

(TN)

Trans-Nation Co-Creation

Innovation Dialogues



Instructions

This game was developed as part of the TNCC project.

It is based on the content and principles of the TNCC program and incorporates key themes related to innovation and collaboration.

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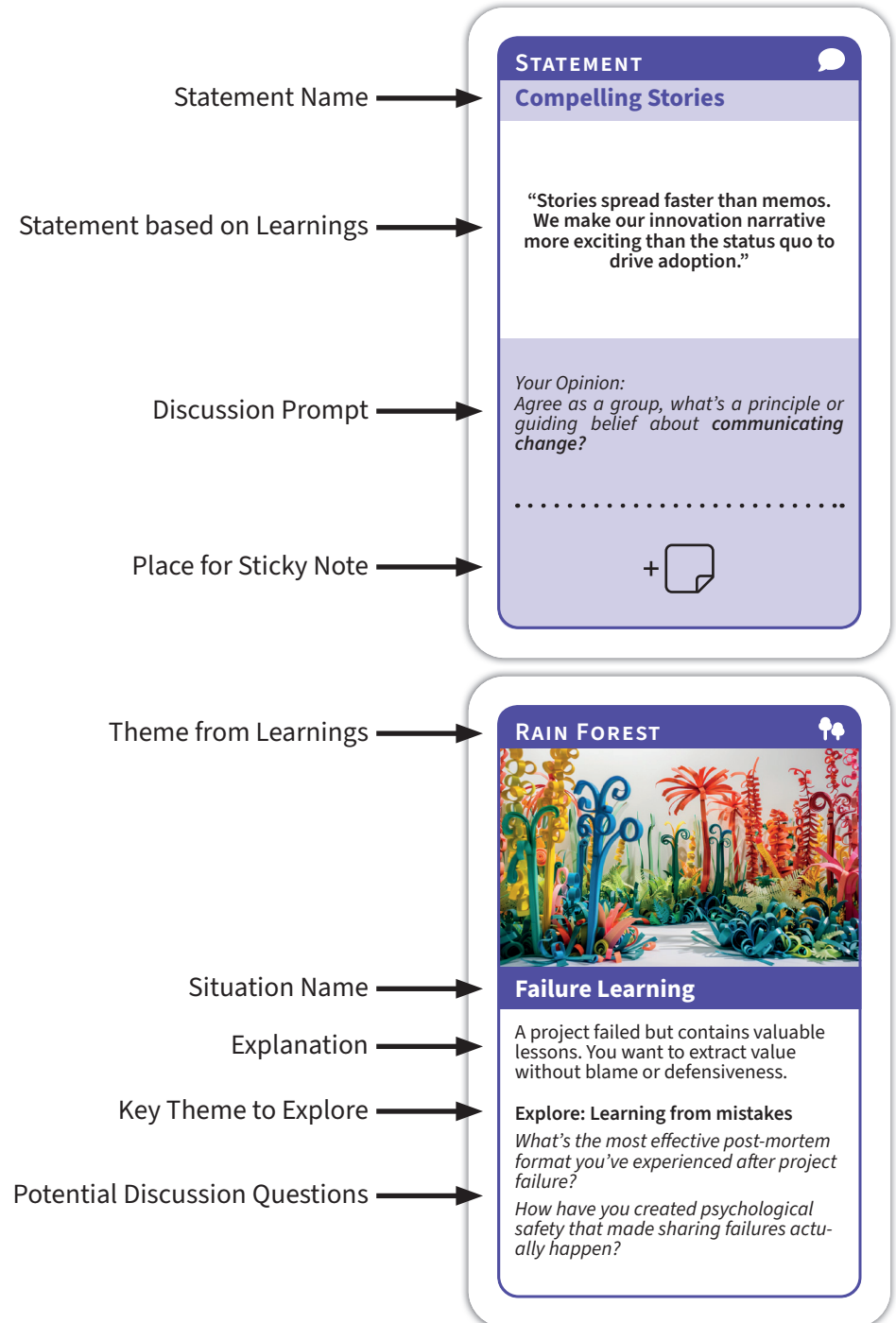
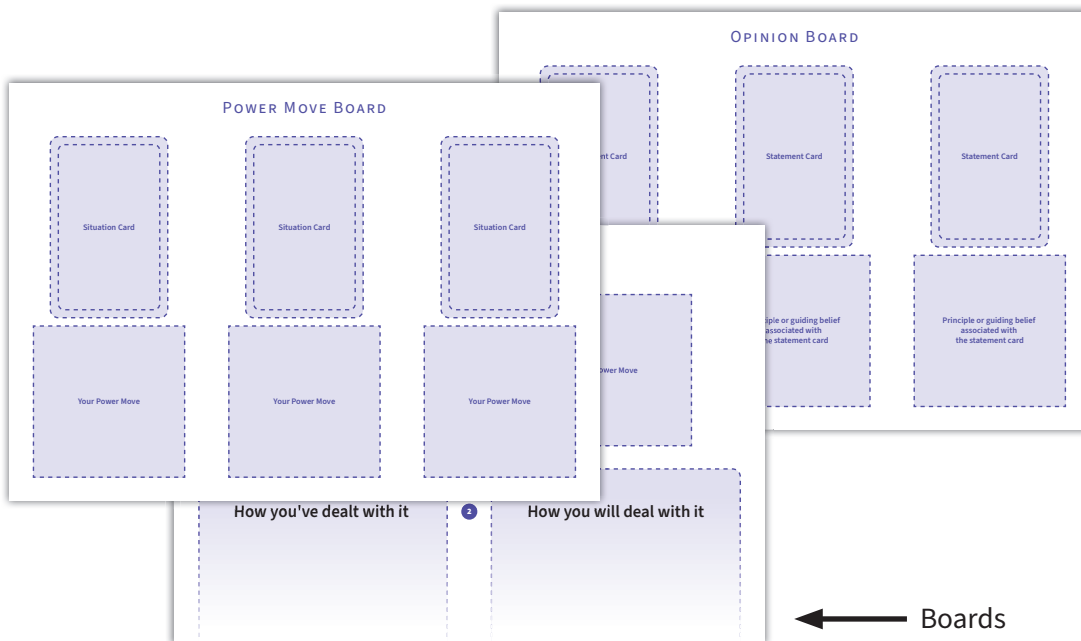
What you'll do

Phase 1: Discuss insights from innovation experts and create a shared team principle

Phase 2: Imagine scenarios you might face while innovating and share best practice tips

Goal: Build alignment on innovation approaches and share practical tips for common challenges

This exercise embodies the TNCC program — you'll hear opinions on innovation, discuss them with your team, and reflect on situations you may face while driving innovation.



Phase 1: Innovation Talks – Statement Cards

Imagine you are having a conversation together with an expert. They've made a statement, and your job is to respond as a group.

1 The person working for the oldest company starts by drawing a card from the **Statement Card** deck and reading it to the group.

2 Discuss as a group:

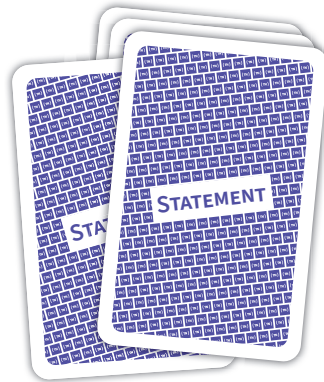
- What resonates with you about this perspective?
- How does this connect to your own innovation experiences?
- What would you add to or challenge about this viewpoint?

If your group decides you all can't "add to the conversation" on this topic, draw another card and repeat.

3 Align on one statement you would make around the theme in the discussion prompt.

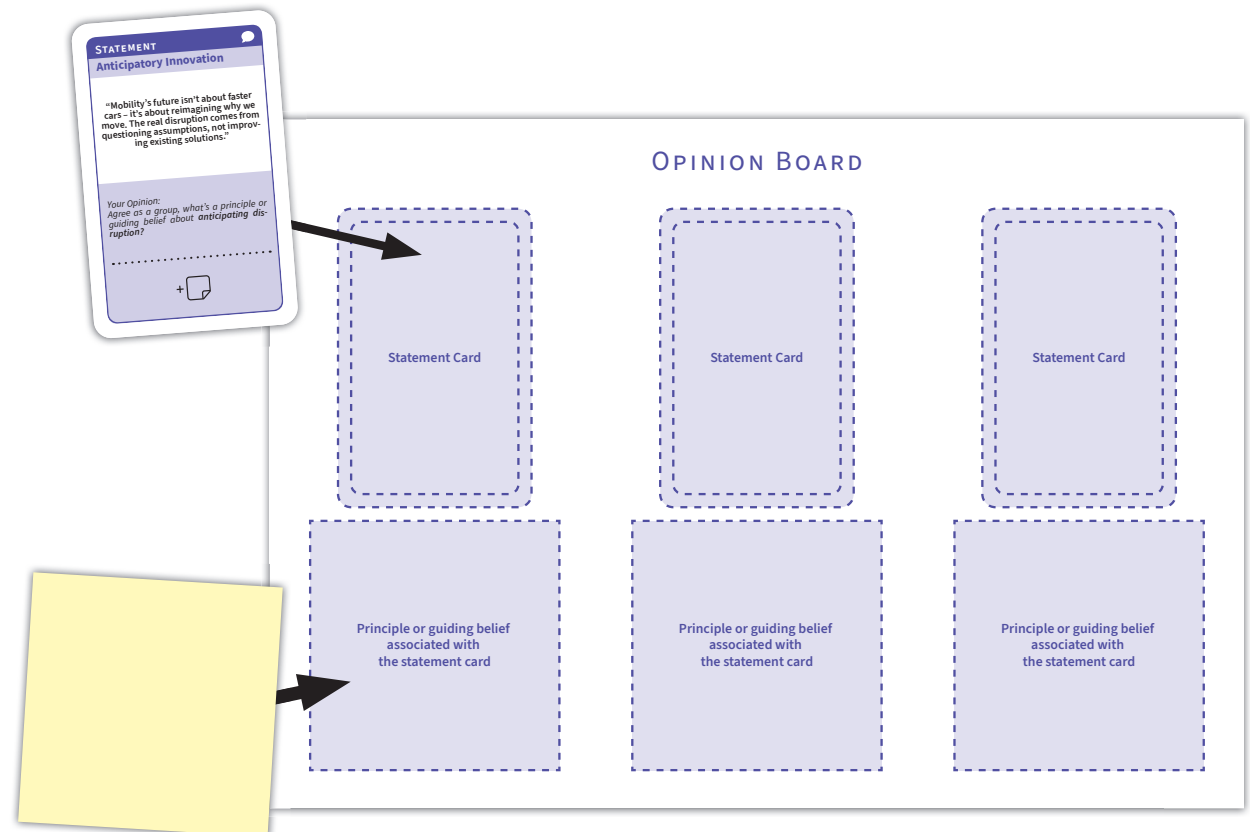
- Your response could be building on the speaker's statement, a rebuttal to the speaker, or a completely different opinion around the same theme.
- You don't have to be right, it's just your group's opinion.

Make sure everyone is contributing to the discussion. The quietest voices often have the best ideas.



4 After deciding on a response. Place the statement card above, and the response in the box below or on the card itself.

Continue with the person on their left until you've added to 3 conversations or run out of time.



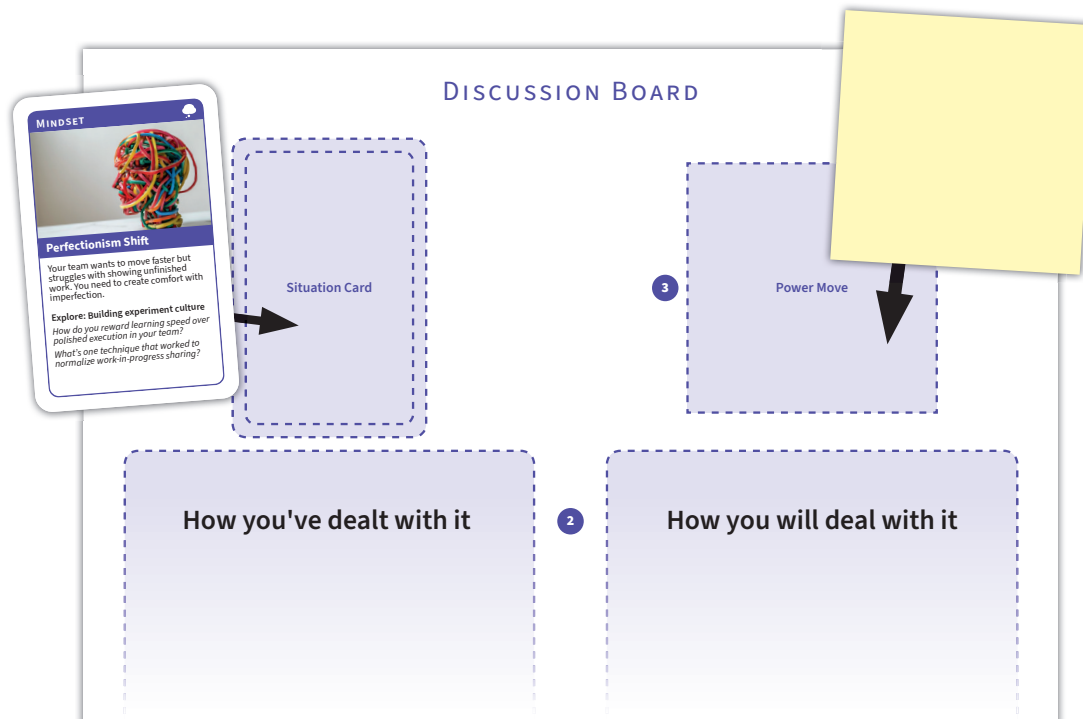


Phase 2: Innovation Situations – Situation Cards

Now imagine you are facing innovation challenges together and you need to decide on one strategy that you think will work best.

- 1 The person with the longest company name (including GmbH, etc) starts by drawing a card from the **Situation Deck** and reading it to the group.
- 2 To Structure Your Discussion:
 - It can be helpful to first go through the group to share *How You've Dealt With* any somewhat similar situations in the past – i.e. sharing best-practice tips, stories, or past successes, etc.

Discussion questions on the card can help get the conversation started, but you do not need to focus on them as long as you are thinking about the Exploration topic.



- Then think about which approaches you like best and *How You Will Deal With It* in the future – is there one approach that stands out? Do you think it will need to be different in the future?

If no one can relate to the situation, draw another card and repeat.

- 3 Align on one of the best-practice tips as your 'Power Move' and give it a name
 - 4 After deciding on a "Power Move", place the situation card above and a sticky note with a short explanation below in the Power Move Board.
- Continue with the person on their right until you've created at least three "Power Moves" or run out of time.



(TN) Trans-Nation Co-Creation

Innovation Dialogues



(TN) Trans-Nation Co-Creation

Trans-Nation Co-Creation (TNCC) connects leaders from academia, business, and government to spark innovation through cross-border collaboration.

The program combines workshops at German innovation hubs with Silicon Valley immersion to transfer knowledge about global trends, different markets, and innovation ecosystems, developing innovation ambassadors from German SMEs and startups.

These cards synthesize key themes from the TNCC program, speakers and thought leaders, and real-world organizational transformation challenges.

(TN) Trans-Nation Co-Creation

These cards for innovation dialogues were developed as part of the TNCC project.

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Layout:
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Rules (1)

This card set triggers innovation dialogues with *Statement Cards* that invite reflection and exchange of perspectives, and *Situation Cards* that focus on practical, actionable experiences.

Separate the cards using the back print. Use post-its to collect your answers.

Statement Cards: Imagine an expert has made a statement. Your job is to respond as a group.

1. Draw a card and read it aloud. If you can't relate, draw another.
2. Discuss the statement, the prompt can help get you started.
3. Find common ground and develop a new statement that reflects your groups perspective.

Benefit from a wider view on innovation by exploring diverse perspectives.

Rules (2)

Situation Cards: Now imagine you are facing innovation challenges together and you need to decide on one strategy that you think could work.

1. Draw a card and read it aloud. If you can't relate, draw another.
2. *How You've Dealt With:* Share similar situations from the past – i. e. best-practice tips, stories ...
3. *How You Will Deal With It:* All opinions count. What approach might work in the future?
4. Align on one strategy as your „Power Move“ and give it a creative name that gets people interested.

Keep sharing your power moves after the game to get more input on how to drive innovation in the future.

STATEMENT

Strategic Foresight

“We treat the future like surfing, not sprinting – constantly adapting to changing conditions and checking behind to prepare for moving forward. Historical patterns reveal more than quarterly reports.”

Discuss the statement – it represents one possible way of thinking, not the only correct way.

Develop a new statement that captures your group's perspective (a principle, a guideline, something you believe, etc.) about preparing for future changes.

STATEMENT

The Portfolio Approach

“We brainstorm projects that fit various risk levels. Safe bets protect against market changes while moonshots create breakthroughs.”

Discuss the statement – it represents one possible way of thinking, not the only correct way.

Develop a new statement that captures your group's perspective (a principle, a guideline, something you believe, etc.) about distributing innovation risks.

STATEMENT

Think Like a VC

“Venture capitalists expect most innovations to fail. The key is increasing experimentation speed so winners emerge faster.”

Discuss the statement – it represents one possible way of thinking, not the only correct way.

Develop a new statement that captures your group's perspective (a principle, a guideline, something you believe, etc.) about handling failure rates.

STATEMENT

Systems Leadership

“Today’s challenges are interconnected – you can’t solve them in silos. We address the whole web of relationships, not just individual problems.”

Discuss the statement – it represents one possible way of thinking, not the only correct way.

*Develop a new statement that captures your group’s perspective (a principle, a guideline, something you believe, etc.) about **leading across organizational silos and boundaries.***

STATEMENT

User Empathy

“Deep user knowledge beats assumptions. We empathize with their experience and create psychological safety for honest feedback.”

Discuss the statement – it represents one possible way of thinking, not the only correct way.

*Develop a new statement that captures your group’s perspective (a principle, a guideline, something you believe, etc.) about **involving users in innovation.***

STATEMENT

Innovation Culture

“Culture eats strategy for breakfast. We invest more in mindset than methods because great tools fail in poor cultures.”

Discuss the statement – it represents one possible way of thinking, not the only correct way.

*Develop a new statement that captures your group’s perspective (a principle, a guideline, something you believe, etc.) about **creating the right conditions for innovation.***

STATEMENT

Rainforest Ecosystems

“Innovation thrives in diverse, interconnected environments – like rainforests, not plantations. Controlled optimization kills creativity.”

Discuss the statement – it represents one possible way of thinking, not the only correct way.

*Develop a new statement that captures your group’s perspective (a principle, a guideline, something you believe, etc.) about **creating environments for innovation.***

STATEMENT

Compelling Stories

“Stories spread faster than memos. We make our innovation narrative more exciting than the status quo to drive adoption.”

Discuss the statement – it represents one possible way of thinking, not the only correct way.

*Develop a new statement that captures your group’s perspective (a principle, a guideline, something you believe, etc.) about **communicating change.***

STATEMENT

AI Trust Balance

“Humans naturally overtrust AI. We build transparency about limitations while leveraging AI to enhance human capabilities.”

Discuss the statement – it represents one possible way of thinking, not the only correct way.

*Develop a new statement that captures your group’s perspective (a principle, a guideline, something you believe, etc.) about **building appropriate trust in new technologies.***

STATEMENT

Rapid Prototyping

“Lower the barrier between idea and prototype. Immediate experimentation reveals insights that discussion alone never could.”

Discuss the statement – it represents one possible way of thinking, not the only correct way.

*Develop a new statement that captures your group’s perspective (a principle, a guideline, something you believe, etc.) about **testing ideas quickly.***

STATEMENT

The DJ Principle

“Leaders must constantly adjust vision, interaction, transformation, and preservation – like a DJ mixing channels in real-time.”

Discuss the statement – it represents one possible way of thinking, not the only correct way.

*Develop a new statement that captures your group’s perspective (a principle, a guideline, something you believe, etc.) about **adapting leadership style.***

STATEMENT

Purpose-Driven Innovation

“Start with **WHY** something matters before **HOW** it works. Purpose at the center drives adoption more than features.”

Discuss the statement – it represents one possible way of thinking, not the only correct way.

*Develop a new statement that captures your group's perspective (a principle, a guideline, something you believe, etc.) about **what motivates people to embrace change.***

STATEMENT

Network Capital

“In innovation, relationships are the real capital. Networks of universities, labs, and VCs create more value than resources alone.”

Discuss the statement – it represents one possible way of thinking, not the only correct way.

*Develop a new statement that captures your group's perspective (a principle, a guideline, something you believe, etc.) about **building innovation networks.***

STATEMENT

Cross-Discipline Magic

“Innovation happens where disciplines meet. Lowering barriers between fields and insights from diverse areas creates breakthroughs.”

Discuss the statement – it represents one possible way of thinking, not the only correct way.

*Develop a new statement that captures your group's perspective (a principle, a guideline, something you believe, etc.) about **combining different fields of expertise.***

STATEMENT

Change Point Power

“Look for systemic change points where small actions create ripple effects. The biggest opportunities hide where problems intersect.”

Discuss the statement – it represents one possible way of thinking, not the only correct way.

*Develop a new statement that captures your group's perspective (a principle, a guideline, something you believe, etc.) about **finding high-impact opportunities.***

STATEMENT

Innovation Time Protection

“Protect innovation time like production time – schedule it, measure it, defend it from ‘urgent’ interruptions.”

Discuss the statement – it represents one possible way of thinking, not the only correct way.

*Develop a new statement that captures your group's perspective (a principle, a guideline, something you believe, etc.) about **making time for innovation.***

STATEMENT

Bottom-Up Leadership

“Employees see market changes first. Create formal paths for frontline ideas to reach executives – innovation flows upward.”

Discuss the statement – it represents one possible way of thinking, not the only correct way.

*Develop a new statement that captures your group's perspective (a principle, a guideline, something you believe, etc.) about **sourcing ideas from employees.***

STATEMENT

Dual-Use Design

“We design our innovations to work for both government contracts and commercial customers. When one market dries up, the other keeps us alive.”

Discuss the statement – it represents one possible way of thinking, not the only correct way.

*Develop a new statement that captures your group's perspective (a principle, a guideline, something you believe, etc.) about **spreading business risk across different markets.***


STATEMENT

Imagining Tomorrow

“Most people use the future wrong – trying to predict it instead of imagining it. Imagine several futures that could happen, then look for the seeds of those possibilities in your business today.”

Discuss the statement – it represents one possible way of thinking, not the only correct way.

*Develop a new statement that captures your group's perspective (a principle, a guideline, something you believe, etc.) about **preparing for different possible futures.***


STATEMENT 

Anticipatory Innovation

“Mobility’s future isn’t about faster cars – it’s about reimagining why we move. The real disruption comes from questioning assumptions, not improving existing solutions.”

Discuss the statement – it represents one possible way of thinking, not the only correct way.

Develop a new statement that captures your group’s perspective (a principle, a guideline, something you believe, etc.) about anticipating disruption.



STATEMENT 

Present Behavior, Future Reality

“As soon as you can imagine the future clearly, your present behavior starts changing toward that vision.”

Discuss the statement – it represents one possible way of thinking, not the only correct way.

Develop a new statement that captures your group’s perspective (a principle, a guideline, something you believe, etc.) about how a vision of the future shapes current action.



AI STATEMENT  

AI Augmentation

“AI doesn’t replace humans – it amplifies what people are already good at. The future belongs to human-AI teams, not human vs. AI competition.”

Discuss the statement – it represents one possible way of thinking, not the only correct way.

Develop a new statement that captures your group’s perspective (a principle, a guideline, something you believe, etc.) about combining human and AI strengths.



AI STATEMENT  

AI Trust Calibration

“Most people either fear AI completely or trust it blindly. Smart organizations teach people when to trust AI, when to question it, and when to override it.”

Discuss the statement – it represents one possible way of thinking, not the only correct way.

Develop a new statement that captures your group’s perspective (a principle, a guideline, something you believe, etc.) about appropriate AI trust levels.



AI STATEMENT  

AI Transparency

“Black box AI is dangerous in business. If you can’t explain why the AI made a decision, you shouldn’t act on it.”

Discuss the statement – it represents one possible way of thinking, not the only correct way.

Develop a new statement that captures your group’s perspective (a principle, a guideline, something you believe, etc.) about AI explainability requirements.



AI STATEMENT  

Human Skills Count

“As AI handles more routine work, uniquely human skills become more valuable. Creativity, empathy, and judgment are the new competitive advantages.”

Discuss the statement – it represents one possible way of thinking, not the only correct way.

Develop a new statement that captures your group’s perspective (a principle, a guideline, something you believe, etc.) about human skills in the AI era.



AI STATEMENT  

AI Tempo

“Deploy AI fast enough to stay competitive, slow enough for people to adapt. Rush it and you break culture. Wait too long and you lose the race.”

Discuss the statement – it represents one possible way of thinking, not the only correct way.

Develop a new statement that captures your group’s perspective (a principle, a guideline, something you believe, etc.) about the pace of AI adoption.


AI STATEMENT  

AI Learning Culture

“Organizations that learn with AI succeed. Those that just use AI as a tool miss the real opportunity – AI should make your whole team smarter.”

Discuss the statement – it represents one possible way of thinking, not the only correct way.

Develop a new statement that captures your group’s perspective (a principle, a guideline, something you believe, etc.) about organizational learning with AI support.


AI STATEMENT 

AI Quality Control

“AI is incredibly fast and incredibly wrong sometimes. Build human checkpoints into every AI workflow, or pay the price later.”

Discuss the statement – it represents one possible way of thinking, not the only correct way.

Develop a new statement that captures your group’s perspective (a principle, a guideline, something you believe, etc.) about verifying AI work.


AI STATEMENT 

AI Workflow Design

“Don’t just add AI to existing processes – redesign the whole workflow. The biggest gains come from reimagining how work gets done.”

Discuss the statement – it represents one possible way of thinking, not the only correct way.

Develop a new statement that captures your group’s perspective (a principle, a guideline, something you believe, etc.) about designing work around AI.


AI STATEMENT 

AI Code Generation

“Within three to six months, AI will be writing 90% of software code. In twelve months, almost all of it. The era of human programmers is coming to an end.”

Discuss the statement – it represents one possible way of thinking, not the only correct way.

Develop a new statement that captures your group’s perspective (a principle, a guideline, something you believe, etc.) about AI that replaces human work.

AI STATEMENT 

Junior Talent Shift

“AI is taking over entry-level tasks and leaving fewer positions for career starters. But the challenge isn’t just lost jobs – it’s how people can actually build expertise when foundational experience is missing.”

Discuss the statement – it represents one possible way of thinking, not the only correct way.

Develop a new statement that captures your group’s perspective (a principle, a guideline, something you believe, etc.) about developing talent if AI eliminates traditional entry points.

NEW PARADIGM 



Future Opportunity

You’ve spotted signals that your industry might shift dramatically in 3–5 years. You want to prepare without overcommitting resources.

Explore: Acting on future insights
What small test have you run that validated future assumptions without major investment?
How have you made future threats or opportunities tangible to skeptical stakeholders?

NEW PARADIGM 



Technology Adoption

A new technology could transform your operations, but it requires significant investment and culture change to implement.

Explore: Making the innovation leap
How have you overcome resistance to new technologies in your organization?
What quick win convinced skeptical stakeholders that a technology investment was worthwhile?


NEW PARADIGM 




Momentum Opportunity

Recent small wins have created innovation appetite. People are asking “what’s next?” and you need to channel this energy effectively.

Explore: Building on success
How have you sustained innovation momentum beyond initial excitement?
In your experience, what turns individual enthusiasm into lasting organizational commitment?


MINDSET 




Perfectionism Shift

Your team wants to move faster but struggles with showing unfinished work. You need to create comfort with imperfection.

Explore: Building experiment culture
How do you reward learning speed over polished execution in your team?
What’s one technique that worked to normalize work-in-progress sharing?

MINDSET 



Possibility Thinking

Your team defaults to “why it won’t work” when facing new ideas. You want to shift to “how might we make it work?”

Explore: Creating growth mindset
*How have you shifted conversations from criticism to constructive possibility?
 What’s the most effective response you’ve used when someone shoots down a new idea?*


MINDSET 

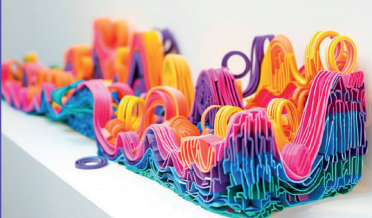


Authentic Change

You want innovation to feel genuine, not like another corporate initiative that people endure until it passes.

Explore: Building authentic culture
*What made an innovation initiative feel genuinely meaningful rather than forced?
 What’s the most effective way you’ve seen to give employees real ownership of change?*


VALLEY OF DEATH 

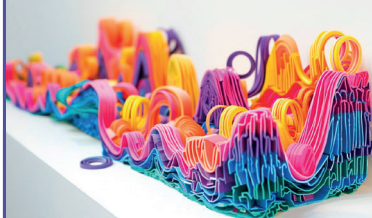


Sustaining Energy

Your innovation project started strong, but daily urgencies are pulling focus and draining momentum from the initiative.

Explore: Protecting innovation time
*What ritual keeps innovation visible and important amid daily operational pressures?
 How have you protected innovation time from constant urgent interruptions?*

VALLEY OF DEATH 



Scaling Decision

Your pilot succeeded in one area. Now you must decide whether to scale up, but the risks and complexity feel much bigger.

Explore: Making growth choices
*What intermediate step between pilot and full scale has worked well in your experience?
 What’s the most effective early warning system you’ve used during scaling efforts?*


VALLEY OF DEATH 




Adoption Challenge

Your innovation works well, but getting others to switch from familiar methods proves difficult despite clear benefits.

Explore: Creating change appetite
*What’s an effective technique you’ve seen for turning early adopters into advocates?
 Which low-risk trial format built user confidence in a new method?*

IDEATION 



Unexpected Combination

Two separate initiatives in your organization could potentially combine into something bigger and more impactful.

Explore: Finding synergies
*How have you created productive collisions between different teams or projects?
 What’s an effective incentive you’ve seen that made collaboration more rewarding?*

IDEATION 



External Learning

Another industry successfully solved similar challenges. You want to learn from their solutions without copying blindly.

Explore: Cross-industry inspiration
*How do you extract the underlying principles from others’ successes?
 What small-scale test has helped you validate an external approach?*

IDEATION 



Employee Innovation

Frontline staff have valuable ideas but no clear path to share them with decision-makers in your organization.

Explore: Democratizing innovation
*What’s the most effective channel you’ve seen for connecting frontline ideas to implementation?
 How have you made the suggestion process simple enough that employees actually use it?*


RAINFOREST 




Creative Space

You need both structure and freedom in your innovation process. Too much control reduces creativity, but too little leads to chaos.

Explore: Productive chaos
*What physical or virtual space has most effectively triggered unexpected connections?
 How do you establish boundaries while still encouraging exploration?*


RAINFOREST 




Failure Culture

A project failed but contains valuable lessons. You want to extract value without blame or defensiveness.

Explore: Learning from mistakes
*What's the most effective post-mortem format you've experienced after project failure?
 How have you created psychological safety that made sharing failures actually happen?*


RAINFOREST 




Diversity Building

Your innovation team lacks diverse perspectives. You need to bring in different voices without creating dysfunction.

Explore: Cognitive diversity
*How have you recruited for cognitive diversity beyond visible differences?
 What's the most effective facilitation technique you've seen for ensuring quieter voices influence decisions?*


PLANTATION 

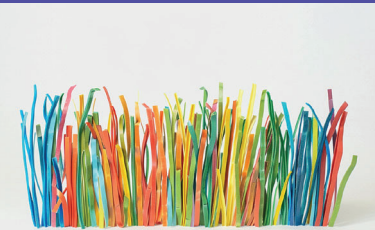


Resource Creativity

Your innovation project's budget was cut, but management still expects results. You need to find creative alternatives with fewer resources.

Explore: Constraint innovation
*How have you turned resource limitations into creative advantages?
 What's a clever way you've achieved goals when conventional resources weren't available?*

PLANTATION 



Innovation Metrics

You need to measure innovation progress without creating metrics that discourage experimentation or risk-taking.

Explore: Smart measurement
*What's an effective metric you've used that measured learning rather than just success?
 How have you balanced accountability with encouraging bold experiments?*


PLANTATION 




Process Flexibility

Your organization needs reliable quality and wants more innovation, but standard processes don't allow for experimentation.

Explore: Structured freedom
*Where have you successfully created experimentation zones within standard processes?
 What's your best method for distinguishing between essential rules and limiting bureaucracy?*


MONSTER 




Obsolescence Fear

Your team fears innovation will eliminate their jobs or make their skills irrelevant. The anxiety blocks progress.

Explore: Managing deep fears
*How have you demonstrated that innovation enhances roles rather than eliminating them?
 What's the most successful way you've involved anxious employees in shaping their future?*


MONSTER 




Scarcity Thinking

"No budget" automatically kills ideas before exploration. The assumption of limited resources prevents creative thinking.

Explore: Opportunity Thinking
*What's your best example of progressing despite initial "no budget" responses?
 How have you proven concept value before requesting significant funding?*

MONSTER 



Decision Paralysis

Fear of making wrong choices prevents any decision. Analysis continues endlessly without action.

Explore: Action confidence
*What approach have you used to make high-stakes decisions less intimidating?
 How do you balance quality thinking with forcing timely decisions?*

HYBRID 



Future Meets Tradition

Your company faces modern market disruption. You need to innovate while maintaining the heritage that defines your brand.

Explore: Heritage as innovation enabler
*What's a successful example of positioning innovation as honoring founding principles?
 Which storytelling approach best connected heritage to future evolution?*


HYBRID 




Growth Without Dilution

Your successful innovation pilot created a tight-knit, creative team culture. Now you must scale across the organization without losing the magic that made it work.

Explore: Growing while preserving essence
*What ritual or practice maintained its meaning and impact even as you scaled up?
 What's the most effective connection method you've used as teams multiply?*

HYBRID 



Crisis Catalyst

A major disruption threatens your business model. Within this threat lies an opportunity to innovate in ways previously considered impossible.

Explore: Threats as opportunities
*What established assumption did a crisis help you successfully challenge?
 How have you unlocked resources during disruption that were previously unavailable?*


WILDCARD 

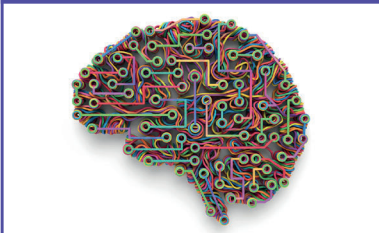


AI Trust Balance

Your organization wants to leverage AI for innovation, but trust levels vary wildly. Some embrace AI blindly while others reject it completely.

Explore: Building balanced AI adoption
*How have you approached learning about AI capabilities in a balanced way?
 What AI use case would build appropriate trust in your organization?*


AI 




AI Leadership Trust

Your team is evaluating the use of AI for strategic decisions. Some advocate for it, others worry about losing human intuition.

Explore: Building confidence in AI leadership
*What decisions require human intuition?
 How do you build trust in AI recommendations?*


AI 




Blended Workforce Dynamics

Your organization is creating teams that combine human employees with AI systems. You need to establish roles and workflows.

Explore: Human-AI collaboration models
*How do humans and AI complement each other?
 How do you manage workflows with AI involvement?*

AI 



Cross-Border AI Ethics

Your trans-national partnership wants to implement AI solutions, but privacy laws and ethical standards differ significantly between countries.

Explore: Navigating international AI governance
*What ethical standards should guide global AI projects?
 Who decides on AI ethics in partnerships?*

AI



Multi-Sector Innovation

A breakthrough research project requires collaboration between university scientists, private companies, and government agencies with different timelines and goals.

Explore: Diverse partnership dynamics

How do you align academic, business, and political timeframes?

Who leads when everyone has different priorities?

AI



AI Role Transformation

AI implementation is changing job roles faster than you can retrain people. Some employees thrive with new responsibilities while others feel lost.

Explore: Managing AI-driven role evolution

What skills become valuable with AI?

How are employees supported through role transitions?

AI



AI Accountability Gap

An AI system made a costly mistake in your operations. Legal wants to assign blame, but no one is sure who's responsible – the vendor, the AI team, or the decision-makers who relied on it.

Explore: Establishing AI accountability frameworks

Who bears responsibility when AI fails?

How do you create clear accountability structures for AI systems?

AI



AI Knowledge Transfer

Your experienced employees are retiring, taking decades of expertise with them. AI could capture their knowledge, but the process feels impersonal and incomplete.

Explore: Preserving institutional knowledge with AI

What knowledge can AI capture vs. what gets lost?

How do you honor human expertise while leveraging AI documentation?

AI



AI Bias Detection

Your AI hiring tool produces excellent efficiency metrics but team members notice it consistently favors certain demographic profiles over others.

Explore: Identifying and correcting AI bias

How do you spot bias in AI systems?

What checks prevent AI from amplifying existing prejudices?

AI



AI Investment Justification

Leadership demands clear ROI projections for AI implementation, but the real benefits are long-term and difficult to quantify upfront.

Explore: Making the business case for AI

How do you measure AI value beyond cost savings?

What early indicators justify continued AI investment?

AI



AI Communication Shift

AI tools are changing how your team communicates – more text, less personal; more delays, less direct talks. Some thrive with this shift while others feel disconnected.

Explore: Maintaining human connection with AI tools

How do you preserve team cohesion with AI-supported work?

What human interactions become more important with AI workflows?