



Innovative Leadership

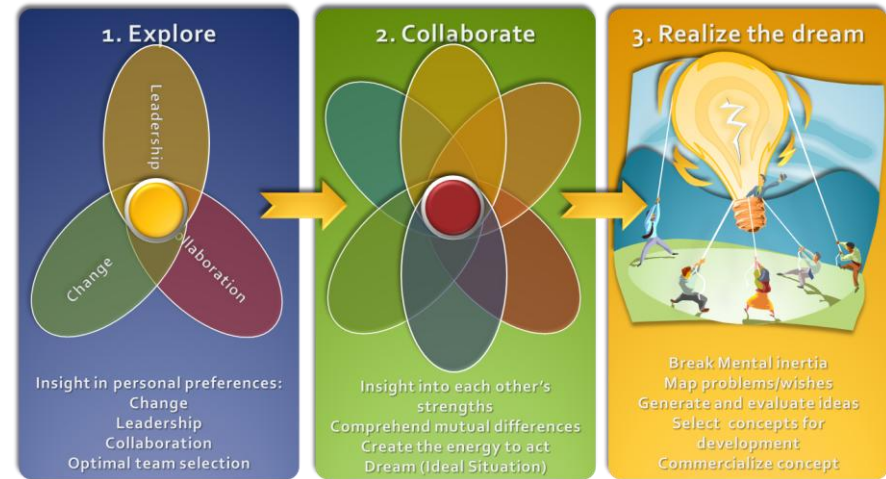
Crossing Signals helps you set up teams that leverage their diversity as the shortest route to creative solutions. To us, creativity is coming up with the right ideas and innovation is bringing these ideas to life. By leveraging their diversity we help teams see all the angles of their challenges and teach them how to ask the right questions. The right question is eighty percent of the answer. Consequently we apply our innovation process to offer you the shortest route to solutions unique to your organization.

Collaboration in Diversity



Our [Collaboration Scorecard™](#) provides a non-judgmental view on people’s diversity in dealing with change, show leadership and work together. There are no wrong answers! Our Scorecard provides the basis for selecting and boosting teams - management, business development, product development, etc. – that excel at value creation.

Innovation through Diversity



During the ‘Explore’ phase we select the new team, or provide feedback to an existing team based on the Collaboration Scorecard. In the ‘Collaborate’ phase we provide the basis for collaboration by addressing what is important to the team members, what they value. Insight into these value patterns provides a basis for learning to deal with mental inertia and the contradictions that are in the way of creativity and solutions. The resulting increase in trust and respect is the basis for any form of collaboration.

At the end of the ‘Collaborate’ phase we define the dream and describe the ideal situation the team wants to reach; their common goal and the criteria for success. In the third and last phase we help the team generate and select those solutions that bring the dream closer. The team makes use of the unique contribution of each individual.

Unique Selling Points

Crossing Signals provides insight into what diversity means and how it can be leveraged. We actively pursue contradictions behind which creative breakthrough solutions are hidden. We transform complex change into new opportunities!

Advantages

1. Teams with the ability to estimate the value of change, act accordingly and accelerate renewal.
2. Teams that given their context, deal with challenges and wishes in a structured manner.
3. Employees with the energy to bring the right ideas to life in a for your organization unique manner.
4. A significant increase in the agility of your organization.

Do you want to create a leap in value in your organisation? Go to www.xsignals.com or contact us directly:

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Feedback

De scorecard offers us a continuous reference for our collaborative effort in our teams of creative entrepreneurs. The Crossing Signals approach offers us a clear path to follow and guarantees progress in realizing socially responsible solutions for both ourselves and the neighborhood we operate in, Amsterdam Slotervaart. It also makes it easier to keep the commitment of our sponsors and the city of Amsterdam with our initiative.

M. de Wolf, Partner Beehive

The Collaboration Scorecard results and the profiles it generated were an excellent starting point to start a collaborative effort.

T.C.M. van Hoesel, Rabobank Nederland, Directoraat MVO

Crossing Signals has a fantastic tool, insightful and very useful, excellent stuff!

Germt O. van der Veen, Director GTI SUEZ Healthcare

Short questions, short answers, strong guidance

Finance manager Microsoft EMEA

Everybody acknowledges the need for collaboration in diversity when it comes to innovation. We all believe strong and creative teams will lead to more success. How thorough are we when forming such a team? How do we evaluate such a team? How do we start the team off? Crossing Signals gets the importance and the business context for a team that has to create new value in the complex dynamic of today's business environment. Do yourself a favor and work together with Crossing Signals to set up your teams for innovation. Success guaranteed!

Global IT Manager Phillips

'Interesting self reflection and useful knowledge in the day to day management of highly qualified staff'

Country Manager of a 1st tier investment bank