

Team Innovation Schema Profile

Product Innovation Squad · 6 Members · June 2026



TEAM NAME	MEMBERS	ASSESSMENT DATE	PRIMARY TEAM SCHEMA
Product Innovation Squad	6	1 June 2026	Originator

1. TEAM COMPOSITION



Alex Johnson
Primary: Originator
Avg: 4.1/5



Sarah Kimura
Primary: Culture Shaper
Avg: 3.8/5



Marcus Webb
Primary: Builder-Founder
Avg: 3.6/5



Priya Nair
Primary: Pathbreaker
Avg: 4/5



Tom Eriksson
Primary: Org. Navigator
Avg: 3.5/5



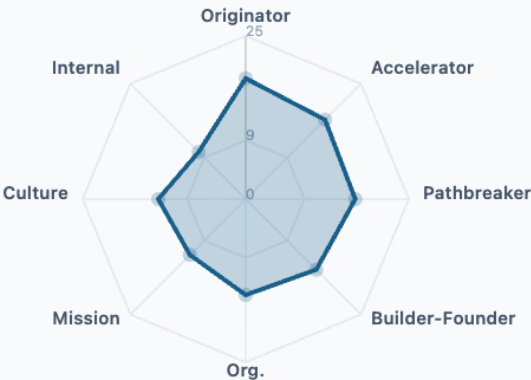
Leila Osman
Primary: Accelerator
Avg: 3.9/5

2. TEAM AVERAGE SCHEMA SCORES

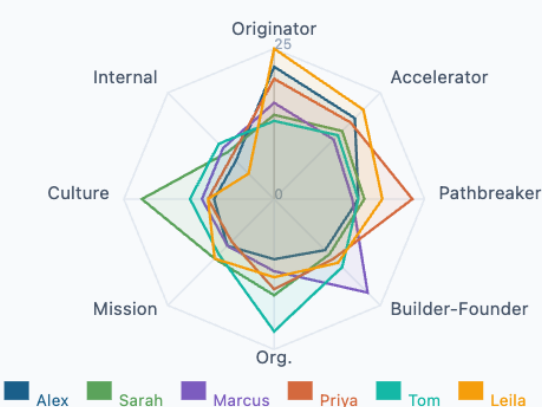
1	Originator		18.5/25	74%
2	Accelerator		17.2/25	69%
3	Pathbreaker		16.8/25	67%
4	Builder-Founder		15.3/25	61%
5	Org. Navigator		14.7/25	59%
6	Culture Shaper		13.4/25	54%
7	Mission Carrier		12.1/25	48%
8	Internal Builder		10.2/25	41%

3. SCHEMA VISUALISATIONS

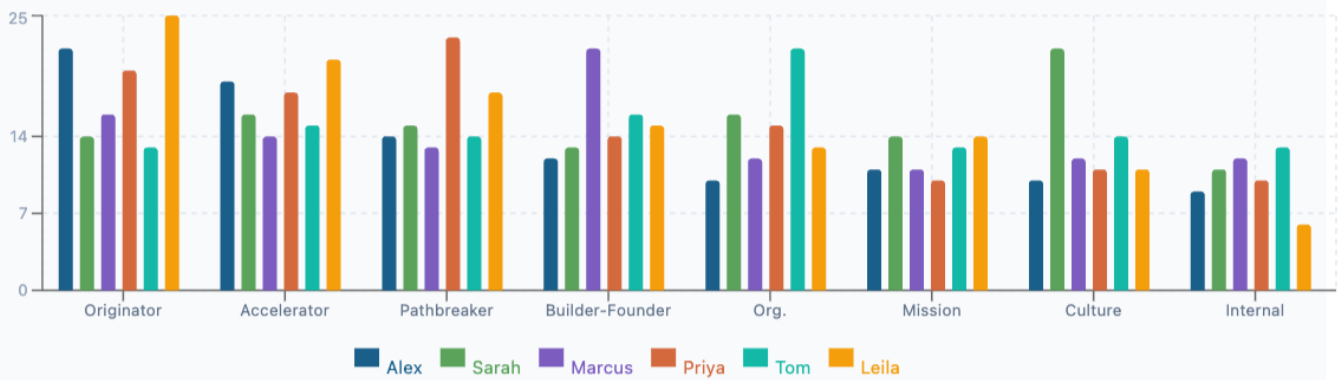
TEAM AVERAGE RADAR



MEMBER COMPARISON



SCHEMA SCORES BY MEMBER



4. COLLECTIVE TEAM PROFILE

TEAM ARCHETYPE

The Visionary Execution Squad

The Product Innovation Squad combines strong **Originator** and **Accelerator** energy with solid **Pathbreaker** and **Builder-Founder** capabilities. This team naturally generates breakthrough ideas, challenges conventions, and drives momentum — making them exceptional at early-to-mid stage innovation. Schema diversity across all six members reduces single points of failure and enables multi-lens problem-solving.

COLLECTIVE STRENGTHS

- Vision & idea generation
- Urgency and momentum
- Challenging the status quo
- Diverse schema coverage
- Cross-functional agility

TEAM BLIND SPOTS

- Mission & values alignment
- Internal systems building
- Long-term cultural embedding
- Stakeholder coalition-building

FRICTION POINTS

- Idea overload without closure
- Speed vs. structural tension
- Competing innovation agendas
- Under-leveraged culture roles

5. TEAM DEVELOPMENT PRIORITIES

01 Strengthen Mission & Values Coherence

The team's lowest collective schema is Mission Carrier. Invest in structured sessions to align around shared purpose and values — this will improve resilience and decision-making under ambiguity.

02 Build Internal Delivery Architecture

Internal Builder is under-represented. Pair idea-generators with process owners to ensure innovations are handed off with robust operating structures rather than stalling at implementation.

03 Develop Organisational Navigation Collectively

While Tom brings Navigator strength, the team as a whole needs to build stakeholder coalition skills. Run joint workshops on influencing without authority and cross-team alignment.

6. RECOMMENDED TEAM DEVELOPMENTAL SESSIONS

The following sessions are designed for the Product Innovation Squad as a whole. Each targets a collective schema gap and should be facilitated across a 90-day team development programme.

SESSION 1

Shared Purpose Workshop

Target Schema: Mission Carrier

Week 1 · Full day (6 hours) · Whole team off-site

Facilitated workshop

PARTICIPANTS

All 6 members + external facilitator

SESSION OBJECTIVES

- Co-create a team mission statement and set of guiding principles
- Surface individual values and identify shared non-negotiables
- Define how mission will inform day-to-day prioritisation decisions

TOOLS & RESOURCES

Mission canvas, values card sort, team charter

SESSION 2

Delivery Architecture Sprint

Target Schema: Internal Builder

Week 2–3 · 2 × half-day sessions · Core team (Marcus + 2 others)

Working sprint

PARTICIPANTS

Marcus Webb (lead), Tom Eriksson, Sarah Kimura

SESSION OBJECTIVES

- Audit one live initiative and map gaps in process, governance, and handoffs
- Design a scalable delivery framework for future innovation projects
- Create a documentation standard the whole team can adopt

TOOLS & RESOURCES

Process audit template, RACI matrix, sprint board

SESSION 3

Coalition Building & Stakeholder Influence

Target Schema: Organisational Navigator

Week 4–5 · Half-day workshop · All members

Workshop + role-play

PARTICIPANTS

All 6 members · Tom Eriksson as internal lead

SESSION OBJECTIVES

- Map team's organisational stakeholder ecosystem collectively
- Identify three strategic alliances needed in the next quarter
- Practice influencing scenarios through structured peer role-play

TOOLS & RESOURCES

Stakeholder influence map, RACI, influence scenario cards

SESSION 4

Culture by Design

Target Schema: Culture Shaper

Week 6 · 3 hours · Team meeting format

Team workshop

PARTICIPANTS

All 6 members · Sarah Kimura as internal lead

SESSION OBJECTIVES

- Audit current team culture: what is working, what is unspoken, what needs to change
- Design three team rituals that reinforce the mission and values
- Assign cultural champions to monitor and embed each ritual

TOOLS & RESOURCES

Culture diagnostic, ritual design canvas, team norms template

SESSION 5

Cross-Schema Pairing Programme

Target Schema: All schemas

Weeks 7–11 · 90-min fortnightly pairs · Self-directed

Peer coaching pairs

PARTICIPANTS

TOOLS & RESOURCES

PARTICIPANTS

Rotating pairs across all 6 members

SESSION OBJECTIVES

- Pair dominant schema members with those who score low on that schema
- Each pair sets a shared mini-project using the non-dominant member's schema
- Log and share learnings at the team fortnightly stand-up

TOOLS & RESOURCES

Schema pairing guide, peer coaching template, shared reflection log

SESSION 6

90-Day Team Review & Re-Assessment

Target Schema: All schemas

Week 12 · Half-day · Whole team

Retrospective + re-assessment

PARTICIPANTS

All 6 members + facilitator

SESSION OBJECTIVES

- Complete a team VBI™ re-assessment and compare to baseline scores
- Celebrate schema growth and acknowledge persistent gaps
- Set team development priorities for the next quarter

TOOLS & RESOURCES

VBI™ team report, retrospective canvas, forward-planning template

7. HIRING & SCHEMA RECOMMENDATIONS

RECOMMENDED ADDITION

Mission Carrier

To anchor the team's work in purpose and values, sustaining motivation and ethical decision-making through complex innovation cycles.

RECOMMENDED ADDITION

Internal Builder

To translate strong ideation output into scalable systems, processes, and governance frameworks that outlast individual contributors.

8. TEAM SUMMARY

The Product Innovation Squad is a high-energy, idea-rich team with strong collective capability across Originator, Accelerator, and Pathbreaker schemas. The team's primary development opportunity is to build depth in Mission Carrier and Internal Builder behaviours — ensuring the ideas they generate are anchored in purpose and delivered with structural rigour.

WHERE THIS TEAM THRIVES

- Early-stage product discovery
- Rapid prototyping & iteration
- Cross-functional innovation sprints
- Disrupting established markets

90-DAY TEAM FOCUS

- Establish shared mission statement
- Assign schema champions for blind spots
- Run cross-schema pairing sessions
- Review decision governance structures