

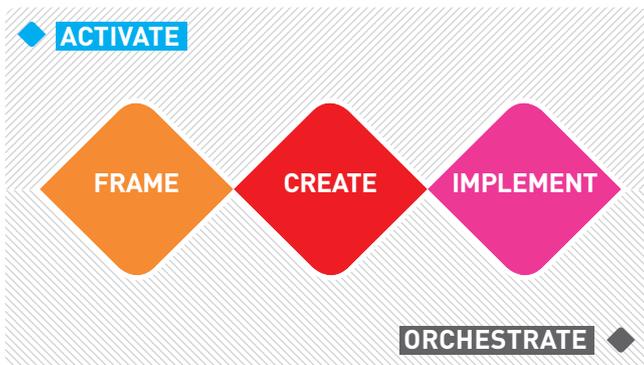
Gamechanger Deck

A toolkit for bringing out
the best innovator in
yourself and others



This **Gamechanger Deck** helps you to integrate design thinking into your professional practice and apply it to projects and within your business. It is a toolkit for bringing out the best innovator in yourself and others based on the 5-Peak Strength model.

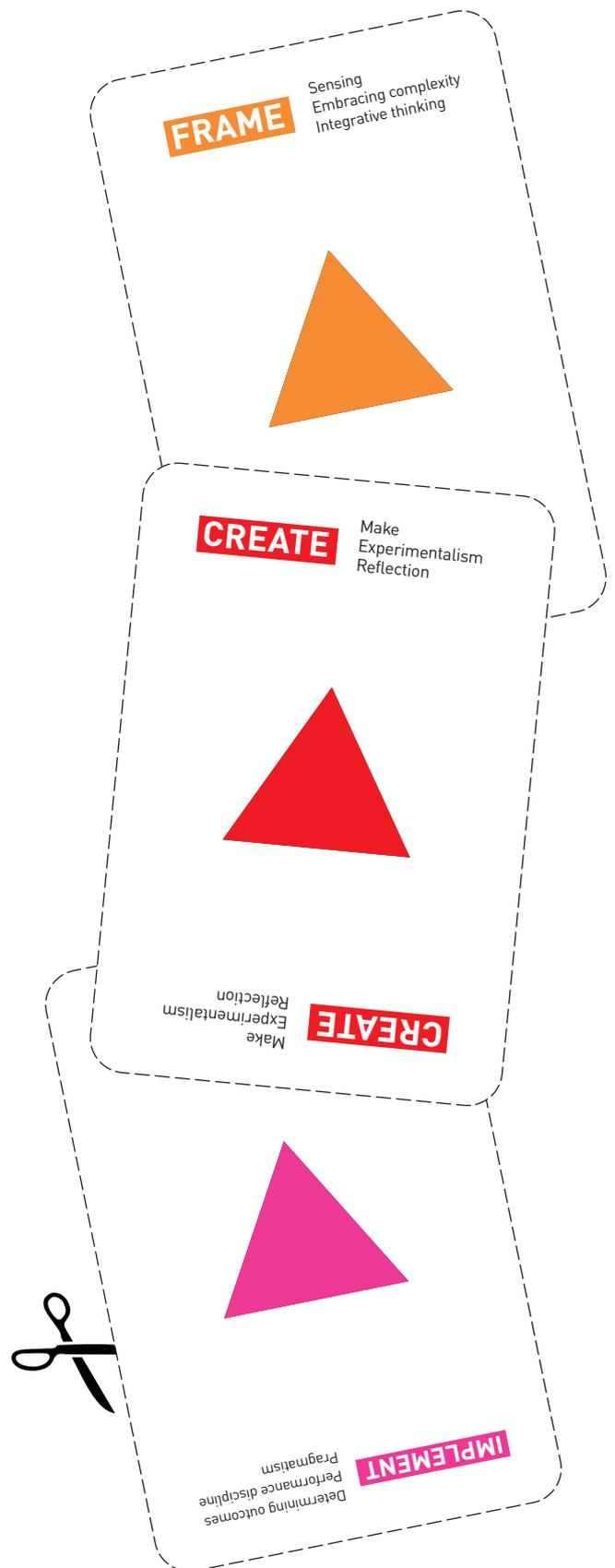
The 5-Peak Strength model



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This model was co-developed by the consultancy DK&A with leading practitioners and academics in the fields of design, leadership and psychology.

This Gamechanger Deck provides a quick introduction and simple ways you can start to use the model yourself. If you want further support, there is a more advanced online diagnostic questionnaire and a coaching programme. For more information on how to apply the 5-Peak strengths for personal or team development please talk to the Design Thinkers Academy team.



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DK&A is a strategic design consultancy. Design Thinkers Academy London is DK&A's coaching and leadership development team and part of DesignThinkersGroup global training network. We have an extended family of coaches who work at the frontline of innovation.

We teach Design Thinking tools and methods and coach managers and leaders on how to apply these in practice.

Innovation leadership coaching:

Delivered by experienced innovation mentors and Coaches, we support individuals and teams on their leadership development. We use the 5-Peak strengths model to deliver online self-diagnostics, full D360 profiling, coaching and innovation team development.

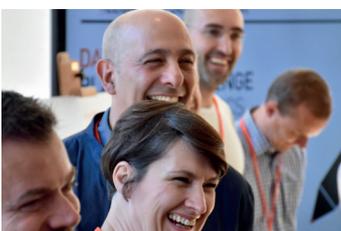
Design Thinking skillsets include:

- Facilitation and co-creation
- Designing and running Sprint workshops
- User interviews and observational research
- Ethnography
- Creating Personas for innovation
- Customer Journey Mapping
- Leading Ideation sessions
- Visualisation
- Prototyping and user testing
- Service Blueprinting
- Business Model Canvas

If you would like to discuss your training or coaching needs:

For help with Gamechanger or to discuss your training or coaching needs please contact:

Shanna@designthinkersacademy.co.uk
+44 (0)20 7386 2376



This Gamechanger Deck helps you acknowledge your peak strength as an innovator and explore how to exploit your strongest innovation characteristics as a practising design thinker. Use the cards to help identify specific skills to develop. You can also use it as a tool to support the recruitment and development of permanent or project teams. The four exercises are designed to be played progressively in the order set out. The first three are designed to be played in pairs. The fourth exercise is designed as a prompt for group development. Root discussion with specific examples relating to past, current and future work plans. Be true to yourself.

Exercise 1: Peak Strength

Initiate a conversation about your development as an innovator with a colleague, mentor or friend. Arrange the cards with the triangles down and the explanations facing you. Pick out the one card that best describes your peak strength.

Discussion prompts:

- In what ways does your peak strength help you contribute to innovation and change?
- Which aspects of the strength do you most and least recognise in yourself?

Exercise 2: Self or Leader

Place your chosen Peak Strength card so the triangle is showing. If you mostly demonstrate this strength through professional depth of expertise as a team player, place the triangle with the base at the top. If you consider your strength is to bring

out these behaviours in others as a leader, place the card with the point of the triangle on top.

Discussion prompts:

- Which specific design thinking methods or skills will build on your peak strength?
- At what stages in a design thinking process will your peak strength be most powerful?

Exercise 3: Personal profile

We all bring our own unique mix of skills and strengths to bear as change agents. In this exercise we identify design thinking skills that will help us increase our impact. Arrange the cards as if they are a bar chart. Your peak strength should be on the left and furthest away. Now organise the other cards in relation to this one. Create and photo-capture an arrangement of cards that you feel best represents your profile.

Discussion prompts:

- What does the profile you have described say about the role you play as an agent of change?
- Which design thinking skills will help you raise your game?

Exercise 4: Team formation

Run this with a work group – whether permanent or a newly formed – in order to support a team playing to its strengths. As a leader, you can also expand on this approach when planning Design Thinking skills development or recruitment. Each member should have selected their Peak Strength. Place these grouped on a wall and consider the profile of your team:

Discussion prompts:

- What does the profile of this group indicate about its likely innovation performance?
- What sort of skills do we need to strengthen in our team and how might we achieve this?

How to create your deck

You'll need

- Access to a printer
- Pair of scissors
- Glue (optional)

1. Print the 5 cards and the 5-Peaks Strengths diagram on pages 5–8 single-sided (don't print on both sides of the paper or you can't cut out the cards properly)

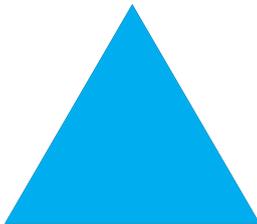
2. Cut-out the 5 cards

3. Fold each card along the dotted fold line and glue the blank sides together to make a two-sided card

4. If you're doing a team exercise, you'll need one set of cards per person

ACTIVATE

Purpose
Confidence
Drive



Purpose
Confidence
Drive

ACTIVATE

ACTIVATE

Activate is about the mindsets that we bring to the work, that enable us to be a catalyst.

- Do we have a mission & vision?
- Do we have confidence in our skills to be able to understand problems and create new solutions?
- Do we believe in our creative ability to innovate?
- Do we bring energy and pace to our work?

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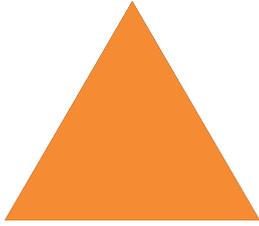
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FRAME

Sensing
Embracing complexity
Integrative thinking



Sensing
Embracing complexity
Integrative thinking

FRAME

FRAME

Frame is about how we understand and make sense of the world.

- Do we have the curiosity and skills to discover the world outside of us?
- Are we able to understand the needs of others?
- Are we able to synthesise, making sense of complex information?

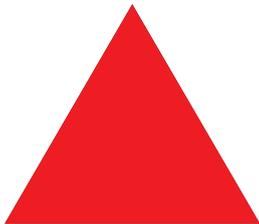
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CREATE

Make
Experimentalism
Reflection



Make
Experimentalism
Reflection

CREATE

CREATE

This is about how we are able to make, dream up, design and envision something new.

- Do we have the skills to generate new ideas and to visualise these new ideas?
- Are we comfortable experimenting with both process and possible solutions?
- Are we able to reflect on process and outcomes?
- Can we incorporate feedback quickly and change direction if needed?

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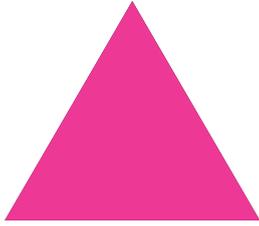
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IMPLEMENT

Determining outcomes
Performance discipline
Pragmatism



Determining outcomes
Performance discipline
Pragmatism

IMPLEMENT

IMPLEMENT

This is about our ability to get things done, to make plans, to make decisions, to implement and to deliver.

- Are we able to understand what needs to be done and generate plans to get there?
- Can we overcome challenges as they arise, stick to plans and timelines and deliver on desired outcomes?

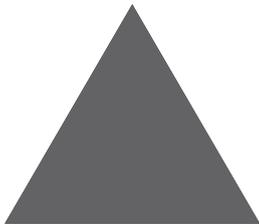
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ORCHESTRATE

Influence
Collaboration
Social management



Influence
Collaboration
Social management

ORCHESTRATE

ORCHESTRATE

This is about how we work with others to achieve our goals and the goals of our organisation.

- Can we apply a flexible and positively impactful influencing style, which is appropriate to the needs of differing individuals and contexts?
- Do we work with others effectively?
- Do we lead ourselves, groups and our organisation in a way that allows them to achieve their potential?

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5-Peak Strengths

ACTIVATE

Purpose
Confidence
Drive

FRAME

Sensing
Embracing complexity
Integrative thinking

CREATE

Make
Experimentalism
Reflection

IMPLEMENT

Determining outcomes
Performance discipline
Pragmatism

Influence
Collaboration
Social management

ORCHESTRATE