Innovation Leaders Network
Spring 2018 Networks Conference
March 5-7, 2017
Brown Palace Hotel & Spa
321 17th Street, Denver, CO 80202

Monday, March 5

7:30 am – 8:00 am *Brown Palace Club*	**Breakfast**
8:00 am – 9:30 am *Highlands*	**Introductions and "Hot Topics" Roundtable** Attendees should come prepared to share a particular challenge or success they have recently experienced in their company. This is an opportunity for everyone to learn more about each other as well as share insight and assist with developing solutions.
9:30 am – 10:00 am *Highlands*	**TRACK – IRI's Self-Directed Learning Engine** *Presenter: Sherri Bassner (IRI)* The IRI TRACK (Training Resources to Advance Competencies and Knowledge) Program is a new initiative aimed at supporting our member companies' needs in developing Innovation Leaders. The program contains a Self-Directed Learning Engine (SDLE), developed in partnership with Skill Director, a provider of competency-based personalized learning tools. These tools connect many years of IRI resources, such s RTM articles, ROR research, workshops, and meeting presentations, allowing users to improve their skills through years of shared learning and research. After providing a brief overview of the scope and goals of the program, Sherri will review the Innovation Leadership competencies used to build the SDLE. She will then demonstrate the tool in its beta version, including the self-assessment tool and the creation of a development plan using IRI-related resources.
10:00 am – 10:30 am *Larimer Square*	**Networking Break**
10:30 am – 12:00 pm *Highlands*	**Driving Market-Backed Innovation** (ILN and NBDN) *Presenter: Pam Henderson (New Edge, Inc.)* Market-backed innovation, driven by R+D, clearly requires the right

	types of market insight. Yet often the insights gained directly from customers do not indicate where you should focus your sales efforts. They focus on simply improving current attributes or reducing costs. R+D needs to gain insights beyond the current product cycle and insights beyond those that they and their competitors typically hear. To do that, we must learn how to see the unseen. This session will examine ways to look at unusual users and uses, how to observe behavior to gain insights on opportunities and ideas, and different mechanisms for iteration.
12:00 pm – 1:00 pm- *Ballroom B*	**Networking Lunch**
1:00 pm – 2:00 pm *Highlands*	**Millennials: Separating Fact from Fiction for Attracting, Motivating and Retaining Them as Employees** (HRN and ILN) *Presenter: Dawn Chaland (Queens University)* Millennials, the largest cohort in the workforce today, has been heavily stereotyped since entering it. They are negatively typecast as narcissistic, entitled, job hopping, and lazy, while more positively viewed as altruists. Clearly, these assumptions, among others, have led to much debate and discussion around how to attract, develop, and retain them in the workplace. This session overviews on my colleagues' and my review of the science on Millennials to distinguish my myths from truths and offers numerous strategies to hire, motivate, mentor and retain them, both from HR and managerial perspectives.
2:00 pm – 3:00 pm *Highlands*	**Roundtable: How R&D Careers Changing** (HRN and ILN)
3:00 pm – 3:30 pm *Larimer Square*	**Networking Break**
3:30 pm – 4:30 pm *Ballroom A*	**Effectively storytelling and selling internally: Creating compelling, contextualized stories that drive commitment in the organization** (ETN, ILN, NBDN) *Presenter: Andy Shafer* One of the most frustrating aspect of R+D leadership is to see on the horizon the trends and actions that could disrupt the company as well as emerging opportunities and then not being able to convince the organization to commit. There are three elements to creating compelling, contextualized and persuasive stories, all found in Aristotle's model of persuasion – which we apply to selling innovation internally. We will look at examples of good stories and processes to engage and persuade the organization.
6:00 pm – 7:30 pm *Ballroom B*	**Welcome Dinner**

Tuesday, March 6

7:30 am – 8:00 am *Brown Palace Club*	**Breakfast**
8:00 am – 9:00 am *Highlands*	**From Strategy to Measurable Results in Four Steps** *Presenter: Wayne Mackey (PDC)* This session provides a structured approach to assessing and improving the probability of success of your strategy. We will use a real example of building an implementable "informatics" strategy around capturing, accessing and using information as a potent competitive weapon.
9:00 am – 10:00 am *Highlands*	**Career Agility: A New Paradigm in Technical Careers** (HRN and ILN) *Presenter: Dan Ward (MITRE Corporation)* We have all been taught that the shortest distance between two points is a straight line, but within multi-disciplinary careers, straight lines are rare. Many organizations are clinging to old career path/career ladder paradigms that just don't fit current reality. Five years ago, MITRE began deploying "Careers in Motion" - an agile career approach where employees partner with their peers and leaders to curate their own careers. MITRE deployed a wide range of career support services while shoring up a culture that employees are ultimately responsible for their own careers. Attendees will hear about MITRE's lessons learned and consider what might be useful in their own organization.
10:00 am – 10:30 am *Larimer Square*	**Networking Break**
10:30 am – 12:00 am *Highlands*	**HASEL Artificial Muscles for Next-Generation Life-Like Soft Robotics** *Presenters: Shane K. Mitchell and Timothy G. Morrissey (University of Colorado Boulder)* Humans strive to advance robotics to improve the quality of life. In order to enable robots that safely collaborate with humans and effectively operate in unstructured environments, we require soft robots that mimic the versatile and adaptive designs found in nature. The Keplinger Research Group at the University of Colorado Boulder recently developed the closest analog to natural muscle to date, termed HASEL artificial muscles. We will discuss state of the art in soft robotics, highlight recent work from CU Boulder, and have an open discussion on possible applications of soft robotics at home, in the factory, and in society as a whole.
12:00 pm – 1:00 pm *Ballroom B*	**Networking Lunch**
1:00 pm – 2:00 pm *Highlands*	**Special Topics 2018**
2:00 pm – 3:00 pm *Ballroom A*	**Challenges of R&D and Innovation in the Cannabis Industry** (ETN, HRN, ILN, NBDN)

	Presenters: Jay Denniston (Dixie Elixirs LLC), Michael Lord (LivWell, Inc.), Rebecca Maestas (Dixie Elixirs LLC) This session will be a two-part presentation exploring how the Colorado cannabis industry conducts research and development. It will explore the challenges of taste and efficacy testing on intoxicating R&D products while complying with public safety and regulatory statutes. The session will also examine opportunities to grow the infused product landscape by combining a progressive therapeutic perspective with modern commercial production methods. Attendees will learn about working within ever-changing regulations, challenges of product development, industry business partnerships, and more.
3:00 pm	**Meeting Adjourns**
3:00 pm – 5:30 pm *Optional*	**Field Trips** (pre-registration is <u>required</u>) - <u>National Renewable Energy Laboratory's Energy Systems Integration Facility</u> This tour will visit the ESIF's numerous interconnected facilities and laboratories, learning about energy systems, fuel cells, sensors, data centers, thermal storage, and various testing areas. - <u>Smart Materials and Biomechanics Lab at CU Denver</u> The mission of the lab is to explore the intersection of innovative materials, advanced modeling, and additive manufacturing to shift the paradigm in medical device design and soft-robotic technology. Projects include investigating synthetic biological tissues using liquid-crystal elastomers for muscle-like actuation and joint replacement; patient-specific finite-element analysis of medical devices using multi-functional materials that integrate bone into the structure of the device; and 3D/4D printing of soft robotic actuators. -