

FIG Ideation

Stuff We've Done



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Innovation Tournament

Background: Company leadership meeting was originally scheduled to be in-person. Due to COVID spikes, the meeting was converted to a virtual setting and the innovation tournament format needed to be virtual.

Objectives: Develop ideas for people-related topics, run through two pitch rounds to narrow the ideas down to two top ideas, one top idea within each category, develop a lean business plan and prioritize the implementation order of top ideas.

Results: Fun virtual collaboration with intentional teams of people who don't normally work together. Ended the tournament with one top idea for a team to focus on.

→ Duration: 8 hours split over 3 days

→ # Participants: 60

Non-Profit Board Retreat (Year 1)

Background: Non-Profit Board wanted to have its first annual retreat. It had experienced some member turnover; the retreat was an opportunity to get to know each other as well as set the direction for the non-profit and complete tactical tasks.

Objectives: To connect as a team, develop competence, and build culture. Focus on key outcomes such as fundraising network mapping and tactical board of directors' actions.

Results: Engaged learning and collaboration between board members that laid the groundwork for the rest of the work they would tackle in 2022.

→ Duration: 8 hours, 1 day

→ # Participants: 7

Non-Profit Board Retreat (Year 2)

Background: Second year working with a non-profit board for their annual retreat. It was great to see how the board had come together as a team since our first Retreat.

Objectives: All directors actively engage and feel satisfied with their contributions/involvement, know the long-term/short-term (6 month) strategy, what needs to be the priority, where they fit and have a level of comfort to open doors and actively engage in fund/friend-raising.

Results: Active and engaged participation from board members, prioritized list of areas to focus on for the next year, board member comfort with fundraising, ideas for community involvement in fun activities, and a post-retreat action plan.

→ Duration: 6 hours, 1 day

→ # Participants: 7

Conference Ideation Session

Background: Each year support staff from all the company's locations gather in Idaho to network and develop their skills together. This group of people provide a support role to project managers, executives and teams and often may not feel empowered to speak up with their ideas.

Objectives: Provide a safe space for support staff to learn about innovative mindset (Agile, design thinking, psychological safety) and put what they learned into action via divergent and convergent ideation activities.

Results: Fun learning and ideation event with collaboration between 17 teams. Also included a mini-innovation tournament (one round) and a pitch competition for all teams. Ended the tournament with 1 top-voted idea for a team to focus on.

→ Duration: 2 hours

→ # Participants: 104

ERG Roadmap Development

Background: New stakeholders had joined a company's Women's ERG and it provided an opportunity to update an existing roadmap with new perspectives representing different divisions within the company.

Objectives: Generate ideas from diverse background around the topics of: what the ERG should keep doing, do differently, short term and long term vision items as well as any other ideas.

Results: Attendees felt heard and by co-designing the roadmap they were more invested in the ERG and its sustained success.

→ Duration: 2 hours

→ # Participants: 10

New Business Unit Strategic Workshop

Background: A new business unit needed to gather a number of stakeholders together and accomplish key strategic tasks that would lay the groundwork for future collaboration and tactical tasks.

Objectives: Fun, collaborative activities focused on delivering the following outcomes: building a new vision, developing a roadmap, create shared understanding of who they are (and aspire to be), validating value proposition(s), discussing marketing & branding approach, developing internal/external customer journey maps, thinking about who is sitting on the team's bus, and developing an action plan for next steps.

Results: The team achieved the above outcomes and the action plan set them up for success to move into the tactical phase.

- Duration: 2 days
- # Participants: 15 internal people + 1 client

Collaboration Ideation Workshop

Background: Stakeholders representing interesting from a private business and two universities knew they wanted to partner together and needed to determine what collaboration idea they would tackle first. Knowing whatever idea they picked to move forward with would need to be the “right” idea based on feasibility (time, cost to implement and maintain) and greatest positive impact it could wield.

Objectives: Build Partnerships with each other and determine one or more areas to collaborate on together. Learn from each other to determine strengths and opportunities for future collaboration.

Results: Productive 1.5 days where the team narrowed down on one collaboration area to focus on as well as an action plan to get to the team’s first delivery of their idea. We ended up switching gears during the workshop to focus on Value Proposition and Business Model Canvas (instead of creating a more detailed Scope Diagram).

- Duration: 1.5 days
- # Participants: 7

Psychological Safety Workshop

Background: A business unit had experienced some changes within its organization as well as turnover of its key team members and general fatigue related to COVID-19. They had conducted an internal Psychological Safety survey and wanted collaborative, team building session that would help them on their Psychological Safety journey.

Objectives: Determine where the business unit leadership team is at on its Psychological Safety journey and collaborate on ideas to strengthen (and sustain) Psychological Safety within business unit teams.

Results: Fun and collaborative ideation session that showed some areas to be aware of and focus on with their teams. The Group ideation results fell into four themes for actions the leaders could take to build and foster a Psychological Safety culture within their teams.

- Duration: 1.5 hour
- # Participants: 20

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