



Scaling a culture of leadership and innovation in California State Government

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Cal-IPGCA Moonshot Project Champions

Initiating with the 2018 Cohort, each teamed moonshot project and innovation priority will integrate the involvement of one or more Moonshot Project Champions.

What is a Champion? A Cal-IPGCA champion is an individual or organizational entity, either governmental or non-governmental, that is invested in achieving a return on investment (ROI) from the enterprise-wide [Innovation Priority](#) (IP) that is under development by the Cal-IPGCA innovation team(s). **Why?** Because the Innovation Priority under development represents a kindred enterprise-wide challenge for the supporting Champion. The champion functions as a strategic advisor. The focus of the [Cal-IPGCA Innovation Teams](#) is to achieve an exponential outcome through a metrics-driven [innovation life-cycle](#) and [8-Step Moonshot process](#). The hybrid value of aligning these efforts enhances the ROI of both.

There is a reciprocal relationship existing between the champion(s) and the moonshot project teams.

- **Guidance Framework Consult:** The Champions, as leaders and subject matter experts, provide strategic direction to the teams regarding their perspectives of the existing and the desired future state of the IP.
 - The Champions provide this guidance in the framework of a team meeting at the onset of the training program; conducted in-person or alternatively, via conference call.
(Estimated time commitment: 2 Hours)
 - **Change Challenge Forum Panelist:** Champions may also be called upon to participate on the program's 2-hour (8 AM – 10 AM) strategic advisory panels.
(Estimated time commitment: 2 Hours)
- The IP Moonshot Teams develop 2-3 approaches that demonstrate a capacity for exponential improvement through processes defined by the [Cal-IPGCA Innovation Cycle](#) and [Moonshot Process](#). These 2-3 approaches are presented to the project champions between the second and third months of the program series.
(Estimated time commitment: 2 Hours)
 - Collaboratively, a specific moonshot approach is identified for continued development by the innovation team and the champion(s).

Deliverables: In collaboration with the State of California, the ROI for the Champions is delivery of the teamed Innovation Project Playbook that represents a specific project outcome; to include a deployment pathway, insights, tools and metrics of performance.

- Additionally, Champions have the capacity to receive copies of the individual playbooks that represent the personal outcomes for each participating team member.
 - A compilation of 2017 programmatic outcomes ([Playbook](#)) is available on the KollaborNation Platform, with excerpts published in "[Insights on Innovation](#)."

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Considerations: Champion(s) of Cal-IPGCA Moonshot project teams:

- The Champion has achieved a position of authority and recognition for the expertise and accrued knowledge they represent. They are willing to empower and utilize the skills they provide in non-traditional an intrapreneurial manner to heighten mutually beneficial outcomes.
- Recognize the Cal-IPGCA environment is an “innovation laboratory” where teams are asked to reimagine outcomes (achieving 10x or exponential improvement) as opposed to incremental improvements.
- Champions recognize they represent a specialization/expertise for the IP under development by the moonshot team. As such, they represent communities of interest (government personnel and/or constituent communities) that would benefit from the discovery of new perspectives and innovative outcomes. To the extent possible, they demonstrate a willingness to tap into and/or integrate the resources they represent.
- The Champions are willing to empower the team’s exploration of the IP by providing expert guidance that enhances the ROI for the Cal-IPGCA team members, the project under development and, thus, overarching program performance/ROI. Such guidance can be quantified as non-traditional or intrapreneurial in nature.
- Champions bring to this learning environment a non-hierarchical behavior of mutual respect, establishing an atmosphere where the champion and the innovation teams are co-creative, generating a freedom of expression and a safe-harbor to innovate.

Time Commitment: *Estimated hours*

- Gateway (Program Launch) Training Program: **4 Hours: 8 am – 12 Noon**
- Initial Guidance Framework Consult (**2 Hours**) + Teamed Moonshot Options Meeting (**2 Hours**)
- Change Challenge Forum Panelist (**2 Hours**)
- Day of Innovation: Final Presentations of Teamed Moonshot Outcomes: **8 Hours: 8 am – 5 pm**

Total Estimated Hours: 18

Benefits:

- Potential to expand innovative response to an identified enterprise-wide problem for the Champion.
- Provides an essential strategic focus and resource pool for the Cal-IPGCA moonshot innovation team from invested Champions, thus creating a conduit for deployment for outcomes generated.
- Serves as a real-time innovation model for other departments and agencies that are facing the challenge(s) posed by the IP.
- Enhances inroads and benefits to the ultimate benefactor; the Society served.