



DEVELOPING FINANCIAL SERVICES LEADERS
WHO ACCELERATE INNOVATION

Building Global Leadership and Innovation Capability

We develop financial services executives who *lead through innovation*. They learn how to drive innovation within the complex, interdependent global marketplace and regulatory environment.

Within three to six months, teams of high-potential leaders flex their newly gained leadership skills and contribute bottom line value through their collaboration on global innovation projects.

We have shepherded hundreds of teams in global financial services firms through the challenge of generating new value through innovation. We ensure that innovation and cross-business collaboration can thrive by integrating innovation project work with an innovation *infrastructure* comprising a business peer network, guided involvement of senior leaders, real-time coaching and leadership development.

Direct Business Impact

Clients have implemented over 50% of innovation projects from these programs. In 2012 90% of the projects were approved. The resulting new revenue streams have always covered the cost of the 3-5 month program many times over.

Profitable innovations have included new lines of business, new and improved products and services, new distribution channels, new approaches to risk management and many others. Some recent examples:

- **Entry into a new market** generating \$50 million revenue in its first year
- **A new cross-product position** generating annual commissions of \$8-10 million
- **A new swap instrument** generating \$2 to \$8 million annually

Leadership and Innovation Offerings

We partner with clients through the discovery and assessment phase to identify strategic program goals, business units to involve, participant selection and grouping criteria, stakeholder roles, timing and other design criteria.

Modular program offerings can include:

- **Client research skills webinar/workshop** followed by guided client research and analysis to distill insights and opportunities for innovation.
- **Three- to five-day leadership and innovation workshop** for launching innovation teams. Includes creativity and innovation exercises to spark and develop opportunities, simulations, briefings on company strategy, strategic thinking workshop, focus on innovation team performance including team role analysis and plenty of time for networking with peers and senior executives.
- **Project Coaching.** Three to five months of discovery, assessment and development, culminating in pitching to senior leaders. We assist teams with due diligence re their innovation proposals and connect them with external resources.
- **Individual and Team Performance Coaching.** We coach a client's internal team coaches or provide external coaches.
- **Customized Innovation Management Platform.** We can scale the informal innovation networks using our platform or we can integrate with a client's existing collaboration tools.
- **Development of Strategic Innovation Networks** of program alumni—available for senior leaders to test new strategies that foster cross-business collaboration and innovation.
- **ROI Analysis.** Tracking and reporting on progress of innovation projects to build the foundation for ongoing innovation.

“The best-of-the-best program for developing high potential talent and innovation.”

- Global Head of HR, Fortune 100 Financial Services Firm

*“An outcome-based program linked to the business.
A well-targeted program for the best global talent.”*

- Chief Learning Officer, Fortune 100 Financial Services Firm

Return on Investment

Leading innovation depends on practical experience, strong networks, strategic vision, intellectual capital and commitment.

- **Innovation capacity.** High-potential employees gain hands-on experience driving innovation and build organizational capability as they collaborate on global innovation projects.
- **Robust global, cross-business networks.** Participants expand and strengthen their networks to deliver their innovation projects. Post-program research indicates that global leaders continue to employ these networks to collaborate and generate innovative solutions well after the program ends.
- **Strategic perspective.** Participants gain executive-level strategic thinking skills when driving for cross-business, cross-regional innovation that leverages their organization's competitive advantages.
- **Talent bench strength.** Participants strengthen their competence and confidence in their own abilities to lead within the organization. Approximately 40% of program participants in one Fortune 100 organization were promoted within two years of the program. We have benchmarked a 50% higher retention rate for leaders who participated in the program.

Capabilities and Expertise

Mohr Collaborative combines extensive expertise in financial services with deep experience working with large global organizations in many industries. Our strength is in integrating leadership, innovation and strategic thinking skill development, executive and team coaching, large group facilitation, interactive instructional design, market assessment and business plan development in order to generate both long-term development and short-term returns.

Glen Mohr, President and Founder, Glen approaches innovation and leadership development from a deep background in learning design and has consulted, presented, and published on strategies for effective virtual teams and collaborative technologies and innovation. For over ten years he has focused on global financial services innovation.

Art Hutchinson, Principal, has specialized expertise in business resilience and strategy and has spent two decades working with senior management teams at some of the world's most prominent global organizations. He has also consulted to several successful high-tech start-ups and 'intra-preneuring' ventures, to develop business cases and practical plans. He currently teaches for Harvard Business School Publishing.

Mindy L. Gewirtz, Ph.D., Principal, has specialized expertise coaching executives, developing top teams, and building collaborative innovation networks. Clients range from start-ups to global corporations in high-tech, clean tech, biotech and financial services. She currently works with an open-innovation technology firm and has authored book chapters and articles on top teams, executive coaching, and organizational transformation.



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