally tuned to real needs.
- **Understanding** - An overview of perceptions, ideas and opinions across the different functional categories.
- **Mobilisation** - Survey data based employees' feedback is a great tool for creating buy-in for actions at a later stage.
- **Sustainability** - The audit monitors to what extent actions taken lead to sustainable results.
- **No nonsense**, you get a clear and straightforward report.