

INNOVATION CYCLE

“Innovation is turning an idea into a solution that delivers Value”



Cal-IPGCA Continuous Innovation Cycle

The engine of Cal-IPGCA is fueled by the dynamic interaction that exists between 8 distinct program areas that function interdependently in real time. To enhance real-time innovation, Cal-IPGCA’s organic approach breaks through silos to cross-pollinate people and resources across all participating departments and agencies.

EXECUTIVE SPONSORS: CAL-IPGCA’S six executive sponsors are pathfinders leading the deployment of government innovation. They’re strategists adept at the real time skill of “building the plane while flying.” As goal setters and idea-makers they deliver metric driven results that substantiate transformation and performance. As stewards they advance the human potential of state employees and organizations. Their overarching vision is delivering great results to Californians.

- Pathfinders
- Strategists
- Goal Setters – Idea Makers
- Stewards

[▶ Innovation](#)

INNOVATION CYCLE

PROGRAM MANAGEMENT: Cal-IPGCA Program Management Team bridges the functions of the executive sponsors into the real time program structure. As catalysts they fortify the successes of work in progress, and as facilitators they guide the moonshot projects and the daily activities of trainees. As integrators they cross-pollinate program structures and people to enhance ROI and metrics-driven performance.

- Catalysts
- Facilitators
- Integrators -Outcomes

BOARD OF ADVISORS: The Cal-IPGCA Board of Advisors serves as the front-line outreach conduit to State of California leadership and our state’s workforce. They support the program by facilitating the key challenges identified that serve as the program’s Innovation Priorities (IP’s).

- Advisors
- Advocates
- Educational Partners
- Change Challengers

CHALLENGE FORUMS: The IPGCA Board of Advisors are “Change Challengers”. In Q&A Forums, they are “visioneers” for the reimagining of government – what can be as opposed to what has been. They ignite and inspire the innovation teams by providing strategic insight and wisdom.

- “Visioneers”
- Navigators
- Mentors

INNOVATION PRIORITIES: Cal-IPGCA’S Innovation Priorities (IPs) focus on the most critical Enterprise-Wide Challenges facing state government in California. The inter-dependencies between IPs formulate pipelines that enhance holistic performance outcomes.

- Critical Enterprise-Wide Challenges

[2018: Six Innovation Priorities](#)

MOONSHOT TEAMS: Cal-IPGCA trainees are imagineers and innovators of moonshot outcomes that attempt to bring exponential rather than incremental improvement. Trainees participate as one community in a secure enterprise-wide platform: KollaborNation. As “Kollaborators,” trainees construct a metrics driven-moonshot innovation process to achieve outcomes.

- Trainees [Moonshot Innovation Process](#)
- Imagineers [▶ Innovation](#)
- Innovators
- “Kollaborators”
- Result Producers

EXPERIENTIAL LEARNING: Cal-IPGCA deploys the GovOps-CalHR 9 Leadership Values through work-based LMS Training modules. The 41 5-Minute Training Modules feature state leadership as they articulate a lesson that trainees must then “incubate” as applied outcomes – demonstrated in their personal and professional lives and teamed innovation projects. Individual Innovation Playbooks document results!

- Deploys Values [Full Curriculum: Page 8](#)
- Embeds-nurtures [GovOps-CalHR Leadership Values](#)
- Incubates Application

CAL-IPGCA ALUMNI ASSOCIATION: Training doesn’t end when the class is over. Cal-IPGCA Alumni Association member trainees can become advisors that support our executive sponsors and board of advisors. They can become mentors to enhance the educational experience of new trainees. They can train as program facilitators, building critical skillsets that place them as leaders of innovation and change.

- Advisors
- Mentors
- Facilitators