



The Healthy Competition Protocol

12 Rules That Keep
Politics Out of Innovation



THE REAL BLOCKER

It's Not a Lack of Ideas. It's Politics.

Innovation stalls when self-preservation takes over.

- Personal ambitions override shared goals
- Hidden agendas shape decisions
- Teams compete against each other instead of building together
- Managers block ideas that threaten their territory

12 principles change that.

Innovation Is Open

Ideas flow freely. Attribution follows.

1. Innovation is always on and open to all.
2. Ideas do not have owners; they have originators and contributors.
3. Ideas are free to reuse; attribution is required.
4. There is no single decision-maker for the future of an idea.
5. Originators may not be involved in the execution of their ideas.

Respect Ideas. Challenge Them Too.

Justified critique beats
hollow praise. Every time.

6. People show respect for others' ideas.
7. There are no “bad ideas.”
8. Some ideas are better than others in a given context.
9. Critique is constructive, meaningful, justified, and welcome.

Pragmatism Over Politics.

The best idea wins. Not the best-connected person.

- 10. Great ideas can still fail.
- 11. Rules and resulting decisions are transparent and consistent.
- 12. There is no space for corporate politics.

Reward Behaviors, Not Just Ideas

Rewards shape the innovation culture. Measure what counts.

Measure individual innovation performance across:

- Inventiveness
- Openness
- Ability to Execute
- Contribution



THE SHIFT

Competition That Fuels Innovation

Ideas compete. People collaborate. Innovation thrives.

Ideas flow freely. Attribution follows the full chain of originators and contributors. The best ideas rise, not the best-connected people.

That's not idealism. That's a protocol.



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