



Impact Collaborative March 2019 Innovation Facilitator Training Results at a Glance

Read the complete report [HERE](#)

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.

Intended Outcomes of the Innovation Facilitator Program

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.

Results at a Glance

- In Attendance
 - 18 Innovation Facilitators/14 Institutions from 4 regions
 - 4 eXtension Staff
 - 5 current Innovation Facilitators representing Cornell University, University of Georgia, and the University of Nebraska-Lincoln
- Individual Facilitator Competency Responses from Pre to Post Event
 - 37% increase in ability to create an environment for successful learning outcomes by providing meaningful personal examples.
 - 50% improvement in encouraging participant involvement as co-learners.
 - 63% overall increase in individual ability to check for and ensure group's understanding of goals and intended outcomes.
 - 50% increase in ability to recognize when group members are unclear about or disagree with goals and outcomes.
 - 37% increase in ability to effectively offer support, provide clarity, answer questions, guide, and remain neutral when working with groups.
 - 38% improved coaching skills and techniques to improve participant products.
 - 38% reported improvements in enacting practical solutions to conflict, tensions, and/or participants violating boundaries.
 - 38% reported improvements in their ability to recommend the appropriate part of the Impact Collaborative process to use given a specific team situation.
 - 50% increase in individual capability to provide feedback that focuses on successful outcomes.
- Individual responses regarding preparedness to lead a state or institutional innovation skill-building event post-training
 - 90% reported feeling very prepared, prepared, or somewhat prepared.
 - 10% reported not being prepared and would require additional support
- Sample Participant Feedback
 - I would like to continue to be involved with this initiative. I'm working on a lot of innovation and entrepreneurship initiatives at my institution and think that this complements that work. I'd especially like to be involved in tailoring this program to implement with communities that I work with.
 - I'd like to help eXtension explore the research into Innovation Theory and Practice.
 - This event has been much more fluid, relaxed and a positive learning experience.
- Additional Media
 - Video interviews available [here](#).