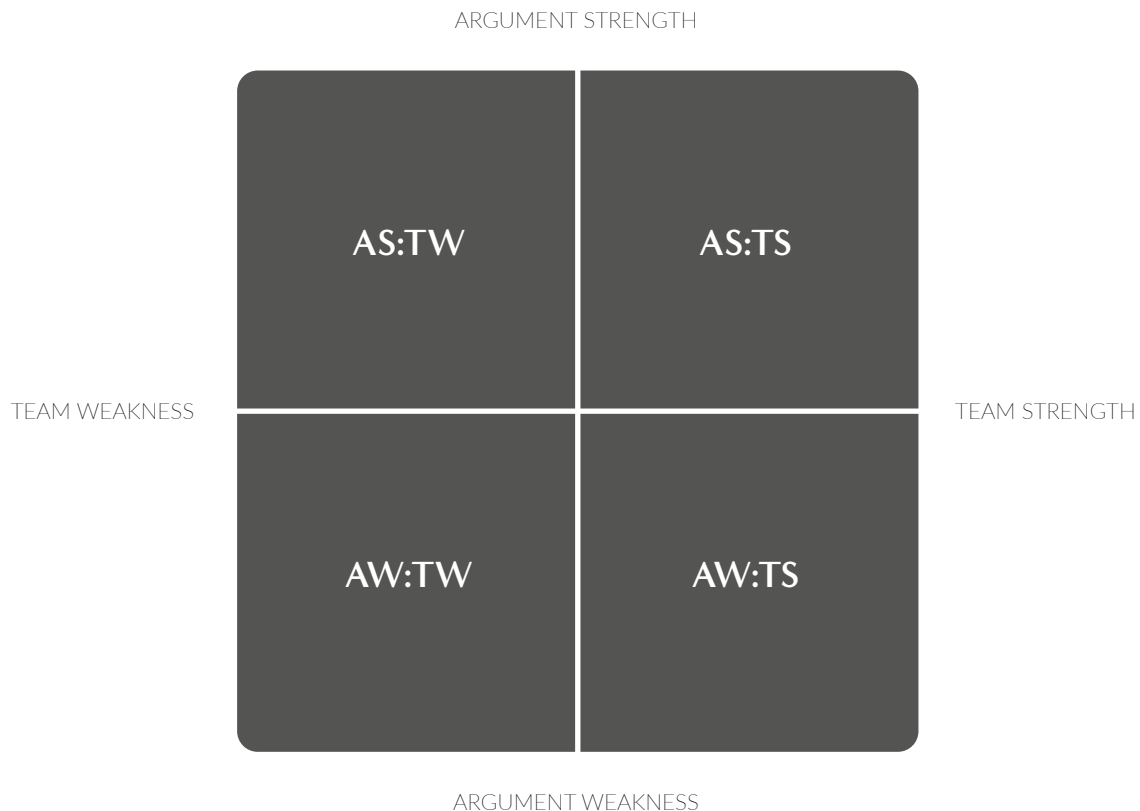




TEAM INNOVATION LIMIT MATRIX™

Team Innovation Limit Matrix Overview

Guided by the mechanics of the Roche Limit in astrophysics, the TIL Matrix is used to help team leaders and team members gauge the environment and culture of innovation. The most innovative teams encourage the development of strong ideas via set processes of argument development AND provide team members the freedom to suggest new ways of doing things without the fear of being attacked, sidelined, or adversely affected.



- **AS:TW** - Argument is strong, but the team dynamic is weak.
- **AS:TS** - Argument is strong, and the team dynamic is strong.
- **AW:TW** - Argument is weak, and the team dynamic is weak.
- **AW:TS** - Argument is weak, and the team dynamic is strong.

Argument Strength Range

AS/AW is based on the overall strength of the idea(s) an individual team member brings to the table for discussion, review, adoption, etc. The stronger the argument, the more internal gravity the idea will have to stand on its own when put under vigorous debate, testing, or red teaming. Argument Strength is an internal process or idea identification, explanation, and supporting evidence.

Team Strength Range

TS/TW is based on the ability of the team to learn, adapt, encourage, and cultivate new ideas in a systematic and safe environment for team members. Strong teams are characterized by individual members raising new ideas and having a fair hearing from other team members and leaders. Weak teams tend to be overcommitted to a preset way of doing things where new ideas and suggestions are destroyed before they can be presented, discussed, and objectively evaluated.