

# Is Your Team “Fit for Growth” ?



IntelligentBoardRoom (**IBR**) is the method of choice when a fast, transparent and high-quality review is required to understand if a team is **“Fit for Growth”**.



IntelligentBoardRoom

# Developed by business leaders for business leaders

IntelligentBoardRoom (IBR) is a cognitive software platform that helps leaders take better decisions on teams and people. IBR is specifically designed to review whether a team may effectively execute current or future strategies.

## Specifically developed for business leaders

Enables decision-makers to **determine if a team is "Fit for Growth"** in a short period of time

Allows the user to do a **high quality team review in 60 minutes**. By taking users through a structured decision tree, IBR is able to hold obvious biases at bay when judging people. Using technology in a unique way it guides the user through a people discussion and constantly holds them accountable for a decision

Puts and end to complicated 'people spreadsheets' and endless debates on individual capabilities – often based on too many measures. IBR aims to be the **new standard in the People Effectiveness** industry when it comes to making decisions on management teams

Find out how today's technology can help you make better decisions on people.



## People decisions made transparent

IBR emulates and supports the discussion flow in which constructive people-decisions are born. Within IBR the user is guided in formulating views on the contextual leadership of individuals and teams. With business objectives as the goal, each individual is reviewed on the capability to realize results (the 'what') and how effectively his/her leadership capabilities are used (the 'how') - and what the expected potential may be.

The review leads to a clear picture on each individual as well as a clear picture on the team. How effective is the team in realizing the strategy? Who should be replaced and who should be developed further? And, what impact will these decisions have on your strategy execution?

## Ease of use

IBR runs on iPad with backups in the cloud. Built using the latest drag and drop iOS technology, IBR rapidly computes the different decision

iterations and provides instant feedback. It also uses the latest technology in terms of the user interface and triple security measures.

Experience the value of **IBR** by organising a demo – use one of your leadership teams as a real-life test. A high-quality review to understand if your team is **“Fit for Growth”** can now be done in real-time.

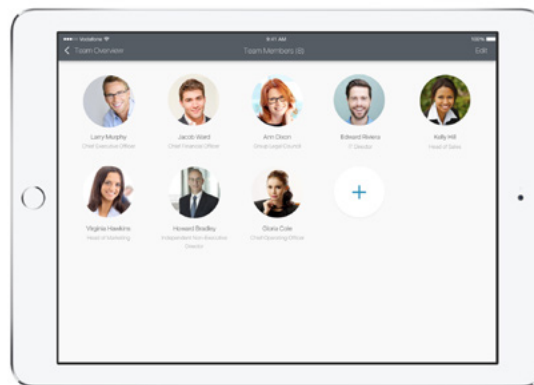
## The work structure of IBR explained in four on-boarding scenarios

### Step 1

Define the team that has to accomplish the strategy. Input the individuals and rank their positions according to value creation.

#### 1. Define the Team of Key People that drives the Business

Easy to input Data on Positions and People.  
Minimal Data required.

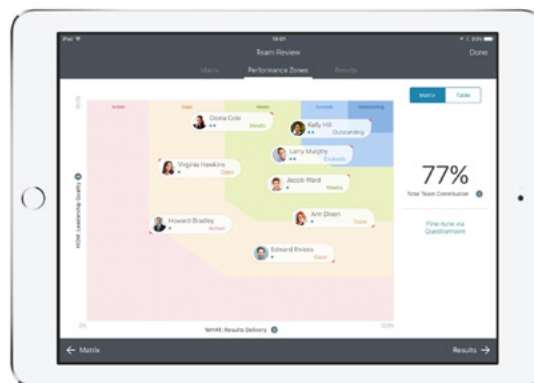


### Step 2

Review your team by Thinking Fast and Thinking Slow. IBR has a unique feature that caters for following both your intuitive mind as well as following your rational mind when reviewing people. Thinking fast (doing a first review via the matrix) gives the boardroom a very fast path to a first result, on the basis of which they can already have a very good debate and follow up with lengthier discussion if required.

#### 2. Review your Key People as one Team

Pre-defined measurements for Leadership Capabilities and Actions for Results.

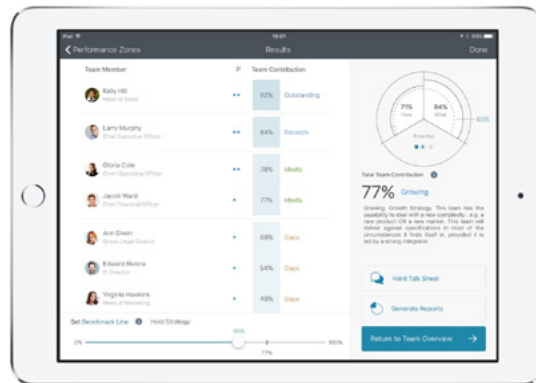


### Step 3

Analyse the results and prepare your people decisions, based on your strategic ambition. Build scenarios for each of the team members with the business strategy or strategic ambition as the marker. Decide on who you would like to replace and who you would like to develop.

### 3. Analyse Results and take Action

Understand the quality of your strategy execution through team and individual analysis.



### Step 4

Reporting. IBR has several layers of Team reports and Individual reports. The reports are designed to be used without any further editing.

### 4. Communicate clear Expectations to breed Performance

Unfiltered feedback to Team and Individuals.



## The Origin of IBR

IntelligentBoardRoom® is developed by Erik Geilenkirchen and his team. Throughout a 30 year career, Erik has held global leadership positions as CEO and CHRO. Erik has developed IBR based on his leadership of many boardroom discussions regarding people and teams. He now works at the confluence of of technology in the people domain.

## Contact

IntelligentBoardRoom is distributed in Europe through KeyPeople AG in Switzerland. We can be reached for a demonstration at:



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