

Frequently Asked Questions

Turning Peer Influence Into a Performance Advantage

Peernovation helps organizations become as intentional about developing what happens among people as they are about developing individuals. Through diagnostics, development experiences, and the Peernovation Performance System™, we help organizations understand and strengthen the human dynamics that shape performance.

WHAT SHAPES PERFORMANCE AMONG PEOPLE

TRUST Rely on one another	CANDOR Say what needs saying	ACCOUNTABILITY Share the standard	LEARNING Learn with and from peers	SUPPORT Help one another succeed
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Every organization is already powered by peers.

The opportunity is to become more intentional about the conditions people create for one another.

THE IDEA Why peers matter	THE TOOLS Snapshot + Profile	THE PATHWAYS Development across levels	THE SCALE Technology + facilitators
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Understanding Peernovation

The idea, the Performance System, and the diagnostic tools that make peer dynamics visible.

01 What is Peernovation?

Peernovation helps leaders and organizations improve performance by strengthening how people learn from, challenge, support, influence, and elevate one another. Our work turns peer influence from something organizations simply experience into something they can intentionally develop.

02 What does “Peernovation” mean?

Peernovation combines Peer and Innovation (creativity realized). It describes what becomes possible when people work together with shared purpose, trust, high standards, and mutual accountability.

03 Why focus on peers?

Because people don't perform in isolation. Colleagues influence standards, learning, accountability, collaboration, decision-making, and execution every day. Every organization is already powered by peers. The opportunity is to become more intentional about the conditions people create for one another.

04 What is the Peernovation Performance System™?

The Peernovation Performance System™ is an integrated framework for strengthening peer dynamics throughout an organization. It connects diagnostic tools with development experiences for future leaders, people leaders, senior leadership, and the C-Suite.

05 How does the Performance System work?

The system follows four interconnected pillars: Understand, Influence, Grow, and Transform, supported by ongoing reflection and measurement. Organizations can begin wherever their greatest opportunity exists and expand from there.

06 What does “Understand” mean?

Before organizations can improve peer dynamics, they need to see what's actually happening. Peernovation diagnostic tools reveal strengths, gaps, patterns, and opportunities so leaders and teams can act with greater clarity.

07 What is the Peer Dynamics Snapshot™?

The Snapshot is a free, brief individual diagnostic that introduces people to the dynamics influencing how they experience their team. It is designed to create awareness, reflection, and curiosity about what happens among colleagues.

08 What is the Peer Dynamics Profile™?

The Profile is a 40-statement team diagnostic that combines anonymous perspectives to reveal patterns across eight dimensions of peer performance. Rather than scoring individuals, it gives teams a clearer picture of the environment they are creating and experiencing together.

09 What happens after a team completes the Profile?

The Profile provides a starting point. Teams can use the findings independently or participate in a Peernovation-facilitated Team Action Session to explore patterns, identify priorities, and translate insight into practical action.

10 What development experiences are part of the Performance System?

Better Together™ - Future Leaders
 Growing Together™ - People Leaders
 Leading Together™ - Senior Leadership
 Executive Peer Advantage - The C-Suite
 Each applies a shared Peernovation philosophy to the challenges and opportunities people face at their level of leadership.

Putting Peernovation to Work

How organizations engage, scale, measure progress, and strengthen the human dynamics that shape performance.

11 Does an organization have to implement the entire system?

No. One philosophy. Multiple entry points. Organizations can begin with a diagnostic, a particular leadership population, an executive team, or another area of greatest opportunity and expand over time.

12 Where did the methodology come from?

Peernovation builds on dynamics long demonstrated in high-performing CEO peer groups, where leaders learn from, challenge, support, and elevate one another to higher standards of performance. Peernovation translates those principles beyond the executive forum and into teams throughout organizations.

13 How is Peernovation different from traditional leadership development?

Traditional leadership development typically focuses on improving individual capability. Peernovation doesn't replace that work; it addresses what individual development often overlooks: the human dynamics that shape how people perform together.

14 What role does AI and technology play?

Technology helps Peernovation gather perspectives, identify patterns, expand accessibility, and support scale. But technology serves the human conversation rather than replacing it. Supported by AI. Powered by people. Scaled through partnership.

15 Why do peer dynamics matter even more in an AI-enabled workplace?

AI can dramatically expand individual capability, but greater individual capability doesn't automatically create greater collective performance. Trust, candor, shared ownership, mutual accountability, and the willingness to challenge and support one another remain fundamentally human.

16 What is Peernovation Certification?

Peernovation Certification equips qualified facilitators, coaches, and group leaders to apply Peernovation's models, frameworks, tools, and methodology with the leaders and organizations they serve. This growing facilitator community helps extend Peernovation's reach and impact.

17 What is the joint venture with Inception Stratos?

Peernovation and Inception Stratos formed a strategic joint venture to help make Peernovation's methodology and Performance System accessible globally. The partnership combines Peernovation's intellectual property and methodology with capabilities in technology, platform development, growth, and scale.

18 What kinds of problems can Peernovation help address?

Peernovation can help organizations strengthen trust, candor, collaboration, shared ownership, accountability, cross-functional support, learning, and execution - the human dynamics that often determine whether strategies and initiatives succeed.

19 How do you measure progress?

Measurement is built into the Performance System. Organizations can use the Peer Dynamics Snapshot™, Peer Dynamics Profile™, Team Performance Scorecard™, and other feedback mechanisms to understand what's changing, learn what's working, and determine what to strengthen next.

20 How do I know where my organization should begin?

Start with the area where greater clarity or stronger peer dynamics could make the greatest difference. For some organizations, that's understanding the current environment. For others, it's future leaders, managers, senior leadership, or the C-Suite. Peernovation can help identify the most useful entry point.

ONE PHILOSOPHY. MULTIPLE ENTRY POINTS. CONTINUOUS IMPROVEMENT.

Understand what's happening. Strengthen what happens among people. Build an organization where people consistently bring their best - and bring out the best in one another.