

# Industry Innovation Report

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FEBRUARY 5

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Team Banksia  
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## Table of contents

<b>1. Introduction.....</b>	<b>1</b>
<b>2. Team expertise .....</b>	<b>1</b>
<b>3. Methods and approach.....</b>	<b>2</b>
<b>3.1 Mapping.....</b>	<b>2</b>
<b>3.2 Sketching .....</b>	<b>2</b>
<b>3.3 Prototyping .....</b>	<b>2</b>
<b>3.4 Testing .....</b>	<b>3</b>
<b>4.Challenge Analysis .....</b>	<b>3</b>
<b>4.1 Background .....</b>	<b>3</b>
<b>4.2 Challenge Map .....</b>	<b>3</b>
<b>4.3 Sketching and Lean Canvas.....</b>	<b>4</b>
<b>5.Prototype .....</b>	<b>4</b>
<b>5.1 Key Points of the Prototype:.....</b>	<b>4</b>
<b>5.2 Innovation and Differentiation:.....</b>	<b>5</b>
<b>5.3 Economic, Social and Environmental Impact: .....</b>	<b>5</b>
<b>6.Insight and testing .....</b>	<b>5</b>
<b>6.1 Suggestions .....</b>	<b>5</b>
<b>6.2 Limitation.....</b>	<b>5</b>
<b>7.Recommended and conclusion .....</b>	<b>6</b>
<b>7.1 Recommendation.....</b>	<b>6</b>
<b>7.2 Conclusion.....</b>	<b>6</b>
<b>8. References:.....</b>	<b>7</b>
<b>9. Appendix: .....</b>	<b>9</b>

# 1. Introduction

The report focuses on the challenge of developing a report card prototype that highlights companies' actions towards the 17 sustainable development goals (SDGs). The team worked on this challenge to create a tool that allows Banksia Foundation to easily report on the awardees' sustainability efforts and progress as well as metrics to measure the unquantifiable content. The report will provide an overview of the report card prototype and its features, as well as the process and methodology used to develop it to demonstrate the thought that went into its development. It will also include feedback from customers that have tested the prototype to ensure its practicality and reliability. The report will be a valuable resource for the Banksia Foundation looking to enhance the understanding of the report card's prototype.

# 2. Team expertise

Name	Picture	Roles	Value
Rui Qin (Allen)		<ul style="list-style-type: none"><li>• implement solutions to resolve problems</li><li>• improve team performance</li><li>• Project manager</li></ul>	Allen developed a plan that ensured the team hit all their deadlines, and he brought his problem-solving skills and helped to find solutions to the challenge
Geoffrey Meng		<ul style="list-style-type: none"><li>• Identify and analyze complex issues</li><li>• Generate creative and effective solutions</li><li>• Leader</li></ul>	Geoffrey brought his strong leadership skills and helped keep the team on track and organized, and he also the producer of the prototype with strong technical skills
Lisa Zheng		<ul style="list-style-type: none"><li>• Ensure teammates work together efficiently and effectively</li><li>• Presenter</li></ul>	Lisa values collaboration and teamwork and held regular meetings to keep everyone informed and on the same page.
Jordan Alofi		<ul style="list-style-type: none"><li>• Communication between the team and stakeholders</li><li>• Presenter</li></ul>	Jordan was the main presenter of the project with excellent presentation skills, and he was the main speaker of the stakeholders' conversation.

Ian Nguyen		<ul style="list-style-type: none"> <li>• Innovator</li> <li>• Generate new ideas</li> <li>• Think outside the box and challenge</li> </ul>	Ian suggested new features for the report kit, provided the idea about the SDGs explainer
Made Mahayana		<ul style="list-style-type: none"> <li>• Collaborator</li> <li>• build and maintain positive relationships in the team</li> </ul>	Made insured the project run smoothly and successfully, and he provided extra help while the team prepared the presentation.

### 3. Methods and approach

#### 3.1 Mapping

Mapping is a powerful tool for identifying and understanding the problem and target users. The process of mapping involves customer journey maps, stakeholders' maps and solution maps (Google Ventures, 2014). One of the key benefits of mapping in a Design Sprint is that it facilitates a shared understanding among team members (Brown & Wyatt, 2010). By creating the journey map, the team can identify the problem and know who can get benefit from the report kit from different perspectives, and find solutions that may have been missed otherwise (Brown & Wyatt, 2010).

#### 3.2 Sketching

Sketching is used to generate and explore ideas visually, including storyboards, and visual representations of the user experience (Brown & Wyatt, 2010). It is an effective tool because it is fast, low-fidelity, and non-committal (Google Ventures, 2014). Sketching helped the team to create a visual representation of the report prototype solution that can be easily understood. By following the 4 steps of sketching, the team members collected a large amount of information, drew different data visually sketches based on the information and SDGs, combined various indicators and text parts into the report prototype, and continuously determined the details of the report prototype (Knapp & Zeratsky, 2016).

#### 3.3 Prototyping

The goal of prototyping is to create a tangible representation of the solution, which can then be tested with users and refined based on feedback (Knapp & Zeratsky, 2016). Prototyping allows teams to test their solutions in a real-world environment without spending a large amount of time and resources on building the report solution for next-step testing (Knapp & Zeratsky, 2016). Furthermore, prototyping

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allows teams to identify potential barriers to adoption in the report kit and make decisions about how to overcome these challenges (Brown & Wyatt, 2010).

### 3.4 Testing

Testing is an essential aspect that offers validating assumptions, gathering feedback and identifying potential barriers (Knapp & Zeratsky, 2016). The testing program proved that our report kit prototype is effective and satisfactory. And testing provided teams with a deeper understanding of their user and users' needs, which can help teams to create more effective and user-centred report solutions, identify areas that need improvement and make adjustments for the next stage (Brown & Wyatt, 2010).

## 4. Challenge Analysis

### 4.1 Background

The Banksia Foundation is an Australian-based non-profit organisation dedicated to promoting sustainability and environmental leadership (Banksia, n.d.). The Foundation recognises individuals and organisations that make a positive impact on the environment and communities through their leadership and initiatives (Banksia, 2022). The Foundation's mission is to create a sustainable future by inspiring, educating and celebrating leadership (Banksia, n.d.). The challenge that the Banksia Foundation faces is to provide its awardees with a report card on their leadership to the UN SDGs. The Foundation recognises the need for greater analysis and support of entrants' performance in sustainability leadership and wants to provide its awardees with an evaluation of their sustainability performance (Banksia, 2022). The stakeholders' analysis (Appendix A) provides an overview of the stakeholders that need to be considered in the challenge. The map shows the key stakeholders involved, including the Banksia Foundation, awardees, award sponsors and other stakeholders. The team focused on creating a standardized, user-friendly, and educational report that is easy to produce.

### 4.2 Challenge Map

According to the stakeholders and the team analysis, the challenge map was provided (Appendix B) as a visual representation of the various stakeholders and systems that need to be considered in creating an effective report card for awardees. The challenge map highlights the problems that all award entrants don't receive very comprehensive feedback regarding their performance, and entrants who fail to win are not well recognised even if their initiative and effort are not failures. The challenge map points out that the report card will add value to the Banksia awards and recognise the work of all entrants to motivate them to strive towards enhancing SDGs (Hattie, 2016). The enhancement of the report kit will be based on information from entrants' performance to drive entrants to make their work further to the UN SDGs (Department, 2022). Moreover, having an open and positive feedback report can strengthen the recall of entrants, making them repeat customers for the Banksia Foundation (Sterling, 2018). In the future, the Banksia Foundation can leverage the report kit to add SDGs consulting services, thereby increasing their offerings and enhancing their impact on SDGs (UN, 2021).

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### 4.3 Sketching and Lean Canvas

The sketching (Appendix D) and lean canvas (Appendix E) components of the challenge map provide a visual representation of the various ideas and concepts that have been considered in the process of creating the report card. The team has decided to concentrate on creating a comprehensive report card system that features distinct metrics. This approach will give a precise assessment of the awardees' progress and effect on the SDGs, and it will offer constructive criticism and suggestions while acknowledging their achievements and providing positive feedback on their performance.

## 5. Prototype

This section offers a comprehensive overview of the prototype, highlighting its key features. Additionally, it delves into the unique aspects of the report kit and outlines its economic and environmental impact. The purpose is to provide a clear understanding of the prototype and its significance in the market.

### 5.1 Key Points of the Prototype:

1. Special Indicator: The prototype uses a special indicator graph to show how far the winners are from their best and average performance to visually show their performance.
2. SDG Explainer: A summary of the awardee's progress towards each SDG with strengths and weaknesses of the organisation. This section will provide a detailed description of the awardee's actions, as well as explaining that why these actions have had on the advancement of the SDG, and how the action can be improved.
3. Customizable Content: The report card will allow the awardee to customize the content to match their specific sustainability initiatives and goals. This will enable the awardee to focus on their specific strengths and areas for improvement.
4. Standard report framework design: This report utilizes sustainable development reporting tools such as G4 and the company's SRT to emphasize the capture of a wide range of values and measure the company's performance across the three pillars of sustainable development: economic, social, and environmental (Renard, 2015). Additionally, the report highlights the company's commitment to sustainability and responsible corporate citizenship, as demonstrated through its ongoing efforts to balance economic growth with environmental preservation and social progress (Indra, 2022).
5. Benchmarking: The report card will provide the awardee with benchmarking information, allowing them to compare their performance to other organisations in their industry. This will enable the awardee to identify best practices and areas for improvement.
6. Certification: Each organisation should receive a certificate of recognition, graded to highlight the stage of the organisation's contribution to the SDGs, showing that they are making progress towards achieving the SDGs, even if they do not win. In addition, the certificate adds value to the award (Inge, 2017).

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## 5.2 Innovation and Differentiation:

The report card stands out due to its combination of qualitative and quantitative benchmarking data, enabling the award recipient to compare their performance to peers in their industry. The accompanying SDG explainer document serves an educational purpose by helping organisations comprehend the impact of their actions on the SDGs and helping them clarify ambiguous concepts about SDGs (Giselle, 2018). Additionally, the issuance of certificates will acknowledge the efforts of all entrants and inspire them to incorporate the SDGs into their work, as well as encourage their participation in future award phases where they will receive updated reports that will help improve their performance (Inge, 2017).

## 5.3 Economic, Social and Environmental Impact:

The report card will help the awardee to prioritize their sustainability initiatives, identify areas for improvement, and engage with stakeholders. The report card will also provide valuable information for the Banksia Foundation, enabling them to evaluate the impact of their awards and identify best practices for promoting sustainable development. Therefore, the report card increases the value of the award, which means it can promote more practitioners and companies to be the entrants, and let the entrants who fail to participate in the next round award.

# 6. Insight and testing

Our research and testing helped us identify areas for improvement and validate new ideas. Gathering insights from surveys and interviews with 5 customers, including awardees, stakeholders, and sustainability experts gave us positive feedback and validated our idea, boosting team confidence. However, they also provided suggestions for improvement.

## 6.1 Suggestions

1. Customers highlighted the importance of a shared global language in health and safety reporting. A research article and customer feedback pointed to the use of the UN SDGs as a basis for reporting consistency (O'Neill, 2011). This insight will guide our prototype iteration by incorporating the UN SDGs terminology and metrics.
2. Customers suggested a human-centric approach to communication, which was reinforced by a Science Direct paper emphasizing the use of constructive language (Carlton, 2018). One customer recommended using the reporting language of the APCO as a model. This insight will shape our prototype iteration by using language that is sensitive and respectful of organisations' areas for improvement. For example, changing the "weakness" to "areas of improvement".

## 6.2 Limitation

It is important to acknowledge Prototype testing limitations. The following are some of the limitations during the testing of the prototype.

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1. Limited Sample Size and Time: The limited sample size of 5 customers in the prototype testing may not accurately reflect everyone's feedback, this will lead to a wide range of opinions and uncertain results (Faber, 2014), which can result in less reliable data and a higher chance of making mistakes (Chris, 2018). To improve this, it is suggested to gather feedback from all award entrants after future awards. Additionally, the limited time frame of a week for prototype testing may impact the results, which may cause missing important details and errors. To address this, it is recommended to extend the testing time to enable a more comprehensive evaluation of the report's impact on the entrants and their alignment with the UN SDGs.
  2. Limited Feedback: The feedback received from users was limited, which may have affected the results. To overcome this limitation, it is recommended to gather feedback from a more comprehensive and diverse group of entrants (Sarah, 2021). This will help to ensure a more representative and accurate understanding of the entrants' needs and preferences. By incorporating a wider range of perspectives, the team can further improve and refine the report to better meet the needs of its intended audience.

## 7. Recommended and conclusion

### 7.1 Recommendation

1. Developing a monitoring and evaluation framework: The Banksia Foundation could create a comprehensive monitoring and evaluation framework to measure the impact of the report on their awardees' leadership on the advancement of the UN SDGs. This framework could incorporate various data sources such as annual reports, sustainability reports, stakeholder feedback and data analytics tools.
2. Implementing the report card: Creating a comprehensive database system that houses best practices and successful case studies. This report card system can be shared with awardees and stakeholders, allowing them to track their progress and assess areas of improvement. The Banksia Foundation can also use this database to monitor the performance of entrants and determine how the report card has impacted their sustainability efforts.

### 7.2 Conclusion

In conclusion, the report details the development of a report card prototype to highlight companies' actions towards the SDGs. The team used mapping, sketching, prototyping and testing methods to create a report kit that is standardized, user-friendly, reliable and effectively measures the unquantifiable content. The report card prototype was developed to help the Banksia Foundation report on the awardees' sustainability efforts and progress. Feedback from customers who tested the prototype showed that the report card is effective and satisfactory. The report provides valuable insights and a comprehensive overview of the development process and methodology used to create the report card prototype, making it a valuable resource for the Banksia Foundation and providing a practical solution to its challenge.

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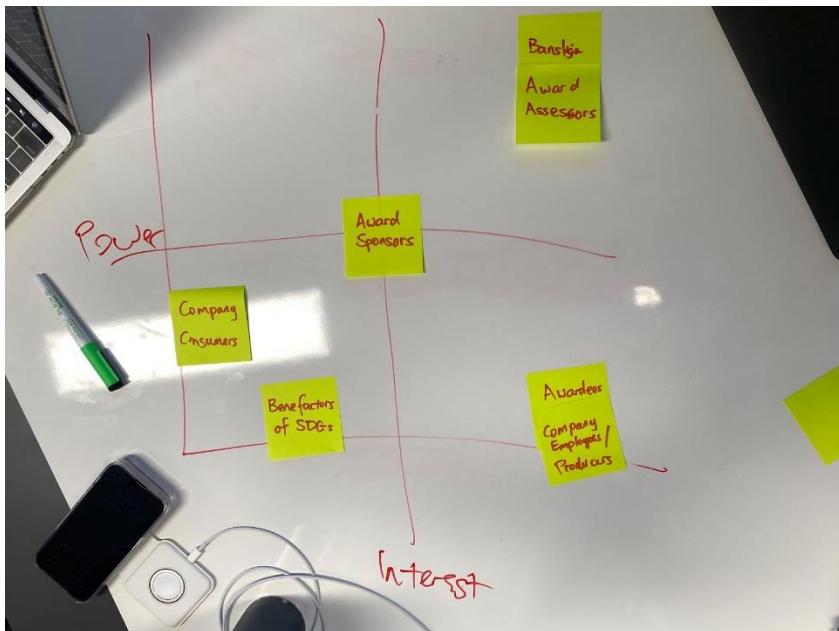
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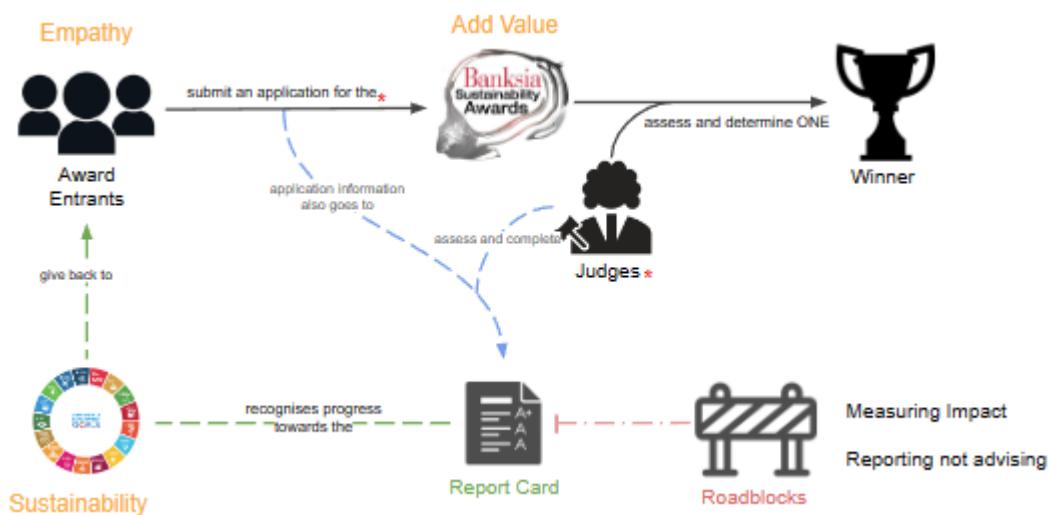
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## 9. Appendix:

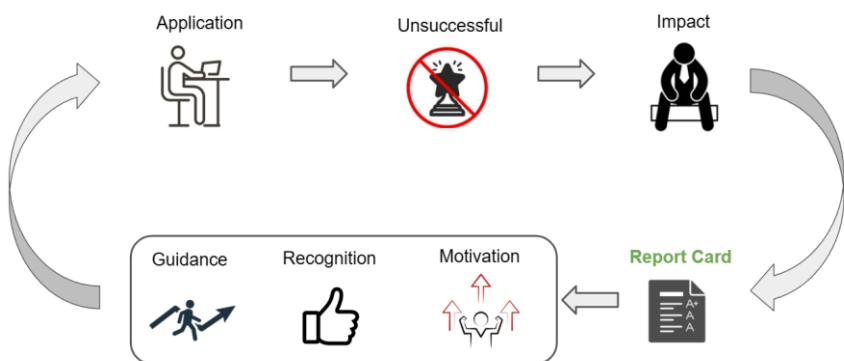
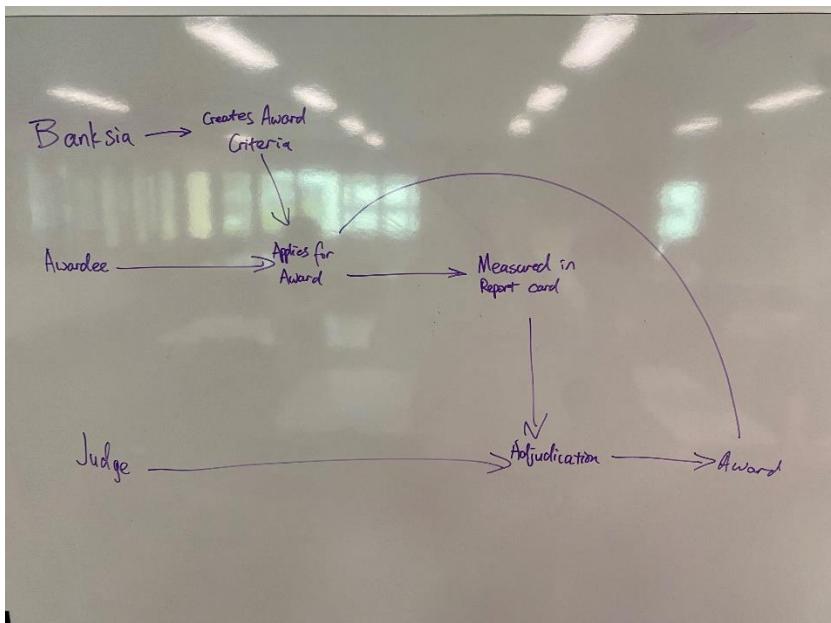
### Appendix A (Stakeholder's analysis)



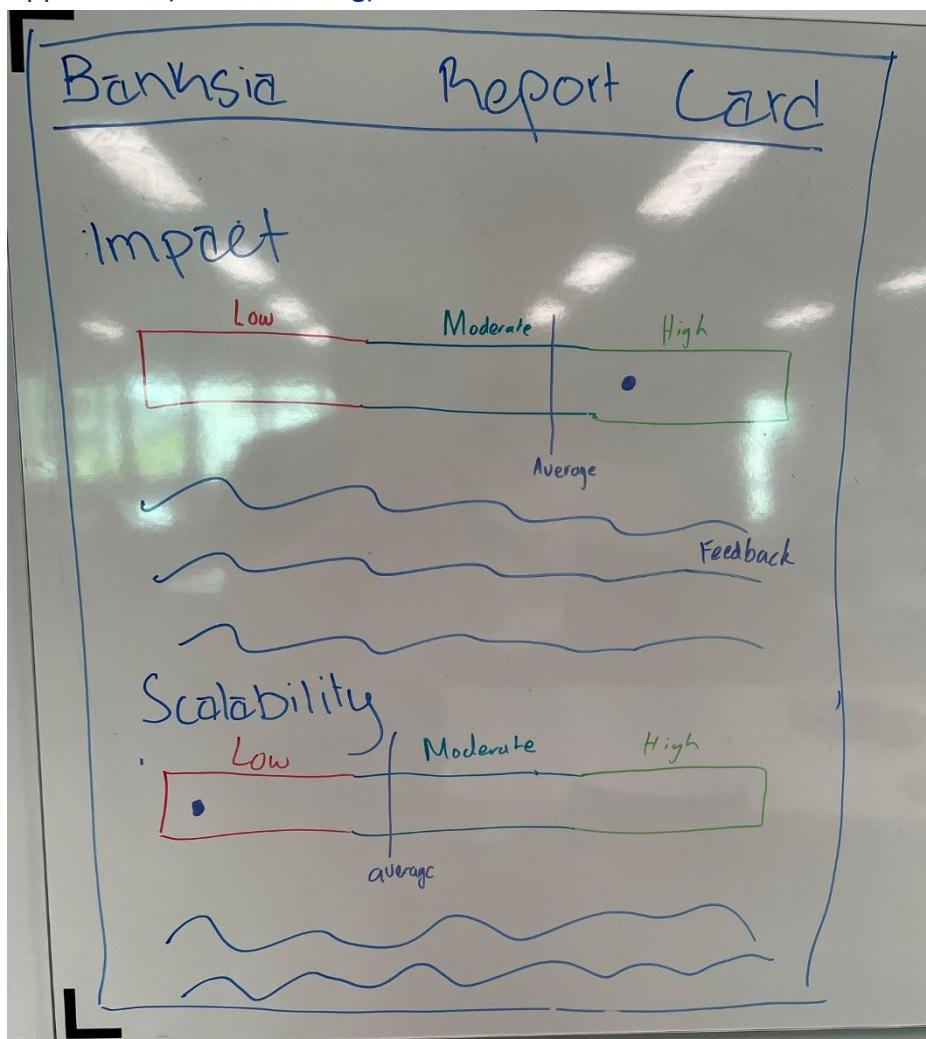
Appendix B (Challenge Map: The main finding is the report enhances the value of the award, acknowledges the efforts of participants, and streamlines the judging process in terms of speed and accuracy)



Appendix C (Flow chart: The process of awarding prizes was explained. The main finding is that the report kit will see entrants in continuous competition for banksia awards )



Appendix D (Final sketching)



## Appendix E (Lean canvas)

<b>PROBLEM</b> <small>List your top 1-3 problems.</small>	<b>SOLUTION</b> <small>Outline a possible solution for each problem.</small>	<b>UNIQUE VALUE PROPOSITION</b> <small>Unique, clear, compelling message that states why you are different and worth paying attention.</small>	<b>UNFAIR ADVANTAGE</b> <small>Something that cannot easily be bought or copied.</small>	<b>CUSTOMER SEGMENTS</b> <small>List your target customers and users.</small>
<ul style="list-style-type: none"> <li>- Lack of clarity in judging criteria for applicants</li> <li>- Need to provide accurate and actionable feedback</li> </ul>	<ul style="list-style-type: none"> <li>- create a report card to show progress against Criteria</li> </ul>	<ul style="list-style-type: none"> <li>- Provide clarity on exactly what is being judged and how</li> <li>- Provide feedback that can be used to improve the org</li> </ul>	<ul style="list-style-type: none"> <li>- Provides feedback</li> <li>- Judging criteria is clear</li> <li>- Prestigious to win</li> </ul>	<ul style="list-style-type: none"> <li>- Award entrants</li> <li>- Judges</li> </ul>
<b>EXISTING ALTERNATIVES</b> <small>List how these problems are solved today.</small>	<b>KEY METRICS</b> <small>List the key numbers that tell you how your business is doing.</small>	<b>HIGH-LEVEL CONCEPT</b> <small>List your if for Y analogy e.g. YouTube = Flickr for video.</small>	<b>CHANNELS</b> <small>List your path to customers (inbound or outbound).</small>	<b>EARLY ADOPTERS</b> <small>List the characteristics of your ideal customers.</small>
N/A - other awards provide no feedback	<ul style="list-style-type: none"> <li>- SDG progress</li> <li>- Other judging criteria as specified by Banksia</li> <li>- Progress since previous year</li> </ul>	Like a school report	<ul style="list-style-type: none"> <li>- Marketing via advertisements/ outreach</li> <li>- Entrant announcements</li> <li>- Other media</li> </ul>	<ul style="list-style-type: none"> <li>- Entrant looking for direction</li> </ul>
<b>COST STRUCTURE</b> <small>List your fixed and variable costs.</small>			<b>REVENUE STREAMS</b> <small>List your sources of revenue.</small>	
<ul style="list-style-type: none"> <li>- Award ceremony /trophy / adjudication</li> <li>- Payload</li> <li>- Physical plant</li> <li>- Website hosting/ development</li> </ul>			<ul style="list-style-type: none"> <li>- Fees from entrants</li> <li>- Sponsorships</li> <li>- Donations</li> </ul>	

## Appendix F (prototype)

### Appendix F.1 (Report card)



# REPORT CARD

<ORGANISATION NAME>

#### Criteria 1:

##### Strengths

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##### Areas for Improvement

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#### Criteria 2:

##### Strengths

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##### Areas for Improvement

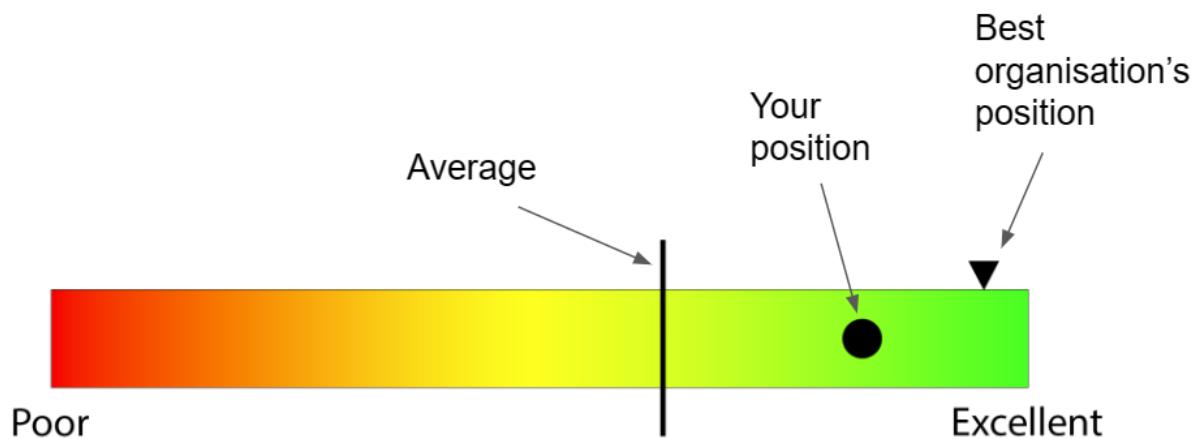
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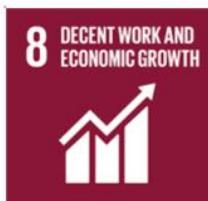
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## Appendix F.2 (criteria indicator)

Scoring based on comparison of data using Banksia criteria



## Appendix F.3 (SDGs explainer)



### SDG 8: DECENT WORK AND ECONOMIC GROWTH

How could you contribute to this SDG?

- Creating new jobs
- Creating/improving economic opportunity

Example: Planet Protector Packaging (2022 Winner)

Planet Protector Packaging (PPP) is an organisation who aims to eliminate expanded polystyrene packaging from the packaging industry. By using waste wool from the shearing industry to create a thermally stable packaging solution, they have not only eliminated 7.5 million polystyrene boxes, but also diverted 3500 tonnes of waste wool from landfill.

**In the process, PPP has generated \$7 million new income for farmers in the purchasing of their waste wool for packaging.**



## MONASH INNOVATION GUARANTEE: BANKSIA FOUNDATION CHALLENGE BRIEF



## Banksia Foundation Challenges



### Who We Are

*Banksia's Vision – Banksia sees a world where sustainability is part of everyday life.*

*Banksia's Belief – At Banksia we believe that we can do better than yesterday.*

*Banksia's Purpose – Banksia exists to help improve and promote sustainability across Australia by recognising and promoting excellence, enabling innovation and building communities through the lens of the UN Sustainable Development Goals.*

The [Banksia Foundation](#) is a not-for-profit organisation that believes in the power of social and environmental impact through community engagement and sustainable business practices. Positive change inspires action: our prestigious annual awards highlight outstanding, innovative leadership across Australia.

#### Our purpose

We recognise past achievements that drive further innovations towards achieving a better future for everyone. We support and acknowledge emerging leaders in the social, sustainable, and environmental sectors across Australia.

Every year The Banksia Foundation discovers new possibilities, and it is our mission to recognise and acknowledge these. Our team work closely with award winners, judges, sponsors, and partners to educate and inform Australians about the positive effects of sustainable actions.

Banksia collaborates with government, business, and community to create awards, events, and programs that promote sustainable solutions.

Part of why Banksia exists is to show what is possible when individuals and organisations focus on positive environmental and social outcomes. As the world continues to evolve, global sustainability is non-negotiable.



We encourage a greater focus on innovation through the Banksia Ignite platform by engaging and uniting leaders across Australia to resolve specific sustainability issues relevant to their business.

No matter how big or small, everyone has an opportunity to create change and make an impact.

#### Our History

The Banksia Foundation was established in 1989 by a group of passionate people, recognising community members for their positive contributions to social and environmental sustainability initiatives. Today we receive national and international recognition as champions of sustainability across multiple industry sectors.

We have been conducting the Banksia Sustainability Awards for 33 years and are currently negotiating with the respective state governments to conduct the State Banksia Awards..

We pride ourselves on a highly relevant, strong and expanding brand. The Banksia Sustainability Awards are highly regarded for the diverse audience we attract, the integrity of our judging process and the key partnerships that we nurture, in order to ensure the ongoing legacy of the Awards and the associated programs.

We introduced the United Nations SDGs as the basis for the Banksia Awards in 2018. This has introduced the SDGs to a whole new audience, especially SMEs. As part of the Awards process we provide feedback to each entrant from the judges. Through these two elements we realised that the Awards' process can become a valuable platform in providing even further informational feedback systems back to entrants.

#### Challenge Summary

##### **Challenge 1: How could the Banksia Foundation provide their awardees with a report card on their leadership to advance the 17 UN SDGs?**

The Banksia Foundation recognises and rewards sustainability innovations and leadership and supports emerging leaders in the social, sustainable, and environmental sectors across Australia. The Foundation provides annual national and state awards in a broad variety of categories e.g. youth as changemakers, small and medium enterprises transformation. How could they create additional value for their awardees, in the form of a bespoke GRI or UN-aligned report card? How should this report card be designed, in order to demonstrate the awardee organisation's innovations and leadership with regard to all or some of the 17 SDGs? You could consider reporting standards used around the world and the types of reports that will be most useful to awardees from a range of sectors.

*This challenge may be particularly exciting to students with an interest in Environment and Sustainability, Climate Science, Business, Project management, Marketing and comms, Design, Impact (environmental + social), Public Engagement and Computer Science/IT.*

**Challenge 2: How can Banksia Foundation help business leaders implement the SDGs as a conceptual framework within their organisation?**

The SDGs are a conceptual framework for creating momentum for change. They help people understand the multidimensional and interconnected impacts of failing to secure earth's life support systems. Businesses can use the SDGs to think about and manage the different parts of their company. How could we help business leaders better understand the potential uses of the SDG framework for their businesses? You should consider outreach, engagement and adult education strategies as well as modalities/format that suit these busy users. You may also consider how the SDGs can be used to transition different parts of the organization and the types of internal stakeholders that could use it.

*This challenge may be particularly exciting to students with an interest in Environment and Sustainability, Climate Science, Business, Project management, Marketing and comms, Design, Impact (environmental + social), and Computer Science/IT.*

## Relevant SDGs

This challenge links to most of the SDGs, but particularly focuses upon the highlighted ones.



## Resources

<https://banksiafdn.com>

Key representative/contact: Graz van Egmond, CEO\*

*\*Disclaimer: You will engage with your industry challenge holder via your coach and organised events. Please do not contact Dickie or his team directly.*

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## Appendix H (Team Collaboration Agreement)

# Team BANKSIA Awardee Report Card: Team Collaboration Agreement (Week 1 Authentic Innovator)

## WHY COMPLETE THIS TEMPLATE IN OUR WEEK 1 COACHING & COLLABORATION WORKSHOPS?

1. **It helps with assessment.** At the end of the week, you will be able to reflect on this document. This document is a record of your team's ideas and work during Week 1. This document will give you inspiration to complete AT1a (10%). [In your AT1a individual 3 minute reflection video, you will need to reflect on how your views on innovation, and yourself, as an innovator have changed during this week.](#) You will focus upon one learning or concept from Week 1 that resonated with you in your video - this could be anything from any point during this week, including in this template. This document can be used as a record to spark your reflection on how your views and feelings about innovation are changing. Your video is due this Sunday by 11.55pm.
2. **It helps with your Week 2 Innovation Sprint and the group talk at the end of Week 2.** Some of the informal answers from Week 1, will help you form solutions in Week 2. Week 2 builds on Week 1.
3. **It aims to help you challenge your thinking, build your team, and create a mindset that will make you a more authentic innovator.** This will help you succeed in the MIG, particularly in Weeks 2 and 3. More importantly, this will help you in your future career.
4. **It is a way for your coach to see your progress and provide feedback.** Your coach will be able to view your answers and check in, if they need to.
5. **It is a way to document your team's shared vision for the project and decisions for how you will work together.** It guides you towards a better way of collaborating.
6. **It allows you to lead your own activities in our workshops.** You can run your activities in the afternoons, at the pace that suits you.

## INSTRUCTIONS FOR COMPLETING THE TEMPLATE

- A bespoke copy of this template has been provided to your team and coach via your [Challenge Team's Forum under 'Communications and FAQs'](#)
- Please use that document in all your Collaboration and Coaching workshops this week
- There is a section for each day
  - Only the section for Monday is showing right now (the others will appear on the right day)
  - Future days will appear through time - this ensures you focus on the day and not too far ahead (which can feel overwhelming)

- Use the prompts to guide your teamwork activities in your afternoon workshops
- Informally document your ideas in the grey and blue boxes for your team's records (not assessed).
  - Delete the examples.
  - You can type answers into the grey and blue responses boxes, add diagrams or images, or write on the whiteboard tables and upload photos to the response boxes
  - Rough bullet points are more than fine!
- You and your team are in the lead and can move through the activities at the pace that suits you
  - You and your team should take breaks as you please. For example, feel free to grab a coffee across the road!
- Please be back at 4pm to present your findings each day (5 minutes). If all the teams in your room are working fast, discuss holding the debrief session earlier with your coach (that's fine).
- Your coach will be able to check your team's version of this document to check your progress (informal answers are fine - this document is not assessed)



**Let's get started**

## MONDAY Challenge Reveal and Research Workshop

***LEARNING AIM: Gain an introduction to your challenge and team. If you feel more comfortable with this by the end of today, you're perfectly on track!***

Today's Collaborate and Coaching Workshop is an opportunity to reflect upon all the ideas you heard this morning in your Industry Masterclass and get to know your team and coach better. You'll also document your first reactions to your challenge, and complete some preliminary research into your challenge. Today's introductory activities will facilitate team building and increase your awareness of your challenge, which will be useful for future workshops. The activities are not assessed. Have fun, discuss your ideas, get to know one another, and use the opportunity to reflect upon what you learnt in your Industry Masterclass Industry Insight Panel and Methods Seminar as well as the Week 1 pre-work.

Before you get started:

- Choose a scribe from within your team.
  - Informal dot points are more than fine for the purposes of these activities.
  - You may prefer to create a diagram or images or to write your answers on the whiteboard tables and upload photos of your work. The choice is yours!
- As you lodge your answers, keep what you learnt in the Industry Masterclass and Week 1 online pre-work in mind.
  - Use these ideas to inspire you and challenge your assumptions.
- Please know that the answers to the activities may be unclear and uncertain - and that's okay and all part of the learning process. **There are no wrong answers today!**
- You will need to present your findings to the other teams in the room at 4pm today (or earlier if everyone in your room finishes early).
  - Every team will have five minutes to share their insights from the Team Summaries below i.e. the four blue boxes below.
  - No slides or visuals are necessary but feel free to use these if you wish. Simply give a verbal summary or debrief.
  - That's it! It's an opportunity to share and gain different feedback and perspectives.
- You'll notice there are some resources for some questions to help you. Your team can choose to use these or not; you may feel like you have enough ideas from the Industry Masterclass and pre-work alone.

Don't spend too long on each question. About 5 minutes per question is about right. Go with your first gut responses.

Today is just about starting to initially explore your team diversity and your challenge, to set the scene for future workshops.

This document is not assessed but it is an important record of your team's shared understanding and work, and it will help you with work in future workshops and weeks.

Terrific! Have fun! Take breaks as needed.

## ACTIVITY 1 ICEBREAKERS (approx. 30-40 minutes)



### BACKGROUND

*This morning, you undertook some icebreakers with Susie and Puja to meet the MIG community and start to explore the incredible diversity in our cohort. Why is diversity important? Innovation requires collaboration between people from different cultures, disciplines and sectors. This diversity sparks creativity and allows you to see a problem from*

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*many different perspectives, which enables you to create more impactful and effective innovation solutions. Let's learn a little more about the diversity in your own team.*

**1A Something embarrassing or quirky about me (approx. 5 minutes)**

Share something quirky about you. It could be a hobby, interest or strange fact. Add some bullet points below for each individual in your team. Delete the examples.

Made - football is my hobby

Geoffrey - Hobby: people watching. Strange fact: hates people. Interest: rates negatively impacting my bank account

Ian - Travel

Allen - I'm international student

Lisa - I love hiking, exercising, and reading.

Jordan - I play the piano, guitar and I'm into fitness

**1B What are your different interests and passions? (approx. 5 minutes)**

Reflect upon the interests of everyone in the team. Add some bullet points below for each individual in your team. Delete the examples.

Geoffrey - learning about different languages and cultures, anthropology and history. Tech, esp. Semiconductors. Economics and geopolitics. Observation

Ian - I enjoy building keyboards. Exercising. Gym. Coding. Reading

Allen - Coding. Data science, AI

Made - I have interest in business and starting up new business and i have passionate of being a politician

Lisa - work in United Nations. Travelling around the world.

Jordan - I'm interested in clinical physiology.

**1C Why do I want to become an innovator? (approx. 5 minutes)**

Reflect upon the goals of everyone in the team. Why are you each interested in the MIG or interested in being an innovator?

Allen - I would like to practise my problem solving skills and teamwork skills. Having ability of bring new ideas

Geoffrey - Problems need solving and money won't make itself. (The greatest profits are

found in unknown and therefore untapped markets. Hence, innovation)

Ian - I want to solve problems and create new more efficient and sustainable ways of doing things that is capable of making a difference in the world. As an engineering student, I am able to contribute technical skills in developing technology.

Made - In my opinion as time goes by, many people are wanting to have a great business with the newest idea of innovation (product, services etc), therefore having the skills to innovate is very crucial in business in order to keep growing and competing with other businesses.

Lisa - creating more jobs for future, be unique to earn six figures

Jordan - I want to develop interdisciplinary collaboration and creative thinking skills.

**1D: What is your disciplinary background and what fantastic skills can you bring to this team? What do you need help with? (approx. 5 minutes)**

Reflect upon the strengths of your discipline, and what you may need help with from other disciplines.

Geoffrey - Data analytics combined with an understanding of people. Qualitative analysis. Counting beans. Finding problems and suggesting solutions

Allen - IT and data science, maths. Need help with creativity.

Ian - I am studying engineering and commerce, major in software and finance. I can analyse the problem from a technical stand point. I may need help from others with people's emotions and communicating on the spot. I tend to take a while to think about how I say things and in a formal conversation this may not be the best.

Made - Business, Marketing and management. Managing the team as well as respecting other members. Need help in searching a lot of crucial data.

Lisa - law and philosophy , critical thinking, summarising from data, socialising. I need help with maths.

Jordan - Biomedical Science. Critical Thinking, Analytical Skills, Scientific Communication. Need help with creativity, networking and aesthetics.

**TEAM SUMMARY 1** Based upon your answers above, create a shared explanation of the diversity of complementary skills, interests and passions in your team. You'll informally present this to the other groups in the room at 4pm today.

The team generally wants to work towards bettering the future.

## **ACTIVITY 2 WHAT DOES INNOVATION AND THE INNOVATION MINDSET MEAN TO OUR TEAM? (approx. 30-40 minutes)**



## **BACKGROUND**

*This morning, you heard some insights from industry guests about what innovation means to different people. Innovation can come in lots of different forms but it is broadly defined in the MIG as implementing new ideas to create positive social, economic or environmental impact. You also engaged with the team from the Monash Generator to gain an introduction to what the innovation process involves. Since innovation means different things to different people, reflect upon what innovation means to you and your team. Can you create a shared vision?*

**2A What was your one key takeaway from Dickie or Julie (Industry Insight Panel)?**

(approx. 5 minutes)

(App. C in 5 minutes)  
What key point, experience or insight did they share that changed the way you think about innovation? This could be useful for your AT1a video later this week!

Geoffrey - find problems first and fit solutions to it, rather than trying to shove unwanted solutions at people

Allen - innovation is not only bring out new ideas, innovators have to focus of customers reaction as a index of success. There are multiple solutions to a single problem, and failures are just as important as success.

Ian - Innovation is really difficult. For every 10 ideas 9 will fail. Failing is the best way of improving.

Made - Failure is one of the keys of your success, make mistakes so you can find the best to innovate

Lisa- we need to have more women in this field

Jordan - I realised that failing is essential to growth and self development. Failing is inevitable but through reflection and self-evaluation we can learn to pivot and bounce back.

**2B What was your one key takeaway from Simon and Keri (Methods Seminar)?  
(approx. 5 minutes)**

What key point, experience or insight did they share that changed the way you think about innovation? This could be useful for your AT1a video later this week!

Geoffrey - Innovation is accessible. There are plenty of problems looking for solutions. There is more than 1 way of solving issues

Allen - there are a lot of ways of innovation, every methods or solutions are innovation

Ian - You should have a growth mindset. You should not work towards the solution that you want but rather work up towards that solution.

Made - Innovation is flexible, however before straight to solution you need to work out ideas to find the best one.

Lisa-it's important to know what others think about the product before the funds is giving to make the product.

Jordan - The process of innovation must start with understanding the problem in-detail before any solution can be appropriately developed.

**2C What was your one key takeaway from the Week 1 pre-work? (approx. 5 minutes)**

What key point, experience or insight did you gain from any of the readings, videos or ideas that changed the way you think about innovation? This could be useful for your AT1a video later this week!

Geoffrey - There are different types of innovators and different types of innovation. Great ideas come from diversity

Allen - innovation need to meet the requirements of customers in different ways

Ian - There is not one solution to any one problem. To best solve a problem, we need to understand the problem entirely before we can solve it.

Made - You need to provide many innovations (unique ideas) to grow and be able to compete with others. Make as much as we can as not all of them will be executed.

Lisa- collaboration is vital whilst working in a team.

Jordan - Innovation isn't always positive. It can have negative ramifications.

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**2D What does innovation mean to us? (approx. 5 minutes)** Given what you've heard in the Industry Masterclass and in the online work, reflect upon the different perspectives in the group. Add some bullet points below for each individual in your team.

Lisa- Innovation means to create a new idea. We need innovation to create new solutions.

Geoffrey - attempting to improve something, and having the ability to see a small problem in a bigger picture and trying to come up with solutions to fix it.

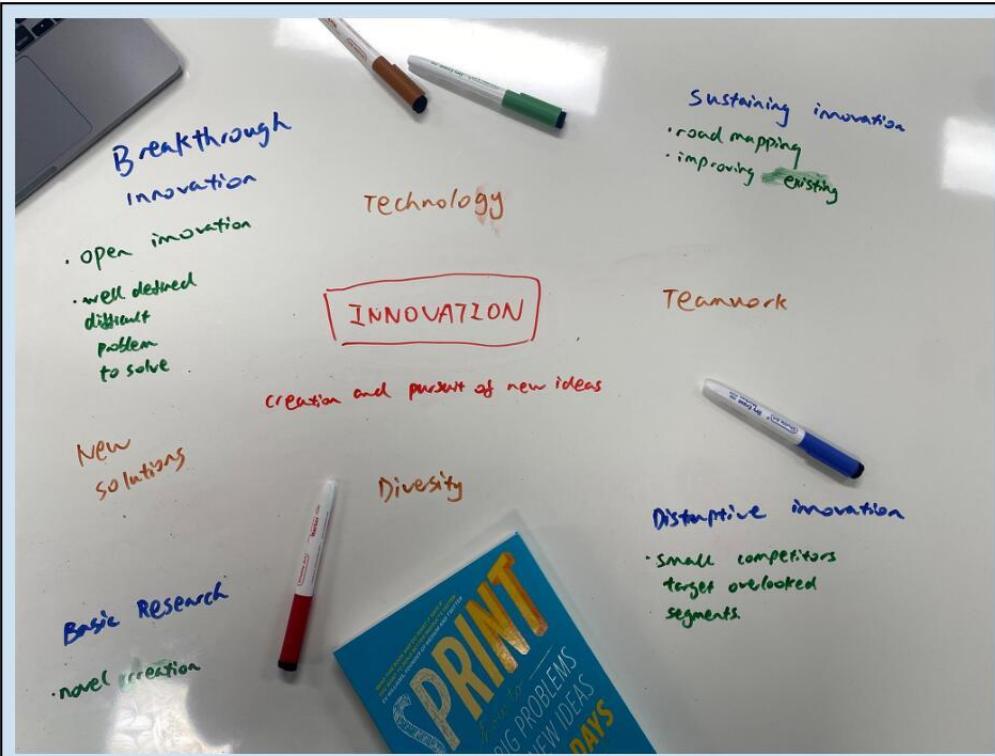
Allen - innovation usually involves a fresh perspective on something that already exists. Taking an idea and considering how its use can create a positive impact in a new and better way.

Ian - Although, recently innovation has been related to tech but in reality it is more than that. It is a mindset of solving problems and making everyone's lives easier. It is always about improving. The more you fail the faster you learn and therefore innovate.

Made - Innovation is when you come up with new ways to do things. Innovation makes life easier as we can save time due to the growth of technology nowadays.

Jordan - Innovation means pursuing and exploring new ideas to high impact problems.

**TEAM SUMMARY 2** Based upon your answers above, create a shared team vision of what innovation is to *your* team. You'll informally present this to the other groups in the room at 4pm today.



Add your shared team vision of what innovation is to your team.

This could be a series of bullet points, a diagram or series of images, or a photo of something you created on the whiteboard. Feel free to get creative.

Innovation is the creation and pursuit of new ideas.

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## ACTIVITY 3 CHALLENGE REVEAL (approx. 30-40 minutes)



### BACKGROUND

You previously lodged your industry challenge preferences in Moodle. Thank you! Now, you're about to find out which of your preferences you gained. **When you get to Activity 3, please ask your coach to share your challenge brief with you via [your Challenge Team Forum in Moodle](#).** This brief introduces you to your challenge. Now, take a moment to individually skim read the brief. Then attempt the activities below. You can split up the work amongst your team and each target different questions.

*How could a national organisation provide their state and national awardees with a report card on their leadership to advance the 17 UN SDGs?*

**3A What are your first reactions? (approx. 5 minutes)** Open challenges are large challenges without a set solution. They challenge you to think creatively and to find an angle on the problem to pursue as a team. We'll explore this further in Week 2 when you'll commence your innovation sprint (day 1 of week 2 is all about mapping your challenge to see the different dimensions of it). Today, and all of this week, is just about dipping your toe into innovation. So, let's get started with some initial reactions to your challenge. Don't censor yourself. Give your first impressions. Add some bullet points below for each individual in your team. Share your thoughts and feelings. Feeling a bit nervous is normal!

Geoffrey - what kind of organisation? Depending the type of organisation it is, its methodology will differ. Assumption is organisation in question is Banksia Foundation. Will need to research their business model and modus operandi. Not all SDGs are directly

applicable to different organisations. Would an unrelated organisation be required to promote a non-relevant SDG?

Allen - How to define the criteria

Ian - How do we define this organisation that we want to implement the SDGs?

Lisa - I'm excited about the challenge

Jordan - I am optimistic and hopeful that we will be able complete this challenge. I look forward to working on solutions

Made - How to solve the solution by creating simplistic and understandable report card

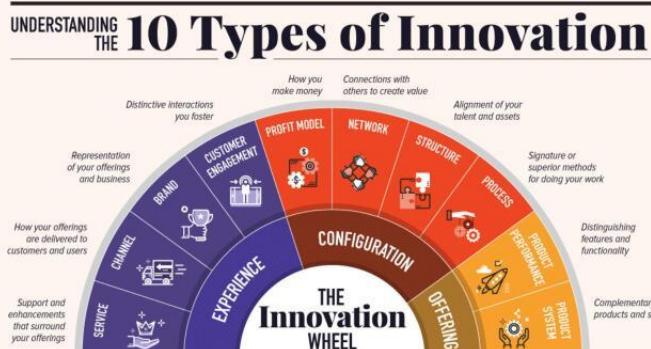
**3B What type of innovation challenge is this?** There are many different forms of innovation.

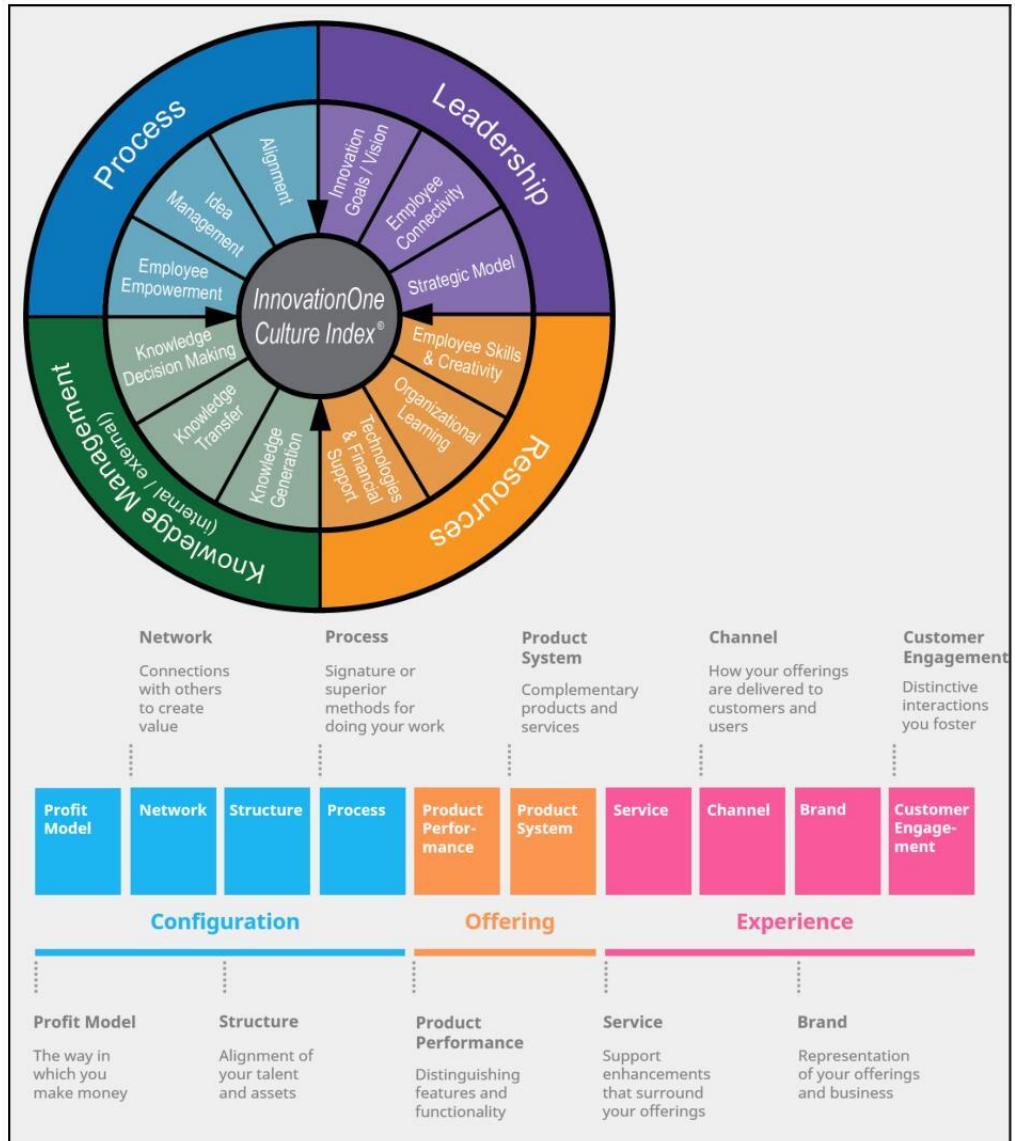
Innovation Type: Structure and Process (Configuration)

Leadership (innovation goals and vision)

Hint: Look for keywords like the ones below in your brief, or explore the diagrams below for inspiration. Then write the answer.

There may not be one clear answer, and that's okay. Your challenge may fit a few different categories.





**3C What immediate questions do we have?** Don't censor yourself. Share your thoughts. Later on, we'll start to form some questions to ask the industry partner on Thursday evening, when you'll engage in dialogue with them over canapes from 5.30-7pm. Ahead of this, you and your coach will form 3 key questions you want to ask. This will come in a future workshop. Today is all about some initial questions you have.

- What is Banksia Foundation?
- What organisations and Businesses does Banksia work with?
- Who is our target audience?
- Who are the state and national awardees?

- What does the organisation do currently to promote SDGs?
- Does the conceptual framework need to be modular to allow specific applicable SDGs to be implemented, or does there only need to be one model to be implemented at all organisations?
- What is the organisation's business model/how does the business make money aside from sponsorships/grants?

**3D What assumptions may we be making?** Keri and Simon challenged you to challenge yourself and explore potential assumptions you are making about the challenge. Let's throw some out there! Don't censor yourself. Share your early thoughts. Generate some possible assumptions to explore in future.

Assuming that organisations haven't started to progress the SDGs

Assuming we know the target audience

Assuming we know the solutions to the SDGs.

All organisations need to meet all the relevant SDGs

Banksia has the power to implement these changes

**TEAM SUMMARY 3** Based upon your answers above, create a shared summary of your initial reactions and feelings about the challenge. You'll informally present this to the other groups in the room at 4pm today.

The challenge is how could a national organisation provide their state and National awardees with a report card on their leadership to advance the 17 UN SDGs?

The team is generally looking forward to work on the 17 SDGs. The team is curious about Banksia Foundation.

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## ACTIVITY 4 PRELIMINARY CHALLENGE EXPLORATION AND ANALYSIS (approx. 30 minutes)



### BACKGROUND

*In future workshops, and in Week 2, you're going to analyse your challenge in depth. But today, let's start with some early exploration.*

*Using your challenge brief, use the links and your own research to form your responses below.*

*You can split up the work amongst your team and each target different questions.*

### 4A What is the partner organisation's history? Handy hint: You can find this in your brief or on the organisation's website

Banksia Foundation was established in 1989 by a small group of people who were passionate about social and environmental initiatives. They are a not-for-profit organisation which works towards advancing the 17 SDGs.

### 4B In your own words, what is your challenge? (approx. 5 minutes) Summarise it in 2 sentences or bullets.

Our challenge is working towards achieving a subset of the 17 SDGs outlined by the UN. We will achieve this through encouraging national organisations to provide a report card highlighting their actions towards the sustainability goals.

**4C Who are the users/customers we are serving through attempting this challenge? (one team member to find)** Describe them. You may need to explore the website.

We are trying to appeal to national organisations which have the power to affect the sustainability goals.

**4D What aspects of the challenge appeal to me personally? (approx. 5 minutes)** Don't censor yourself. Share your diverse thoughts. There are no wrong answers.

We personally find the United Nation's 17 SDGs appealing and look forward to exploring and advancing them.

**TEAM SUMMARY 4** Based upon your answers above, create a shared team explanation of your challenge and the aspects of it that interest you. You'll informally present this to the other groups in the room at 4pm today.

The image is a collage of various logos and text elements. At the top left is the Banksia Sustainability Awards logo with the text 'Established in 1989'. Next to it is the 'SUSTAINABLE DEVELOPMENT GOALS' logo with the subtitle '17 GOALS TO TRANSFORM OUR WORLD' and a grid of 17 icons. To the right are the logos for Australia Post and L'ORÉAL. Below these are three award descriptions: 'Biodiversity Award', 'Health and Wellbeing Award', and 'Sustainable Leadership in the eCommerce & reCommerce Industry Award'. At the bottom, there is a light blue box containing the text 'Add your summary of your shared explanation of your challenge and the aspects of it that interest you.' and 'This could be a series of bullet points, a diagram or series of images, or a photo of something you created on the whiteboard. Feel free to get creative.'

**Banksia Sustainability Awards**  
Established in 1989

**SUSTAINABLE DEVELOPMENT GOALS**  
17 GOALS TO TRANSFORM OUR WORLD

**Australia Post**

**L'ORÉAL**

**Biodiversity Award**  
The Biodiversity Award recognises outstanding initiatives by an organisation or organisations in collaboration that work to conserve, protect, and restore our habitat, flora, and/or fauna to ensure Australia's ecosystems are secured and flourish for future generations.

**Health and Wellbeing Award**  
The Health and Wellbeing Award recognises outstanding achievements towards sustainably enhancing physical and mental health and wellbeing across all individuals, groups, and communities within Australia. The Award will consider the intimate connection between the long-term health and wellbeing of people and the quality of the natural environment.

**Sustainable Leadership in the eCommerce & reCommerce Industry Award**  
The Sustainable Leadership in the eCommerce & reCommerce Industry Award seeks to recognise online and/or multichannel retailers who are leading the way in sustainability by demonstrating innovation throughout their value chain and the various ways they're improving their practices. This

Add your summary of your shared explanation of your challenge and the aspects of it that interest you.

This could be a series of bullet points, a diagram or series of images, or a photo of something you created on the whiteboard. Feel free to get creative.

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## SHARING AND FEEDBACK CIRCLE AT 4PM

- Let's summarise and share what we learnt today.
- At 4pm, you'll informally present your group summaries to the other team's in the room.
- You'll gain ideas from other teams, consolidate your own thinking, and even ask questions of other teams to help them consider new perspectives and ideas.
- You can nominate one person to present, several people to present, or present together as a team. No slides are required, unless you wish.
- Give a quick verbal summary of all of your Team Summaries above i.e. present the four blue boxes.
- You'll need to keep it brief! Sum up your main dot points in around 5 minutes!
- Each team should answer questions from the other teams and your coach, if asked.

*Handy Hint: There will be a sharing and feedback circle at the end of each workshop during most days of this intensive. It's a great opportunity to learn from one another!*

That's it!

Many thanks for your great insights today! That's it! You've done an amazing job today!

This evening, relax, recharge and enjoy.

Tomorrow, we'll explore how values and empathy are important for innovation. [Check out our unit schedule for more.](#)

You're free to leave when ready! Travel safe and we are already excited to see you tomorrow.



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#### **BEFORE YOU HEAD HOME**

*Take [this short 2 minute quiz](#) about your incoming skills and awareness related to employability, innovation and entrepreneurship.*

*You'll take this again at the end of the unit, and this will allow you to reflect on any shifts and transformations in you, as an emerging professional.*

## **TUESDAY Discovering your Challenge and Values Workshop**

**AIM:** This morning, you heard about the importance of authenticity, empathy, sustainability and human-centred design. Today's Collaborate and Coaching Workshop is an opportunity to reflect upon the different stakeholders and systems involved in your challenge so you can take a more authentic and empathetic lens to understanding your challenge. **Remember what Julie, Dickie, Keri and Simon said - don't jump straight to the solution.** You need to think about and understand the context and users/customers first. Today's introductory activities will increase your awareness of the complexity of your challenge in terms of its stakeholders, which will be useful for future workshops. You'll also reflect upon the different values in your team and create some shared team values for how you'll approach your industry challenge. Last, you'll start to discuss the [first end of the week Assessment Task. AT1a](#), so you have a bit of a feel for this task, which is due this Sunday at 11.55pm.

**Everything you are doing this week will help you with AT1a. This is our set up week and all about personal reflection and learning ways to look at the challenge. It's about new mindsets and perspectives for how to approach a problem. The real innovation happens next week, in the sprint! Trust us - all of this reflection work is crucial for getting you in the right mindset!**

Before you get started

- Choose a scribe from within your team (it should be different to the scribe for yesterday).
  - This person will fill in the open responses below, based upon your team discussions.
  - As per yesterday, dot points are more than fine for the purposes of these activities.
  - You may prefer to create a diagram or images or to write your answers on the whiteboard tables and upload photos of your work. The choice is yours!
- Please ask your coach any questions that arise as you move through the activities but note that you and your team are in the lead for this afternoon's activities.
  - Your coach will circulate to ask prompting questions.
- You and your team should move through the activities below at the pace that suits you.
  - Document your ideas as you go for your own records

- This document is not assessed but it is an important record of your team's shared understanding and work
- **Present your findings at 3pm**
  - Every team will have five minutes to share their insights from the Team Summaries (the blue boxes) below
  - You may want to show your maps on screen

## ACTIVITY 1 MAPPING YOUR STAKEHOLDERS AND SYSTEMS (approx. 30 minutes)

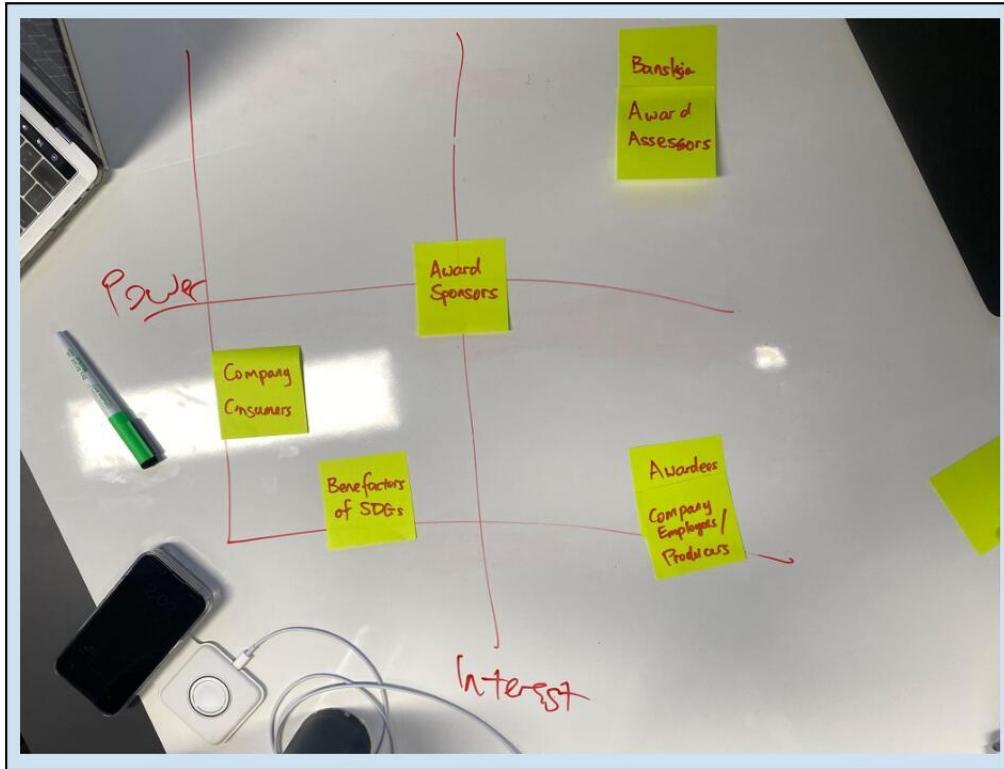


### BACKGROUND

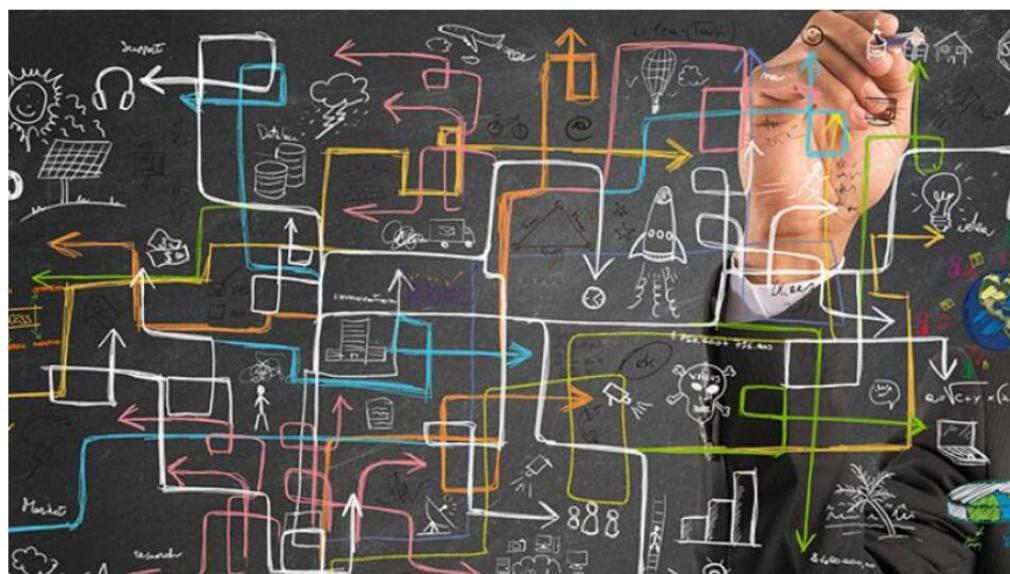
*This morning, you heard from industry leaders and Ilya about the importance of thinking about a problem with empathy and with consideration of the various different stakeholders involved. Now it's time to brainstorm as a team! Who is involved with your challenge? Who may be impacted by your innovations? Let's create a rough map to generate ideas.*

### 1A Your stakeholders and systems map

Create a map of all the stakeholders and systems that may relate to your problem. Don't censor yourself. Just go for it! Every challenge is different, so map your ideas in the visual way that makes sense for you and your team. You can create a map, diagram, table or series of images. You could write on the whiteboard and import an image or create a digital image. You may want to explore the website or do some research. The map doesn't have to be polished - just intelligible. :) Your coach will provide ideas and prompts. You should also refer to one or more of the SDGs. [You'll present this to other teams in the informal sharing and feedback circle at 3pm.](#)



## ACTIVITY 2 APPLYING HCD (approx. 30 minutes)



## **BACKGROUND**

*This morning, you worked with Ilya to learn about human-centred design and the SDGs. Now it's time to brainstorm as a team!*

### **2A Who are your stakeholders?**

We need to understand the particular persons or groups of people within the centre of their broader network of social, societal, technological, economic, political and environmental influences. For example, there is no point designing a new app for someone who does not use a phone for personal, cultural or religious reasons. Based upon your map from Activity 1, write some deeper descriptions of each stakeholder group you identified above. You'll need to use empathy and imagination. Try to describe each stakeholder group you identified in Activity 1 with more nuance. Every challenge is different, so map your ideas in the written or visual way that makes sense for you and your team. You may want to explore the website or do some research. The bullets or map doesn't have to be polished - just intelligible. :) Your coach will provide ideas and prompts.

Banksia - Assess the companies to award companies that achieve SDGs the best

Award Assessors - Assessor are tasked with independently reviewing the awardee applications and making a decision on who the award goes to.

Award Sponsors - The sponsors have medium power because they have the financial power to pay for the awards. They have medium interest as they may be paying to make their company look good and as a result increase their customer base.

Company Consumers - The company consumer have moderate power than the benefactors of SDGs but have less/low interest

Benefactors of SDGs - The achievement of the SDG improves the lives of the people the SDGs are to benefit

Awardees - The awardees have minimal power and high interest in receiving the awards.

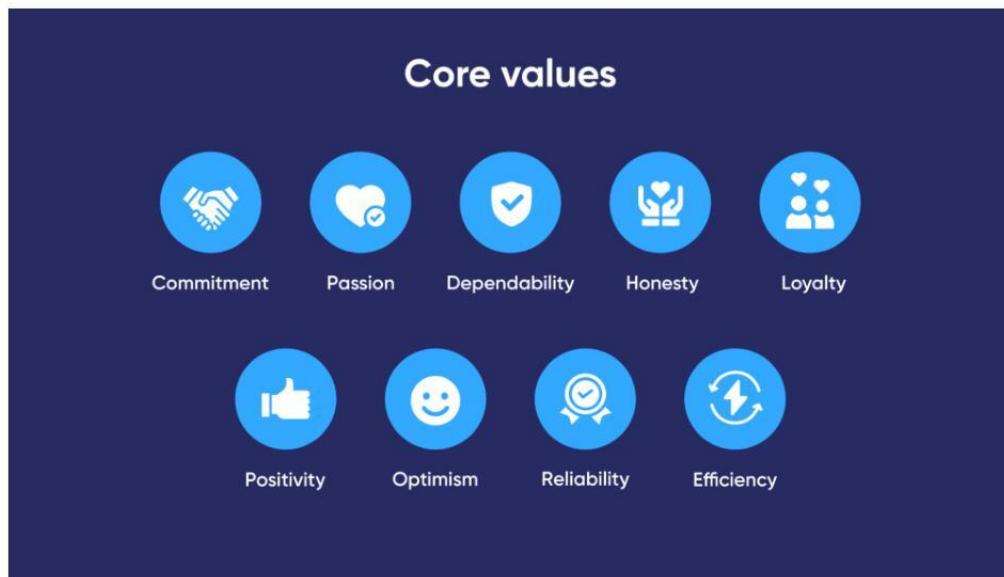
Company Employees/producers - employees and producers are low power with high interest stakeholders. This is because they don't have power to effect the award, but they are part of the award.

### **2B Consequences**

Based upon Ilya's method's seminar, and your answers to 2A, describe how these stakeholders could be negatively impacted from innovations related to your challenge. Don't censor yourself. Just list any ideas below. [You'll present this to other teams in the informal sharing and feedback circle at 3pm.](#)

- Corruption
- Organisations that do not win awards could be viewed as failures and lose business/reputation
- Positive consumer reactions could result in expectations that the awardees are unable to meet (consistently)

## ACTIVITY 3 YOUR TEAM'S AUTHENTIC VALUES (approx. 30 minutes)



### BACKGROUND

This morning, you heard from industry leaders and Ilya about the value of authenticity, sustainability and empathy. Now it's time to brainstorm your values as a team. What are your values and purposes as individuals, and then as a team?

### 3A What are your individual values?

What is important to you, and what values do you want to approach the challenge with? Your values may include things like human rights, gender equality, sustainability, efficiency, fairness, economic feasibility, creativity, inclusivity, and so much more. They could also relate to how the team functions (see the diagram above). Add some ideas from each member of the team. Don't censor yourself, just go with your gut. There are no wrong answers! [Take this quiz to inspire your answers.](#)

Hard-work = 5  
Honesty = 6  
Trust/Loyalty = 4.5  
Confidence = 5  
Diversity = 4

Allen - human rights, gender equality, sustainability, efficiency, fairness, economic feasibility, creativity, inclusivity

Jordan - Quality Health and education. Hard-work, Transparency.

Ian - Honesty, efficiency, authenticity, boldness, hardwork

Made - Loyalty, honesty and efficiency

Geoffrey - Trust, efficiency (economic, time, resource, etc.), achievement

Lisa - Diversity, confidence, responsibility, honesty.

**TEAM SUMMARY 3** Based upon your answers above, create a shared vision of the team's authentic values that they would like to bring to the challenge. You'll informally present this to the other groups in the room in the sharing and feedback circle at 3pm.



#### **ACTIVITY 4 Introducing AT1A (approx. 30 minutes)**



#### ***BACKGROUND***

Earlier today, you heard a bit about AT1a, your first 3 minute reflection video. This individual 10% task asks you to reflect on how your views on innovation and yourself as an innovator have changed during Week 1. [Take 10 minutes to individually read through the guidelines and rubric](#). Then, attempt the activities below. There's no need to present this at 3pm.

**4A Why are you creating a video?**

[Based upon the professional background for AT1a](#), why is this 10% task useful for your career?

Reflection videos can be created for a variety of reasons, such as for personal growth, to document progress or changes, for educational or training purposes, or for entertainment or creative expression.

**4B What is your video about?**

[Based upon the guidelines for AT1a](#), what concept from Week 1 can you talk about in your video?

**4C What should your video contain?**

[Based upon the guidelines for AT1a](#), what components should you include in your video?

**4D When is your video due and how long should it be?**

[Based upon the guidelines for AT1a](#), write your answers below.

**4E What are the four criteria you are marked upon? How many marks out of 10 for each criteria?**

[Based upon the rubric for AT1a](#), write your answers below.

**4F At this stage, which concept from Week 1 am I personally interested in speaking about in my video?**

Write your initial thoughts (it doesn't matter if you change your mind later). [Based upon the concepts shown in the schedule](#), which is resonating with you? Why? You can talk about any idea or concept from Week 1. It could be an idea from a speaker in our Industry Masterclasses or something you did in Workshops. Any concept is fine to discuss. You haven't completed the week yet, thus you may not have a strong sense of the right concept

to focus upon for you, but pen some initial thoughts to get started about which concepts are changing your mindset. Write an answer for all team members.

What is innovation - the idea of innovation is much broader than I thought and innovation is actually incredibly important for everyone, so I want to speak about that.  
Innovation process - the idea of innovation as a method and process is interesting to me - I thought it was tech so this way of envisioning it is interesting.  
Empathy - taking an empathetic lens to problem solving is interesting to me.  
Collaboration as a professional superpower - I always thought I had to know everything and now I know success is born from leveraging the strengths of a team and I don't have to do everything myself.  
Leveraging diversity in a team  
Interdisciplinary collaboration  
Authenticity  
Values  
Sustainability and the SDGs  
Human-centred design  
Breaking down silos  
Resilience  
Dealing with uncertainty and ambiguity  
Failing fast  
Team roles  
Reflecting on my own goals and values

#### SHARING AND FEEDBACK CIRCLE AT 3PM

- Let's summarise and share what we learnt today.
- You'll informally present your group summaries to the other team's in the room.
- You'll gain ideas from other teams, consolidate your own thinking, and even ask questions of other teams to help them consider new perspectives and ideas.
- You can nominate one person to present, several people to present, or present together as a team. No slides are required, unless you wish.
- Give a quick verbal summary of all of your Team Summaries above i.e. present the blue boxes.
- You'll need to keep it brief! Sum up your main dot points in around 5 minutes!
- Each team should answer questions from the other teams and your coach, if asked.

**Different coaches and people give different perspectives, so let's merge groups for the circle at 3pm. They will come to your room.**

**If your teams are switching rooms, bring some chairs with you or get them from a neighbouring room if there are not enough.**

ENGIE, Nairn and Yooralla	804	Grace and Ruth
SisterWorks Australia, KPMG and Good Empire	805	Jessica A and Udari

---

UNEP, Startup Victoria and Banksia	810	Javi and Jeremiah
Microsoft and Tesla	852	Rehan and Jessica B
Melbourne Water and Blue Melon	843	Matt and Mengxing

I REALLY  
LIKE WHAT YOU  
ARE DOING,  
KEEP UP THE  
GOOD WORK

Many thanks for your great work today!

Your team is coming together well and you're developing a new mindset from which to approach a problem.

You've got a great handle on the nuts and bolts of AT1a due 11.55pm this Sunday via Moodle too!

That's it! Congratulations on finishing Day 2.

Tomorrow, we'll explore how collaboration and diversity are crucial components of innovation and how you can boost this. [Check out our unit schedule for more.](#)

Enjoy the trip home and see you tomorrow!

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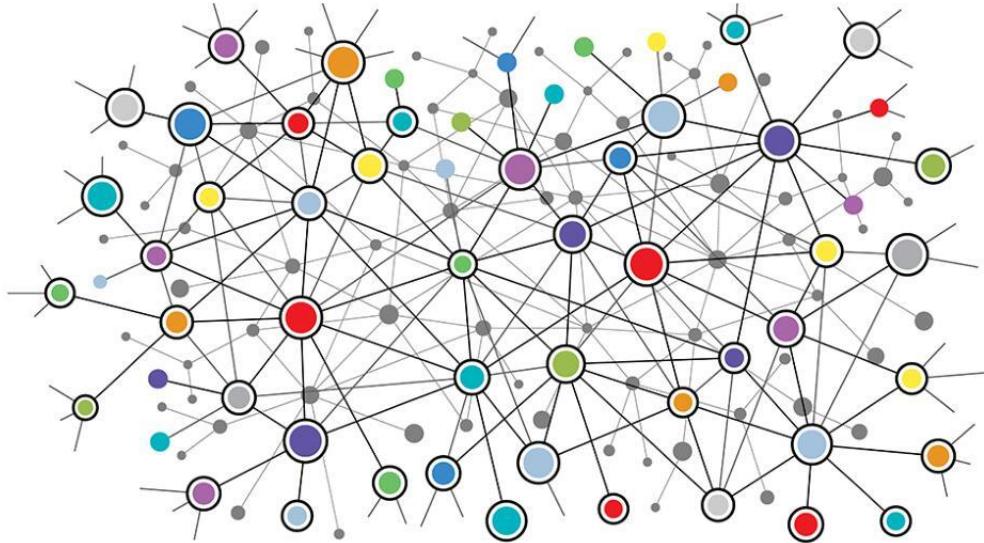
## WEDNESDAY Boosting Interdisciplinary Collaboration Workshop

**AIM:** This morning, you heard about the importance of collaborations that span boundaries. These are crucial for innovation, sparking creativity, allowing you to leverage different strengths, and for creating win-win solutions through incorporating an understanding of different needs and perspectives. Collaborations occur at different scales and can occur across organisations or within departments and teams. Today's Collaborate and Coaching Workshop is an opportunity to reflect upon how your team will boost the depth of your interdisciplinary collaboration and agree to work together. Today's introductory activities will increase your awareness of the complexity of and challenges of collaboration and ask you to identify strategies to achieve this. Last, you'll check in on AT1a. How will you structure your video? Let's form a structure.

Before you get started

- Choose a scribe from within your team (it should be different to the scribe for the past two days).
- This person will fill in the open responses below, based upon your team discussions.
  - For all of this week, dot points are more than fine for the purposes of these activities.
  - You may prefer to create a diagram or images or to write your answers on the whiteboard tables and upload photos of your work. The choice is yours!
- Please ask your coach any questions that arise as you move through the activities but note that you and your team are in the lead for this afternoon's activities.
  - Your coach will circulate to ask prompting questions and to provide encouragement and support.
- As usual, you and your team should move through the activities below at the pace that suits you.
  - Document your ideas as you go for your own records
  - This document is not assessed but it is an important record of your team's shared understanding and work
- Present your findings to the other team's in the room at 3pm.
  - As usual, every team will have five minutes to share their insights from the Team Summaries (the blue boxes) below
  - You may need to show your maps on screen (the rest can be verbal or as suits you)

### ACTIVITY 1 YOUR NETWORK OF POTENTIAL EXTERNAL COLLABORATORS/ADVISORS (approx. 30 minutes)

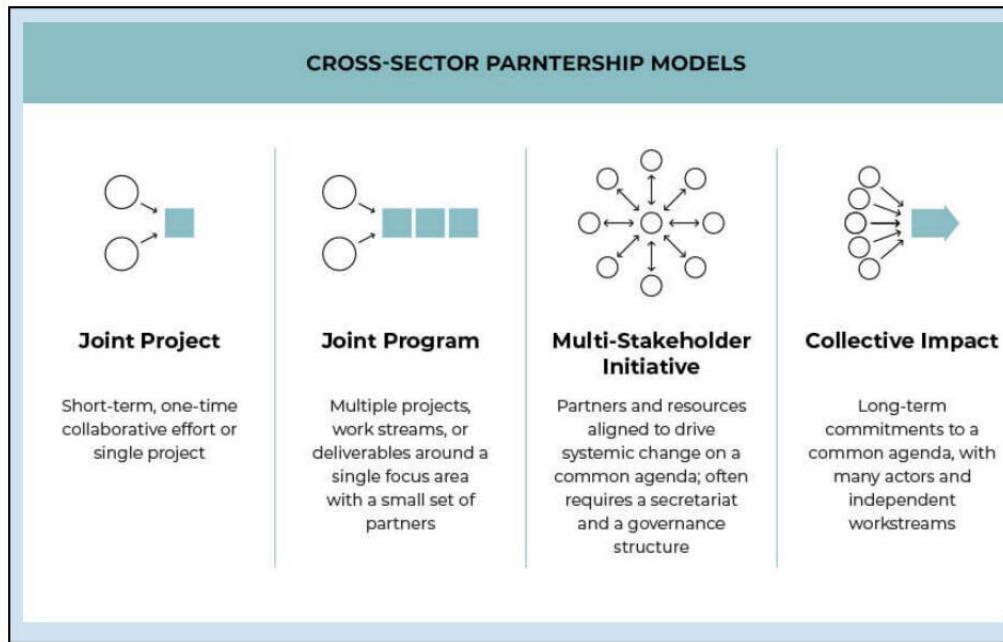


### **BACKGROUND**

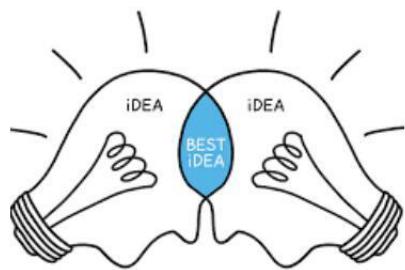
*This morning, you heard from industry leaders about the importance of collaboration and diversity. We need to explore, partner and collaborate across borders of discipline, culture, region, sector and beyond to maximise expertise, resources and perspectives. Now it's time to brainstorm! Who is your potential network outside your team? What other organisations/people are relevant to your challenge? Who could you go to for advice or even informational resources next week during the sprint? Who may have websites and documents that can help you and you can source online? These could be particular people or teams, research centres or researchers, domestic or international corporations, NPOs, government or intergovernmental organisations or beyond.*

**1A Create a map or diagram of the diversity of people or organisations you could go to for advice or online information and resources during Week 2.** Who is your potential network? The map doesn't have to be polished - just intelligible. :) Your coach will provide ideas and prompts. This section may be useful to refer to when you need help during the Week 2 Sprint.

- Monash - Susie, Jeremiah, Peers such as other groups
- Banksia - CEO (Graz)
- Awardees - these are the organisations that win an award. Banksia has a document posted on their website stating all their awardees whom we will be further researching to support us throughout next week.
- Sponsors/partners
- Sprint book



## ACTIVITY 2 YOUR COLLABORATION AGREEMENT (approx. 1 hour)



### BACKGROUND

This morning, you heard from industry leaders about the importance of interdisciplinary, cross-cultural and cross-sector collaboration. Each of you have incredibly valuable insights, expertise, values, knowledge, backgrounds and experience to bring to this challenge. You also heard some top tips for boosting interdisciplinary collaboration from Jeremiah, the pre-work and the Industry Insight Panel. What strategies will you employ as a team? And how will the parties in your team work together to achieve the end goal?

### 2A Interdisciplinary collaboration strategies

Jeremiah and the industry panel gave you some tips on boosting your interdisciplinary collaboration. Why is interdisciplinary collaboration challenging? Which strategies will you agree to employ?

It is not always easy to communicate within interdisciplinary collaboration. Listen to each other's ideas. Allow everyone to speak equally. Be not afraid. Increasing the mutual respect and trust

Different values and expectations

## 2B What creative types do we have in this team?

[Each individual should take this quiz.](#)(you can use the skip function to move through the animations faster if you wish)

Write the type for each team member here

Geoffrey - Dreamer

Ian - Dreamer

Lisa - Thinker

Jordan - Artist

Allen - Artist

Made - Thinker

## 2C What strengths do we have in the team overall?

- Technical expertise
- Disciplinary expertise
- Enthusiasm
- Creativity
- Discipline
- Patience
- Determination
- Dedication
- Versatility

## 2D What are some features of a high functioning team?

No matter your career goals, you'll be working with diverse teams in your future. Reflect upon the ways you think a high functioning team works together. You can use the diagrams below to help you if you get stuck.

- Excellent communication, commitment and accountability are common in a high

functioning team. These features manifest in a psychologically safe team environment wrapped in diversity.

- Aligned goals, timeframe and methodologies
- Empathy is important. This will make each one of us feel like we belong.
- Efficiency
- Being patient is important in a teamwork, we need to listen to others, accept opinions from other member

1

## Psychological Safety

Team members feel safe to take risks and be vulnerable in front of each other.

2

## Dependability

Team members get things done on time and meet Google's high bar for excellence.

3

## Structure & Clarity

Team members have clear roles, plans, and goals.

4

## Meaning

Work is personally important to team members.

5

## Impact

Team members think their work matters and creates change.

re:Work



## 2E What roles do you tend to feel most comfortable with within a team environment?

No matter your career goals, you'll be working with diverse teams in your future. Reflect upon the roles you may each like to play in this team. You can use the diagrams below to help you if you get stuck.

Jordan - I feel comfortable with doing research and writing up summaries. I'm also comfortable helping other students with their respective parts.

Geoffrey - Trying to figure out the direction the team should take and guiding the team towards the set goals. Piss-taker

Allen - Im comfortable with listening other ideas and lead the team to the right direction

Ian - I am comfortable with doing research and help organising information and the team so that we can be on track with the task needed to be completed.

Lisa- engaging everyone in the team, bring positivity in the team.

Made - I'm comfortable in organising the team, letting everyone in the team to have the chance to speak their ideas and respecting others.



Team Role	Contribution	Allowable Weaknesses
Plant	Creative, imaginative, free-thinking. Generates ideas and solves difficult problems.	Ignores incidentals. Too preoccupied to communicate effectively.
Resource Investigator	Outgoing, enthusiastic, communicative. Explores opportunities and develops contacts.	Over-optimistic. Loses interest once initial enthusiasm has passed.
Co-ordinator	Mature, confident, identifies talent. Clarifies goals. Delegates effectively.	Can be seen as manipulative. Offloads own share of the work.
Shaper	Challenging, dynamic, thrives on pressure. Has the drive and courage to overcome obstacles.	Prone to provocation. Offends peoples feelings.
Monitor Evaluator	Sober, strategic and discerning. Sees all options and judges accurately.	Lacks drive and ability to inspire others. Can be overly critical.
Teamworker	Co-operative, perceptive and diplomatic. Listens and averts friction.	Indecisive in crunch situations. Avoids confrontation.
Implementer	Practical, reliable, efficient. Turns ideas into actions and organises work that needs to be done.	Somewhat inflexible. Slow to respond to new possibilities.
Completer Finisher	Painstaking, conscientious, anxious. Searches out errors. Polishes and perfects.	Inclined to worry unduly. Reluctant to delegate.
Specialist	Single-minded, self-starting, dedicated. Provides knowledge and skills in rare supply.	Contributes only on a narrow front. Dwells on technicalities.

**TEAM SUMMARY 2** Drawing on the above for inspiration, create a shared agreement on how you will collaborate together.

A collaboration agreement is a legally binding document created when two or more parties want to collaborate for a project or venture. Create your own (non-legally binding!) agreement for your team.

*It should include:*

- Your shared description of the project (you created this earlier in the week)
- A collaboration schedule (the period you will work together)
- How the parties will work together, including the conduct expected for a high functioning team and the interdisciplinary collaboration strategies you are all obliged to follow
- Some individual team roles and responsibilities based upon your strengths

You all need to agree on your approach. You'll informally present this to the other groups in the room at 3pm today.

### **Collaboration Agreement**

**Project description:** Our project involves designing a report card that Banksia foundation can use to recognise an awardee organisation's work towards the SDGs as well as provide comprehensive feedback for organisations to internally evaluate their progress.

**Collaboration Schedule:** 1pm-4:30pm Mon-Thu

#### **Expectations:**

- We expect clear and regular communication either in-person or via the group chat if the member is unable to make it to class.
- We expect members to complete their assigned roles on time and to a high standard.
- We expect members to be respectful and courteous of unique and diverse views and ideas.
- We expect members create a shared sense of purpose

#### **Individual Roles:**

We will conduct individual research to understand the complexities of the challenge and the views and values of the Banksia Foundation.

After understanding the foundations of the problem we will allocate individual roles to address the issue.

#### **Research**

Case Studies (Awardees)

- Ian
- Geoffrey
- Made
- Allen

Sponsors - Lisa

Application & Judging process - Jordan

## **ACTIVITY 3 HOW TO WRITE [AT1A](#) (approx. 30 minutes)**



### **BACKGROUND**

You're now familiar with AT1a, your first 3 minute reflection video. This individual 10% task asks you to reflect on how your views on innovation and yourself as an innovator have changed during Week 1. You have already run through the guidelines and rubric. But how will you script it?

Individually, refresh your understanding of what you need to include in your video via the AT1a guidelines.

Now, read these example scripts in Moodle.

Notice how the scripts fulfil the marking rubric criteria and help you employ Gibbs' Reflective Cycle?

Individually, take 10 minutes to write a series of bullets that will serve as your initial script. The concept you choose to focus on may shift later in the week, but have a first go at forming a script anyway.

When all the team's are ready, ask your coach and peers to check your draft ideas.

**Ask any questions you need!**

**Feel free to check your structure and topic with your coach.**

*There's no need to present this section at 3pm.*

### SHARING AND FEEDBACK CIRCLE AT 3PM

- Let's summarise and share what we learnt today.
- You'll informally present your group summaries to the other team's in the room.
- You'll gain ideas from other teams, consolidate your own thinking, and even ask questions of other teams to help them consider new perspectives and ideas.
- You can nominate one person to present, several people to present, or present together as a team. No slides are required, unless you wish.
- Give a quick verbal summary of all of your Team Summaries above i.e. present the blue boxes.
- You'll need to keep it brief! Sum up your main dot points in around 5 minutes!
- Each team should answer questions from the other teams and your coach, if asked.

**Different coaches and people give different perspectives, so let's merge groups for the circle at 3pm. They will come to your room.**

**If your teams are switching rooms, bring some chairs with you or get them from a neighbouring room if there are not enough.**

Blue Melon and ENGIE	804	Grace and Mengxing
Nairm, Yooralla and Tesla	842	Jess B and Ruth
UNEP and SisterWorks	810	Javi and Jess A
Microsoft, Startup Victoria, Banksia	852	Rehan and Jeremiah

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Melbourne Water, KPMG, Good Empire	843	Matt and Udari
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Many thanks for your great work today!

Your team is coming together well and you have an agreement in place to ensure you collaborate well.

That's it! Congratulations on finishing Day 3.

Tomorrow, we'll explore why learning to deal with uncertainty and ambiguity is important for innovation. [Check out our unit schedule for more.](#)

See you soon!

## THURSDAY DEALING WITH UNCERTAINTY

**AIM:** This morning, you heard about the importance of resilience, dealing with uncertainty and ambiguity (that's the real world!), and learning to fail fast. These are crucial for modern leaders and innovators. Today's Collaborate and Coaching Workshop is an opportunity to reflect upon the strategies you will employ as a team. Today's introductory activities will build professional skills and awareness. Last, you'll check in on AT1a. How will you record your video?

Before you get started, remember, you'll need to

- Present a dress rehearsal of your top 5 questions to industry to the other team's in the room at 3pm
- You'll test your questions for clarity

- As usual, every team will have five minutes to present
- You may need to show maps on screen (the rest can be verbal or as suits you)

## ACTIVITY 1 BUILDING RESILIENCE (approx. 15 minutes)



### BACKGROUND

*This morning, industry leaders and Helena Fern provided insights on the discomfort of uncertainty and ambiguity and how to build resilience. You also learnt about this in the pre-work.*

*Discuss moments where you have felt the discomfort of not knowing this week.  
Give specific examples. Discuss how you responded, and how you could respond better.*

*Why is getting comfortable with the discomfort of uncertainty and ambiguity so important in innovation?*

*Why is resilience so important for innovation? (You can also refer to insights from panellists earlier in the week in your answer)*

**Why is getting comfortable with the discomfort of uncertainty and ambiguity so important in innovation?**

Being comfortable with uncertainty allows individuals and organizations to be more open to new ideas, to take risks, and to be more resilient in the face of failure. They are more likely to think creatively, to consider unconventional solutions

**Why is resilience so important for innovation?**

Innovation often involves taking risk and trying new things, which may lead to failure. Resilience allow people to bounce back from setbacks and continue moving forward, which is essential for sustained innovation. Additionally, people with resilience have a more positive mindset, they can handle stress better.

## ACTIVITY 2 FAILING FAST (approx. 15 minutes)

### BACKGROUND

*During the sprint, your prototype solution will change direction multiple times. This morning, you heard some top tips for failing fast and learning from this. This is a new mindset and way of working.*

*What strategies will you employ as a team during the sprint to make the most of failure? Why is testing so important? You are doing some initial testing and exploration this evening!*

*What strategies will you employ as a team during the sprint to make the most of failure?*

Regular Reflection and Evaluation is important, spend time on what went wrong and what can we learn from failure

Collaborate and listen to each other's opinions. Making suggestions where necessary. Open and transparent communication to promote trust and encourage team members

Encourage team to see the failure as a opportunity to grow and learn and improve...

*Why is testing so important?*

Testing allows us to measure the effectiveness of a prototype solution and receive customer feedback, it helps to validate the new ideas or concepts.

Testing allows teams to identify areas of improvement and optimize the function or design of the product/service/process

Testing allows teams to identify the potential issues before product reaches the market

Testing promote collaboration between different teams and department because testing sometimes involves engineering, design and marketing (promote communication about the result)

### **ACTIVITY 3 HOW TO RECORD AT1A (approx. 20-30 minutes)**



#### **BACKGROUND**

*You're now familiar with AT1a, your first 3 minute reflection video. This individual 10% task asks you to reflect on how your views on innovation and yourself as an innovator have changed during Week 1. You can focus on any concept or insight that resonated with you from Week 1.*

---

*You now understand the guidelines and rubric and you have formed a draft structure for your script. But how do you actually record your video?*

[The AT1a guidelines describe what to include in your video but also the formats your video can take.](#)

**Your video may take any of the formats below.**

You can:

- Speak directly to the camera (no slides)
- Narrate over the top of a slideshow (no image of the narrator)
- Narrate over the top of a slideshow (with an image you speaking on the slide)
- Narrate over imagery or an animation (no image of the narrator)
- Narrate over imagery or an animation (with an image you speaking on the slide)
- Give your answers on camera in an interview format, with someone interviewing you
- Any other format, as long as the student narrates and/or presents to camera in the bulk of the video

**As a team, help one another understand the different technical aspects of recording.**

One person, who is familiar with one of the techniques below, should explain it to the others in the team. Another person should explain the next technique and so on. If anyone in your team does not understand, you should give them a walk through on your device.

1. Record in zoom with or without slides
2. Record over PPT slides
3. Record in Panopto
4. Record from your phone

[Use these resources to help you.](#)

**Ask your coaches any questions you need!**

**Feel free to check your chosen topic and video structure with your coach too.**

## **ACTIVITY 4 PREPARING 5 KEY QUESTIONS FOR THE CHALLENGE LAUNCH (approx. 1 hour)**



#### **BACKGROUND**

As you know, you will engage in informal dialogue with a representative from your industry partner organisation tonight. The aim is to further understand the context for your challenge - and even test early ideas. There may also be other university staff and industry guests circulating who can provide additional insight.

**Time will be tight (approx. 40 minutes) so it is important to prepare some clear and concise questions. Respecting your collaborator's time is an important professional skill.**

**Why clear?** As discussed in Masterclasses, people can have different understandings of terms and rationales due to sector, discipline or culture. Use plain language and ask the guest if they understand your meaning. Furthermore, professional leaders have a very full plate. They may have likely heard 1000s of ideas that very day. They don't have time to try to wade through the details to find your point or guess the context or rationale for your question.

**Why concise?** Concise yet precise communication is essential to professional success. It is much more important than you may know. Why? Busy leaders and managers need to get to the crux of what you are saying/asking quickly due to the demands on their time.

**Handy hint:** Did you know? When Susie is at the UN, most negotiators will only have 30 minutes while travelling to the venue to read the policy briefs for the day. As such, a lot of work and skill goes into writing those briefs so they are easy to grab quickly and precise. Clear and concise communication will be a thread throughout this unit, and a feature of all assessment tasks. You can start practising clear and concise yet precise communication now.

Below, you should prepare

- Five key questions you want to ask the partner

- Five additional questions you will ask if there is time
- A draft follow up email to send to the partner after the event to thank them, tell them you're looking forward to touching base again in Week 2, and ask any follow ups (you should provide this to your coach to relay to the partner)

**As you form your questions, consider the following -**

- **Have you given some brief context for the question?** Why are you asking it? How did you arrive at this question? What is your goal? E.g. did you want to test some early ideas? Did you want to clarify some information from some research they did? Do you want their opinion on where there is a gap in the market, or where the field will move in the next 10 years, or what previous work they have done in the space, or who in the organisation may be willing to speak to them in future or the capacity and thus feasibility?
- **It is better to ask open ended questions if you want rich insights**
- **It is useful to mention that you are at an early stage** of preparing for the sprint and thus it is valuable to gain insights at this early stage
- **What is essential and what is superfluous detail?** You could provide the detail in a visual or it could emerge in the discussion

#### **Topic 1 - Understanding Banksia Foundation's Existing Framework**

"The judging process mentions that the judges provide feedback to all entries."

- What feedback does Banksia Foundation provide to entries?
- Could you explain some of the questions and criteria included in the Entry Kits?
- How would the report card add value on top of the feedback system?

#### **Topic 2 - Understanding Banksia's Vision**

There are different models for a report card that can be used to assess sustainability.

- Can you describe in detail your vision with respect to the report card?
  - Will the report card go to all entries?
- What feedback do you hope to include on the report card?

#### **Topic 3 - Understanding Banksia's Values**

- What are the current values of the awards?

**Ask your coaches any questions you need!**

#### **SHARING AND FEEDBACK CIRCLE AT 3PM**

- Let's practise our 5 key questions and gain feedback from peers and coaches on their clarity, precision and brevity.
- You can nominate one person to present, several people to present, or present together as a team. No slides are required, unless you wish.

**Different coaches and people give different perspectives, so let's merge groups for the circle at 3pm. They will come to your room.**

**If your teams are switching rooms, bring some chairs with you or get them from a neighbouring room if there are not enough.**

Blue Melon, Nairm, Yooralla	843	Mengxing and Ruth
Tesla, UNEP	853	Jess B and Javi
SisterWorks, Microsoft	805	Jess A and Rehan
Startup Victoria, Banksia, Melbourne Water	841	Jeremiah and Matt
ENGIE, KPMG, Good Empire	804	Grace and Udari

*congratulations*

Congratulations on your progress and achievements.

Many thanks for an incredible week!

You are now perfectly set up with the right positive mindsets and collaborative approaches to sprint next week.

Good wishes for the Challenge Launch this evening.

We are so excited about next week.

This is when we SPRINT! [Check out our unit schedule for more.](#)