Presenting Organizations Overview

Virginia Beach, VA

**Project**
- "Shark Tank" Idea Development
- Engaging Employees on Improvement Ideas
- Leverage Innovation Lab concept in place
- Encouraging "Just Do Its"
- Creating a Process for Larger Employee Ideas to be Explored/Presented/Supported

**Team Approach**
- Leverage Previous Innovation Process Review Team to Enhance Process
- Provide input on ideas for improvement based on previous efforts

Durham County, NC

**Project**
- "IdeaSphere" Idea Management System
- Technical Platform
- Governance Structure
- Communication & Recognition

**Team Approach**
- Application Process (with fun questions!) to gauge interest in all employee base
- Focused on pulling together cross-functional very diverse team (position, demographics, tenure, etc.)
- Utilize interested but not selected as ambassadors and early adopters

Las Vegas, NV

**Project**
- Downtown Innovation District Project (Smart City initiative)
- Develop project charter to focus on “why” and create shared vision/commitment
- Use Academy learnings to create sustainable governance structure (incl needs assessment)

**Team Approach**
- Utilize existing cross-functional team with key project stakeholders in depts
- Leverage IA structure to solidify team cohesiveness and buy in
- Structure for progress and accountability for high-profile project

Key Benefits from Presenters’ Participation in the Innovation Academy Organizations Overview

- **The Academy Provided “Innovation Time”**
  Often times, time to focus on innovation gets lost in the day-to-day, and the Academy provided the structure to focus on moving innovation forward

- **Experience created format for culture of employee engagement**
  Through building a cross-functional Academy team and also engaging employees related to project

New Tools Taught During the Sessions
- Related to problem solving and collaboration

The Innovation Playbook Used During the Course
- Provided structure that will be used in many other ways beyond the Academy

Networking with Peers
- In the class, during research, and at TLG – many are working on or going through the same thing!
Considering the Innovation Academy? Consider Engaging Your Team in These Questions:

- Ask why innovation is important to your organization. Is it called out in your vision and/or Strategic Plan? If not, should it be?
- Once you know the why, think about what opportunities you have (single project based or structurally) to use the Innovation Academy to build something sustainable for the future.
- Think beyond the Innovation Academy graduation – how will your team and organization sustain the momentum gained?
- The Innovation Academy project component can be applied to an existing project that needs focus, structure and support, or can be applied to an entirely new concept. What issue or opportunity is important to your organization that could benefit from this type of prioritized focus, training, and support?

Has your organization already send a team through? If so, but additional capacity and depth of skills are needed in your organization – send another team through! There is no limit on the number of teams an organization can send through the Academy.

Not sure your organization is ready? The Alliance offers an accelerated “Innovation OnSight”, which provides training on the Academy curriculum for a group of 25 leaders. Some organizations use this as an initial foray into jump starting building an innovative culture – and this option is available all year.

**To learn more, go to** [http://transformgov.org/en/learning/innovation_academy](http://transformgov.org/en/learning/innovation_academy) **or contact Kim Bradford, Strategic Initiatives Director at** kbradford@transformgov.org **or 623.512.8984.**