

James Irvine Foundation: Artistic Innovation Fund
Exploring Your Organization's Capacity to Innovate
Sample completed page from the Innovation Rubric

FOCUS AREA: LEADING INNOVATION

1: Our capacity to champion innovation in the organization

	LEVEL 1	LEVEL 2	LEVEL 3	LEVEL 4
A	Board and staff leaders focus exclusively on managing the status quo <input type="checkbox"/>	Board and staff leaders generate occasional incremental departures from business-as-usual <input type="checkbox"/>	Board and staff leaders regularly generate and support innovation <input checked="" type="checkbox"/>	Board and staff leaders champion innovation as part of the organization's core practice <input type="checkbox"/>
B	Innovative ideas are only considered legitimate if generated by Board and staff leaders <input type="checkbox"/>	Innovative ideas from others are sometimes tolerated and discussed <input checked="" type="checkbox"/>	Innovative ideas are welcomed from a variety of sources and discussed <input type="checkbox"/>	Innovative ideas from all sources are given significant space for consideration, selective development and implementation <input type="checkbox"/>
C	Positive organizational performance is used selectively to justify business-as-usual at all times at all times <input type="checkbox"/>	Occasional questioning of organizational performance is permitted <input type="checkbox"/>	Periodic questioning of organizational performance is encouraged <input checked="" type="checkbox"/>	Questioning of organizational performance is routine at all times (however the business is going) <input type="checkbox"/>

Notes: **We should look at how to get wider Board participation in generating innovation ideas. How open are we really to questioning our performance??**