

Enabling the organization's capacity  
to support quality research staff

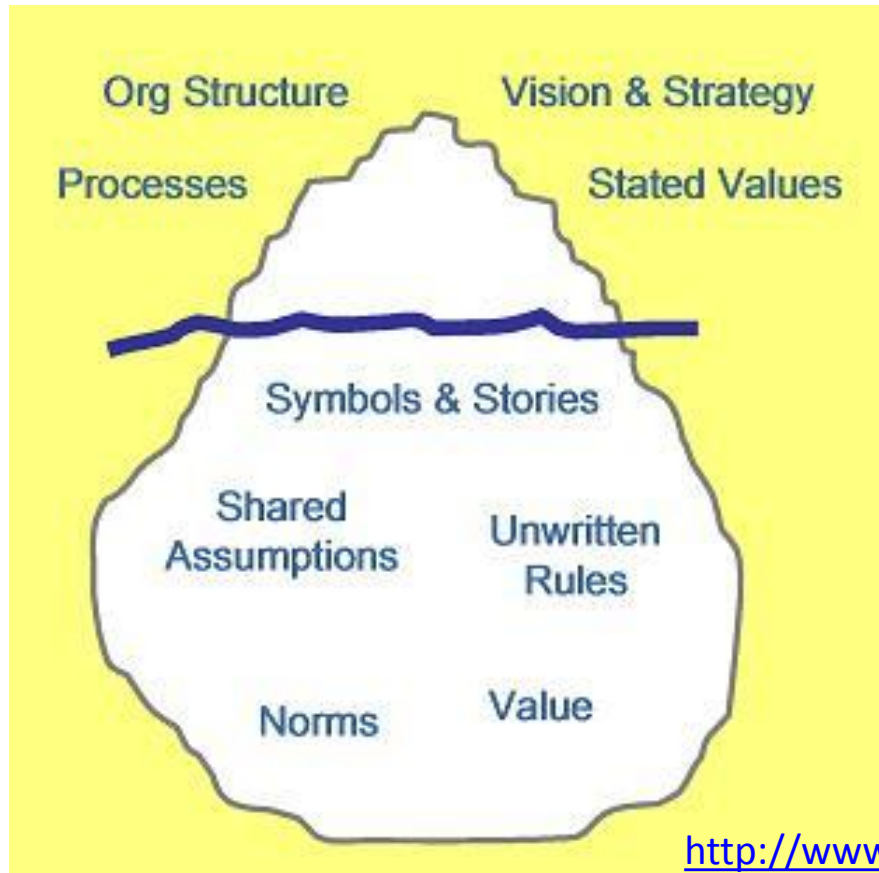
Culture, Leadership & Incentives

# Session Plan

- Discussion on
  - Culture - Romesh
  - Leadership – Orazio
  - Incentives – Jean
- Exchange on
  - What has worked
  - Not worked
  - Innovative

# Organisational Culture

- “The way we do things around here”
- Shared beliefs, values, lessons learnt and assumptions



Question –  
How can the culture of the organization contribute to motivating staff to do quality research?

# Leadership

- Think tanks need leaders with the capacity to amplify the intelligence and commitment of collaborators to achieve the full potential of the organization.
- However, leadership styles within the organization are different and some of them might diminish collective IQ.
- How can think tanks nurture leaders with the capacity to extract and expand the creativity and commitment of high quality researchers?
- Grupo FARO's experience diagnosing and prioritizing leadership development.