

# IFLP: Executive Summary

**Original Business Challenge:** How can I create the next level of IFLP? What does extraordinary look like? The want to create what doesn't already exist, how can I develop the next IFLP product?

**New Business Challenge:** COVID-19 created many barriers including not being able to largely grow the IFLP network further and allow a new series to start each quarter. So I focused on:

- How to keep the current series engaged and active through a tough year
- Plan what the future of the current IFLP looks like
- Creating an improved culture of innovation within SECBE during these challenging times

**Action:** Series 1 obviously didn't go as originally planned but we made it a success thanks to everyone's continuous engagement in the programme and working with us to be agile & adaptable. We managed to keep the workshops running by transforming the programme to deliver online interactive sessions with additional speakers including timely and exclusive content. This was achieved through a mix of physical & virtual workshops, webinars, 121 coaching calls & Action Learning Groups.

**The Future:** We have taken on board and are implementing all participants feedback such as recruiting more speakers from out of the industry. The Showcase may be the last formal event for Series 1 but it's not the end of the IFLP journey. All future series will be part of the IFLP alumni where all learnings & best practice will be shared – from all series. When multiple series are running we will hold one off workshops with participants from multiple series to share new learnings and content; as well as run future programmes in new geographical areas & new target audiences. This will encourage wider collaboration & broaden networks to create even more new relationships.

**My learning:** Taking on the role of the Innovation Catalyst within SECBE, I hosted a 'first steps to innovation' meeting where I encouraged further collaboration amongst workstreams & looked at how we can do things differently to create better value. It's always important to emphasise that it's not necessarily what we're doing (the work doesn't have to be innovative)... it's the way we're doing it.



A key learning point for me is the importance of Critical Creativity: The mindset and habit of approaching our challenges in different ways, with positive intent. This gives a feeling of empowerment and enables confidence to challenge not only new ideas, but existing processes. When beginning new tasks I now refer to the 2 modes of thinking: Expansive Options & Reductive Decisions – creativity requires both. This means starting with far fetched ideas and narrowing them down. Look at all potential options then make reductive decisions.