

# PEERNOVATION

Five Models that drive and inspire high-performing groups and teams.



## THE LEARNING-ACHIEVING CYCLE



The Learning-Achieving Cycle serves as a reinforcing loop of learning, sharing, applying, and achieving. We learn better when we learn together, and better yet, we give each other the courage and encouragement to act on what we learn.

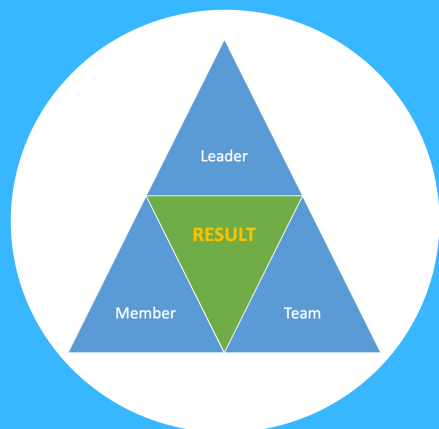
## THE FIVE FACTORS

A robust Learning-Achieving Cycle doesn't happen by accident. It involves another reinforcing mechanism that makes great groups and teams possible.



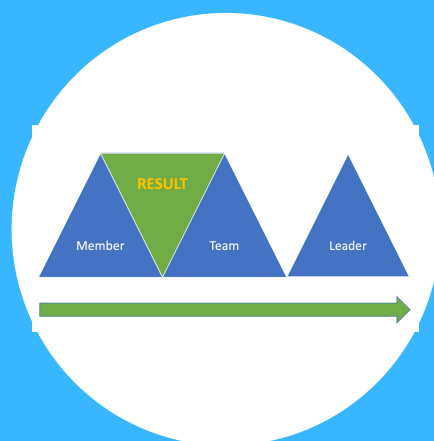
## LEADERSHIP

The leader is a part of the team, not apart from it. The leader, the individual, and the team as a whole all share responsibility for whatever result they are trying to achieve.



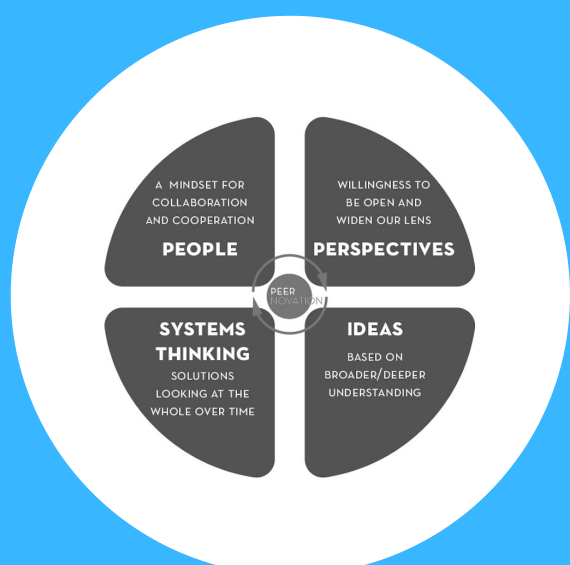
## ACCOUNTABILITY

Accountability rests between the individual and the other team members. A member's personal currency with the team involves bringing his/her A-game every day. The team leader remains a part of the team and plays the role of backstop.



## PEERNOVATION

Peernovation brings the right people together who bring diverse perspectives to come up with powerful ideas that consider the whole over time.



# PEERNOVATION

The Peernovation Lexicon for  
High-Performing Groups and Teams.



## GROUPS



Groups convene to help individual members achieve their personal and organizational goals. In the book Peernovation, peer groups, peer advisory groups, and mastermind groups are used interchangeably.

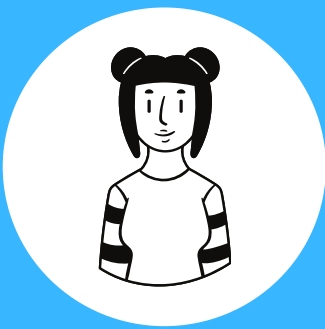
## TEAMS

Teams work together toward achieving a collective goal or creating a shared work product.



## PEER INFLUENCE

Peer influence speaks to understanding the impact the people who surround us can have in shaping our behavior.



## PEER ADVANTAGE

Peer advantage serves to harness the power of peer influence when we are more selective, strategic, and structured about engaging the people who surround us.



## SYSTEMS THINKING

Systems thinking involves identifying patterns of behavior over time and surfacing the underlying structures that drive those patterns.



## PEERNOVATION

Peernovation occurs when a carefully selected collection of people, who with a common purpose and shared values, work together to make each other better and create something larger than themselves.



**PEER ADVANTAGE + SYSTEMS THINKING = PEERNOVATION**

Learn more at [peernovation.co](http://peernovation.co) or email [leo@leobottary.com](mailto:leo@leobottary.com)

# PEERNOVATION

How Peer Advisory Group Members Have Ranked Themselves on the Five Factors Common to High-Performing Groups and Teams



## HAVING THE RIGHT PEOPLE

7

Common challenges include too few members, a lack of diversity, attendance, preparation, and consistent focus during the meetings.

## PSYCHOLOGICAL SAFETY

Members regard their environment as exceptionally safe, but when asked how well they leverage it personally, it drops to 6.5. Reasons include listening and sharing models and the need for more personal camaraderie.

9.5

## PRODUCTIVITY

7

Groups would be more productive if members came to the meetings better prepared, brought more topics to the conversation, and asked more precise questions of one another.

## ACCOUNTABILITY

Defining accountability as accepting personal responsibility, it can lack in terms of shared values and follow-up/follow-through. (If a group leverages its psychological safety at a 6.5, the accountability figure almost always matches it).

6.5

8

## LEADERSHIP

Group leaders are servant leaders who also serve as stewards of the other four factors. Members consistently want their group leaders to challenge them even more than they already do.

How would your group or team assess themselves and why? Learn more at [peernovation.co](http://peernovation.co) or email [leo@leobottary.com](mailto:leo@leobottary.com)