Enabling the organization’s capacity to support quality research staff

Culture, Leadership & Incentives
Session Plan

• Discussion on
  – Culture - Romesh
  – Leadership – Orazio
  – Incentives – Jean

• Exchange on
  – What has worked
  – Not worked
  – Innovative
Organisational Culture

- “The way we do things around here”
- Shared beliefs, values, lessons learnt and assumptions

Question – How can the culture of the organization contribute to motivating staff to do quality research?

http://www.1000advices.com/guru/innovation_culture_sk.html
Leadership

• Think tanks need leaders with the capacity to amplify the intelligence and commitment of collaborators to achieve the full potential of the organization.

• However, leadership styles within the organization are different and some of them might diminish collective IQ.

• How can think tanks nurture leaders with the capacity to extract and expand the creativity and commitment of high quality researchers?

• Grupo FARO’s experience diagnosing and prioritizing leadership development.