INNOVATION IDEA CANVAS

Planning a Change that adds Value

Title of Idea: Staff Engagement

We would love to see a snappy quote or comment relevant to this concept

Written by:

Date: 16/9/15

A. Tell us about your idea

Describe in a few sentences what your idea is. (Benefits are in Section C)

Staff Engagement – Getting our staff engaged and participating in the innovation program.

- Prizes
- Fun Quizzes
- Stepping outside the box.
- Showcasing previous successes.
- What's in it for me?
- Chocolate!
- Having an Ideas Forum (online) where an idea can be explored and commented on by others.
- Honesty
- Recognition in annual reports and other official comm's.
- Creative forum; Roadshow, Caravan of innovation that moves around.
- Give them the same tool through games.
- Tap into passion.
- Explain the quick win effort matrix.
- Virtual badges; Bronze, Silver and Gold.
- Champions "Role Models"

B. What do you need to do to make it happen?

What are the key steps or the most important things that must happen to support the Value Proposition behind your idea and make it happen?

- Corporate Support.
- Prompt/timely follow-up.
- Buy-in
- Feedback (timely)
- Proto-type a process, system, celebrate.
- Include everyone. To get diversity of an idea (or at least everyone who wants to).
- Permission and encouragement to participate.

E. Who do you need to work with to make it happen?

What areas of the business need to be engaged and have to support your idea?

- Have a go-to person (eg a catalyst champion) in each Branch to discuss your idea.

F. What resources do you need to make it happen?

Describe the type of resources you required e.g funds, expertise, IT, time, legal.

- Training
- Resources: IT, Staff, Money

C. Value Proposition

Users	**Describe the users who will benefit from this e.g specific customers, staff, partners etc.**	• Specific process depending on audience. • Staff attraction and retention. • Staff buy-in will = Customer's benefit. • Job Satisfaction and input into decisions. • Staff opinions become valued and acknowledged.
Challenge or Idea	**Describe the challenge/ problem that your idea will solve**	• Geographical challenges – Regional offices/representation. • Change is scary! • Endemic culture of "No".
	Describe the current situation e.g why the current system/process is not working	• No value to them. • Past failures "Seen it all before, this is no different".
Solution or Opportunity	**Describe how this idea adds value.**	• Staff awareness/engagement. • Use supporting evidence eg stats or case studies.

D. Describe the value that your idea can add to your business.

Describe if the values are financial, social, environmental or other.

- Working smarter not harder.
- Different perspectives.
- Getting to know each other and other parts of the business.
- Ideas from the inside.
- Reward of belonging to a creative organisation.

G. What assumptions need to hold true for your idea add value to your business?

Describe if there are certain assumptions that are in place for the idea to add value e.g if certain expertise is available, IT requirements remain the same, etc.

- Ownership
- Do it….. then announce it!
- Relevance?
- Commitment of time and effort.
- Executive leading by example.
- Is there appetite for innovation or change?
- DG/management active and demo.
- Link it back to strategy.
- Keep engaging.
- Keep the energy.
- Evaluate and communicate results.
- Excitement and fun.

H. How much will your idea cost and how will funds be spent?

Describe the costs and how the funds will be spent and/or which are the most important costs to consider? (e.g which key resources or activities are the most expensive).

- Passion
- Office Space for thinking (Refit $).

For office use only

Idea champion: