# The Graduate Trainee Innovation Experience



The Grad **Innovation Experience** is a 9 week, 4 hours per week, on-demand, spaced learning programme that will turn groups of graduate trainees (or interns) into teams of networked innovators. The duration of the programme may be varied and the frequency of in-person, video and written feedback from mentors may be flexed to meet specific business needs.

The focus of the programme is to facilitate your future leaders to practice creative problem-solving and people skills on real-world issues in your business. Immediately, grads or interns from across your organisation will coalesce, network, bond and collaborate effectively around a common cause that excites them and where they feel competent. In the short-term, participants will deliver a demonstratable ROI on the problems they solve. Furthermore participants will practice with frameworks, tools and techniques that will develop their capability to creatively problem-solve on a continuous, ongoing basis. Over time these experiences will help to build a culture of innovation that will ensure your business delivers long-term sustainable profits for your shareholders.

We appreciate that pausing day-to-day work to allow grads or even interns to practice innovation inperson is not ideal as they have busy day jobs. Moreover we know that leaving grads or interns to their own devices and hoping that valuable innovation outcomes will emerge is an aspiration rather than a reality. This is why we developed this digital **Innovation Experience**. For learners, the engagement feels like they are immersed in a "virtual innovation lab" designed for teams to deliver new and fresh outcomes of commercial value on important issues facing your business. Crucially they are not alone. Learners are supported throughout the journey by our experienced dedicated mentors, your subject matter experts and their peers.



"We all know that cultivating innovation is a survival skill for modern organisations in our rapidly changing world. My experience is that innovation can be fostered quickly by practicing on real-world problems using proven design and business model tools with support from mentors and subject experts. I have facilitated innovation programmes with hundreds of undergrads, postgrads and budding innovators from across many businesses including ESB, Primark, Roche Pharma, MetLife, BDO, Irish Stock

Exchange, Health Research Board (HRB) and many more. Participants have gone from no or low capability to high capability in a short time. This programme draws on years of experience and offers the most flexible, targeted and effective way to foster effective collaboration and sustainable, impactful innovation amongst your youngest, most creative and energetic people".

Fergal Brophy, Entrepreneurial Specialist, UCD Innovation Academy and Founder/Managing Director, Open Innovation Services

## Unleash the Creativity of your Talented Graduates

There is no better feeling than watching your youngest coworkers shine. The **Innovation Experience** reveals and unleashes your intellectually unconstrained, energetic, digital native people to foster their entrepreneurial mindset, to gain the excitement and inspiration we feel when we are empowered to create the future; the products, services, promises, processes, business models and organisations of tomorrow. Grads or interns feel a



sense of achievement as they seek out new opportunities, ideas and strategies for improvement that address important business issues. Team members realise the power of influence and impact that we all feel when we cooperate effectively and contribute to company success and it's overall future well-being. They are also motivated by the recognition they receive as they present "The Big Pitch" to senior managers at a Dragon's Den-style event at the conclusion of the nine-week programme.

## Enable Future leaders to Nurture 21st Century Skills

The **Innovation Experience** will help your young people to develop 21<sup>st</sup> century workforce skills including critical thinking, problem-solving, curiosity, initiative, creative confidence, collaboration, communication, agility, adaptability and digital literacy. It enables you to place promising individuals with growth mindsets in a virtual lab.

The combination of talented, motivated digitalsavvy employees working in disparate teams, practicing critical thinking and problem-solving with proven innovation methodologies delivers creative outcomes that adds value to the business.

The **Innovation Experience** enables senior managers to identify future leaders and nurture them by fast-tracking career development. It also

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acts as a platform for retaining your best grads or interns as participants feel more engaged with their organisation and appreciate the "always-on" learning journey their employer is facilitating for them.

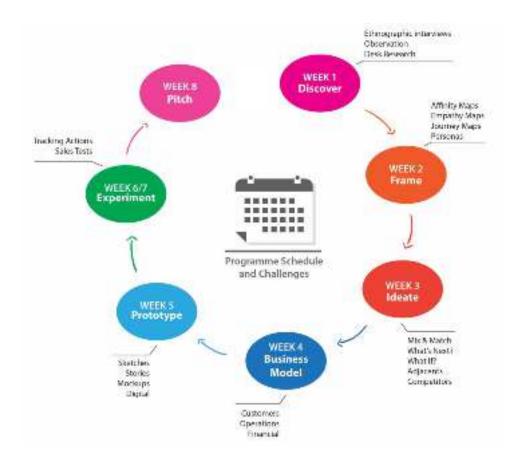
#### Innovate in Small Manageable Steps

The **Innovation Experience** enables your grad teams to practice problem-solving frameworks including design thinking, lean startup and business model innovation on real-world problems experientially and immersively.

Small teams, whether in-person or remote, get out and step-by-step undertake stakeholder discovery, frame the problem, create a range of solutions, settle on a preferred solution, prototype it, build a business model around it, test it and pitch it.

Past examples of problems or opportunities that similar teams worked on include new revenue and growth streams, faster execution cycles, process re-engineering, customer service, leveraging emerging tech, HR issues (including recruitment, training, retention, motivation, recognition, collaboration, communications), innovation efforts, CSR initiatives, any opportunity to improve – it's up to you to decide what is most important to your business.

Teams are challenged to practice with frameworks, tools and techniques week by week as shown below.



## Personalised Weekly Team and Individual Mentoring from Proven Innovators

Our dedicated mentors delight in creating stars. They provide personalised interaction with all of the teams each week throughout the programme. The mentors are experienced entrepreneurs or intrapreneurs with proven track records in building successful ventures. They are adept coaches, communicators and relationship builders. They ensure teams stay on-track, offering guidance on the innovation frameworks, tools and techniques as well as the effectiveness of the collaboration effort. They encourage teams to be agile and adaptive and to move through the process in rapid iteration cycles. They push teams to produce results. They also support members to foster a growth mindset, to grow emotionally as individuals and teams to achieve outcomes that are of value to the firm.

#### Innovate without Interfering with Day-to-Day Jobs: Learn Anytime, Anyplace, Anydevice



This a spaced learning programme that fits into the busy schedules of graduate trainees. It requires participants to invest about 4 hours per week at times and places and on devices that suit their creative flow, when they have that feeling of energised focus and enjoyment in the process of problem-solving. This may be pre-work, during work breaks, post-work, at weekends – whenever suits the participants themselves.

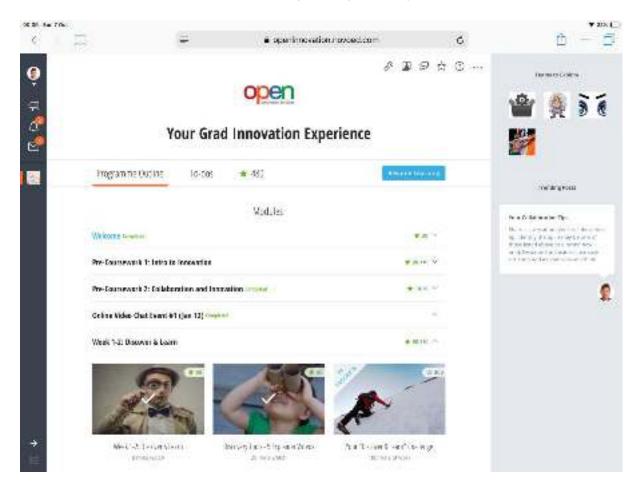
#### Engaging and Entertaining Learning Journey

Learner engagement and commitment is boosted by an intuitive, easy-to-use, mobile-optimised interface that meets the expectations of your Gen Z participants. The **Innovation Experience** combines bite-sized video content, user-friendly progress status bars and online video chat events. It also incorporates collaboration (individual and team profile pages, team communication and workflow systems, programme-wide discussions, assignment sharing, peer feedback, coach interventions) and gamification (voting, scoreboards, badges) elements.

The cloud-based SaaS platform is provided by NovoEd, a Stanford University spin-out, market leader and recipient of the 2017 Learning in Practice GOLD Award for Excellence in eLearning. NovoEd's clients includes Comcast, GE, Intel, ING, Fidelity, Nasdaq, Deloitte, Sanofi Genzyme, DuPont, Unilever, Nestle, Stanford, Princeton and Wharton. NovoEd's technology currently facilitates circa. 50,000 learners per year with 99+% platform satisfaction.

"NovoEd was easy for our learners to use. It works just like Facebook – everyone loved it!"

Renaud Lamoureux, Change Management Expert, ING BANK



## Know whether the Innovation Experience is Working: Fully Measurable Outcomes

The **Innovation Experience** provides analytics that enables senior managers to understand the learning experience for the organisation, the team and the individual. The platform delivers data on what participants watched or read and when, what challenges or assignments they completed and when as well as how they engaged with the collaboration tools and the gamification elements. The mentors feedback to each of the teams and individuals along with other interventions are also analysed and shared with senior managers. This gives decision-makers the ability to measure and evaluate the effectiveness of the Innovation Experience.



For more (including testimonials and bios if mentors) www.openinnovationservices.com