

## **Robert Dobosz**

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### **Chief Innovation Officer – ADI Accelerator Inc.** (August 2014 – Current)

In the capacity of *Chief Innovation Officer*, my first mission was to establish an *organization design* for the business model of ADI Accelerator, a Montreal-based innovation accelerator. In drawing much inspiration from past experiences and the theoretical explorations made during the writing of my thesis, I have proposed a design favoring an *anti-bureaucratic form* that encouraged multi-disciplinary collaboration and one favoring a creative community.

In our first phase of implementation, or the first quarter of operation, I have proceeded to recruit 50 talents to join the organization and assign them to 10 emerging technological projects. The talents represent graduates from all 5 of Montréal's major universities as well as experienced freelancers that wish to collaborate on multi-disciplinary projects. Hence, we have Masters and Doctoral students having completed studies in: Engineering, Business, Communications, and Design.

In the second phase of implementation, or the second quarter of operation, I am training several *innovation facilitators* to assume future recruitment and project management activities. However, the primary activity of this phase is focused in performing the role of *Innovation Facilitator* for the dozen active projects of the accelerator. In other words, the role is to help the multi-disciplinary team mature an idea into viable business opportunities. This includes, with the aid of the founding partners, the facilitation of such steps as: *the ideation phase, the functional prototyping phase, production planning, branding, market testing, community building, market launching, and business development.*

In later phases, the role will include the local direction of 5 innovation facilitators for the Montreal location, as well as preparing the expansion of ADI to its future locations.

### **Innovation Manager – District 3 Center** (March 2013 – July 2014)

I participated as an apprentice on the first generation of innovation projects started by Concordia University's (Montreal) *Innovation and Entrepreneurship Center*, for three months. At the conclusion of the university mandate, *Alkemie Atelier*, the promoter of the project, hired me for three months in the capacity of an *innovation strategist*.

Following the contract, I returned to District 3, this time in the capacity of *Innovation Manager*, whereby I guided a dozen pluri-disciplinary teams in maturing various technology projects. The role involved the week-to-week management of 60 student participants over the course of three trimesters, as well as the interfacing with the industrial promoters of the projects. Several of the mandates under my management attained successful outcomes.

## **Masters Student and Researcher in Management** (2008 – 2013)

I have studied for 5 years towards the completion of my Masters Degree in *Management Science* from the *Hautes Études Commerciales (HEC Montréal)*.

The main focus of these studies was the exploration of the writings of French Thinker *Edgar Morin* in terms of his *Complex Thought* and extrapolating its philosophical insights into a *Morinian Complex Management* paradigm, as well as a *Morinian Organization Design* model. My thesis obtained the highest grade of A+ for my efforts.

In parallel to the research performed on the thesis, I conducted research for several chairs of the university, namely those relating to *Strategy* (William W. Sommers), *Organisational Transformation* (CÉTO), as well *Innovation and Creativity Management* (MOSAIC).

## **Prior Education:**

Graduate Certificate in *Leadership* from McGill University (2008-2012)  
Diploma (Graduate) in *Marketing* from McGill University (2006-2007)  
Bachelor of Science in *Biochemistry* from McGill University (1994-1997)

## **Prior Employment:**

*Management Consultant* for Evolutio Inc. (2009-2014)  
*Retail Sales Manager* for Dell Computers (2005-2008)  
*Financial Adviser* for Berkshire Investment Group (2001-2003)

## **Language Proficiency:**

*English* (full professional proficiency)  
*French* (full professional proficiency)  
*Polish* (casual proficiency)

## Acceleration Design Innovation Inc. (ADI)

ADI is a Montreal-based (Canada) technology accelerator launched officially as of August 2014. It is specialized in the rapid development of physical products with roughly 10-15% embedded intelligence (software). In other words, the mission of ADI is to turn *ideas into commercial products* as quickly and effectively as practical.

As a prelude to ADI in its current form, the two co-founders Stéphane Rousseau and Christian Beaubien, both serial-entrepreneurs and serial-inventors for over thirty years, had decided in the fall of 2013 to rent a workspace, from which they would provide engineering *functional prototyping* for enterprises that do not have in-house *research and development* departments. They have extensive experience notably in robotics, mechatronics, electronics, as well as materials science. Stéphane Rousseau is notably the first inventor of a 3D-Printer in the province of Québec; he has sold several versions to Montreal universities and technical colleges. This initial workspace was baptized *Atelier des Ingénieurs* (the Workshop of the Geniuses), hence the acronym ADI remained ever since.

Also, in the fall of 2013, the two co-founders of ADI established a local association (monthly *meet-up*) around the theme of *3-Dimensional Printing*, which is an emerging global technological trend. The association currently comprises over 200 members from the private sector, academia and all walks of life. This network permitted to attract young ambitious talent that sought out mentorship from the two co-founders in bringing inventions to maturity and launching it on the marketplace. Hence, about half a dozen such *inventors* entered in partnership with the co-founders of ADI in order to realize innovations.

Robert Dobosz came to know Stéphane Rousseau and Christian Beaubien in early 2014. There was mutual curiosity from the parties on the one hand in terms of *emerging technology* and on the other hand in terms of *innovation management practices*. The mutual curiosity would mature into a trusting relationship and a formal partnership as of August 2014.

Hence, from the establishment of a legal entity, ADI inc. has reinvented its mission in order to scale-up rapidly into the current organizational form that it is today. The major part of the fall of 2014 focused on recruiting high-potential talent that will eventually become independent inventor/entrepreneurs. We have therefore successfully recruited 50 promising graduates from Montréal's five major universities, namely: McGill, University of Montréal, Concordia, Université du Québec à Montréal (UQAM) and École de Technologie Supérieure (ÉTS). Therefore the dozen Ph.D. students and Masters students of Engineering collaborate with the Ph.D. and Masters students in Business, as well as with their colleagues from Design and Communications schools. In other words, for each project, 5 collaborators from different disciplines join forces to mature an idea into a viable business opportunity. For their efforts, each collaborator is contractually promised a *royalty* (a percentage

of the net profits for the life of the future product). In essence then, we have created an *anti-bureaucratic* organizational form, whereby voluntary collaboration based on passion and trust is what drives the creative process towards output.

As of today, we have over ten active projects that the three partners are supervising. The projects range from: providing a solution to the pharmaceuticals industry, to mass-consumer mindfulness market, to agriculture irrigation-efficiency, to a gastronomic 3D-printing head, to a robotic helmet camera, to a persistence of vision (P.O.V.) bicycle personal branding accessory, to an intelligent logo display, etc.

In sum, our organization design has been directly inspired from Morinian Complex Thought. Our core activity is that of *innovation*, in other words it is the multi-disciplinary process of weaving knowledge in a process of *complexification* as applied to the realm of business/technology/aesthetic. Our creative mechanism is meant to foster *trust* and *enjoyment*, rather than to submit to *control*. Our organizational structure is heterarchic (holonic), in that, five teams of five collaborators will be guided by a facilitator; and in the near future we will have five facilitators each overseeing five projects. Our ambition is also to expand to other locations in the future.

Also, given Montréal's cosmopolitan nature, we have deliberately sought to mix the Francophone, Anglophone, and Allophone populations of the city into a single organization; we are very proud of this in-house diversity, with many foreign students comprising our cohort. As we know, diversity, if not to say organized *entropy*, is an essential component of creativity.

As of now our efforts for this winter and spring of 2015 is to bring our dozen projects to maturity before our anticipated further expansion. In sum then, we seek to apply in practice what *Complex Thought* has revolutionized on a more abstract level. Naturally, we also would be honored with the possibility of collaborating with academic sources to enrich our practices with insights from both theoretical and applied research emanating from *Morinian Complex Thought*. A potential strategic collaboration with the Edgar Morin Multiversity would indeed represent a welcomed privileged opportunity.

Best Regards,

Robert Dobosz  
Chief Innovation Officer  
ADI