



## Impact Collaborative January 2019 Innovation Facilitator Training Results at a Glance

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Innovation Facilitators are key partners to the Impact Collaborative. They help catalyze new ways of working innovatively with our members in their daily work. The purpose of the Innovation Facilitator training is to train, develop, and equip Extension professionals to facilitate local discussions using the Impact Collaborative Innovation Skill-Building toolkit, and to lead innovation skill-building experiences that are contextualized for each institution's Extension program during local events and at our April/October National Summits. Having Innovation Facilitators across the nation creates a network from every institution to work collectively with the Impact Collaborative towards finding innovative ways to generate more meaningful, measurable, and visible local impact. We also want to ensure that every member has a local facilitator trained in our innovation skill-building process to bring fresh ideas to their institutions projects and programs to help find innovative ways to work towards institutional goals.

### The intended outcomes for the ongoing Facilitator Program are:

1. Facilitators will have the skills, inspiration, information and support necessary to deliver Innovation Skill Building Curriculum:
  - a. Locally in their own work
  - b. At their own institutions, including leading design teams and events
  - c. Nationally as co-facilitators in eXtension-sponsored events and at events hosted by other Extension institutions
2. Facilitators will serve as ambassadors of the Impact Collaborative for leading ideation and innovation efforts that have impactful results in their home institutions/states and in their local communities.
3. Facilitators collectively contribute to a collaborative network by offering skills, knowledge and expertise that advances their own and others' practice
4. Facilitators will demonstrate how design thinking, rapid prototyping, and lean experimentation through the Impact Collaborative innovation skill-building process helps increase program impact.

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Program Summary: The Facilitator Training included many opportunities for the participants to work and learn together in small teams so that they could experience the Innovation Skill Building Experience as well as learn how to coach and facilitate events in their own educational programming and state events. The teams created their own Why, Zen, Canvas and Pitches using the Impact Collaborative Innovation Skill Building toolkit.

## RESULTS AT A GLANCE

- **In attendance:**
  - 28 institutions/41 new Innovation Facilitators from all 5 regions
  - 5 eXtension Leadership/Staff Members
  - 1 current Innovation Facilitator from University of Nebraska - Lincoln
  
- **Individual Facilitator Competency Responses from Pre to Post Event**
  - 35% increased their Facilitator conflict-resolution abilities & overcoming challenges
  - 26% reported an increase in their ability to facilitate with respectful interactions
  - 20% improved helping others with respectful interactions
  - 20% increased their abilities to foster inclusivity
  - 20% stated improvements in supporting innovative thinking
  
- **Individual responses regarding preparedness to lead a state or institutional innovation skill-building event post-training**
  - 88% indicated they were very prepared, prepared, or somewhat prepared
  - 12% indicated they were not prepared and would require some additional support
  
- **Sample Participant Next Steps**
  - “Sharing with my colleagues within my department/local community partners not only the lessons learned, but also take the model presented and work with/thru these people to bring about impactful change.”
  - “Report back with recommendation for building the process into what is already going on around strategic planning and DEI[Diversity, Equity & Inclusion] work.”
  - “I am going to create an event with the Rutgers team. We are scheduling a meeting with our director and I will also prepare a proposal for NEAFCS.”
  - “We will use this approach with our programming issue teams, new employee orientation, supervisor training and Extension 2025 strategic priorities teams.”
  
- **Additional Media**
  - Video Interviews available [here](#)

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