A Guide to Innovating from the Middle

Molly Freeman & Mimosa Kabir
Hi!

Mimosa Kabir
CIFAR.
Individual Giving.

Molly Freeman
Cystic Fibrosis Canada.
Annual & Planned Giving.
Now... a little about you.
In the next 90 minutes, we will...

➔ Discuss intrapreneurship and innovation

➔ Learn how to identify allies within your organization, and in leadership, to propel your initiative forward

➔ How to develop and foster personal resilience and grit

➔ Provide real life examples of enacting change
Intrapreneurship is the art of creating, implementing and scaling innovation projects (incremental, evolutionary or radical) within existing organizations, thinking and acting like an entrepreneur while pragmatically leveraging the assets of the organization to increase the speed and the quality of strategy, product, service, process or business development.
Break down silos.

Spot opportunities.

See the interconnections.

Dream.

Tell stories.

Do.
"INNOVATION"
innovation
/ˌɪnəˈvæSH(ə)n/
noun
  1: the introduction of something new
  2: a new idea, method, or device: NOVELTY
Simply put...

Intrapreneurship and innovation go hand in hand.
So you have an idea...

Where do you go from here?

Get buy-in from leadership.
Manage up. This means being the most effective employee you can be, creating value for your boss and your organization.

It begins and ends with doing your job, and doing it well.
Managing Up

★ Do your homework
Managing Up

★ Do your homework

★ Don’t submit your first draft
Managing Up

★ Do your homework

★ Don’t submit your first draft

★ Anticipate the needs of your boss
Managing Up

★ Do your homework

★ Don’t submit your first draft

★ Anticipate the needs of your boss

★ Demonstrate your autonomy
Managing Up

★ Do your homework
★ Don’t submit your first draft
★ Anticipate the needs of your boss
★ Demonstrate your autonomy
★ Ask for feedback
Managing Up

★ Do your homework
★ Don’t submit your first draft
★ Anticipate the needs of your boss
★ Demonstrate your autonomy
★ Ask for feedback

★ Be open to coaching
Trust
Like a Boss...

Mentor.

Coach, don’t correct.

Take responsibility for your team.
Like a Boss...

- Be clear about your expectations.
- Create opportunities for growth.
- Be an advocate.
ally

/əˈlaɪ/  noun

One that is associated with another as a helper: a person or group that provides assistance and support in an ongoing effort, activity, or struggle.
Getting Buy In

★ Be an ally
Getting Buy In

★ Be an ally

★ Ask questions and find common ground
Getting Buy In

★ Be an ally

★ Ask questions and find common ground

★ Communicate effectively
Getting Buy In

★ Be an ally

★ Ask questions and find common ground

★ Communicate effectively

★ Don’t take offense
Getting Buy In

★ Be an ally

★ Ask questions and find common ground

★ Communicate effectively

★ Don’t take offense

★ Walk the talk
Building a Like-Minded Community

*I will be positive today*

5 minutes after getting to work:

I hate this place.
A space to let it go...
Know your worth.
Advocate for yourself.

(It’s just being a good fundraiser!)
It's so weird being my own role model
resilience
/ˈrɛzɪlɪəns/
noun

1: the capacity to recover quickly from difficulties; toughness.

2: the ability of a substance or object to spring back into shape; elasticity.
Resiliency & Grit

★ Be authentic and honest
★ Be authentic and honest

★ Change is hard. But, it’s going to be okay.
Be authentic and honest

Change is hard, but it’s going to be okay

The world will keep spinning, even if you fail
Resiliency & Grit

★ Be authentic and honest

★ Change is hard. But, it’s going to be okay

★ The world will keep spinning, even if you fail

★ You’re not alone
Resiliency & Grit

★ Be authentic and honest

★ Change is hard. But it’s going to be okay

★ The world will keep spinning even if you fail

★ You’re not alone

★ Even your CEO is human
Resiliency & Grit

★ Don’t apologize if you didn’t do anything wrong

But if you did...
Don’t apologize if you didn’t do anything wrong

But if you did...

Own your mistake.
★ Don’t apologize if you didn’t do anything wrong

But if you did...

★ Own your mistake.

Apologize, without a “but”!
Dealing with No

★ Vent. Cry. Scream.
Dealing with No

- Vent. Cry. Scream.

- Don’t take it personally.
Dealing with No

★ Vent. Cry. Scream.

★ Don’t take it personally.

★ Understand that everyone has personal biases.
Dealing with No

★ Vent. Cry. Scream.

★ Don’t take it personally.

★ Understand that everyone has personal biases.

★ Adapt and try again.
Get comfortable being uncomfortable.
Take a walk.

Go offline.

Have breakfast for dinner.

Brush your teeth with your non-dominant hand.
We don't make mistakes, just happy little accidents.
EXAMPLES
➔ Idea

=
→ **Idea**

→ **Identify Allies**
Idea

Identify Allies

Foster Resilience
We depend on you to create impact like this.
Idea

→

+=

=❤️
➔ Idea

➔ Identify Allies

➔ Foster Resilience
YOUR
STORIES
MAKE IDEAS HAPPEN
Thank you.

Mimosa Kabir
CIFAR
Manager, Individual Giving
mimosa.kabir@cifar.ca
416-971-4877

Molly Freeman
Cystic Fibrosis Canada
Manager, Annual & Planned Giving
mfreeman@cysticfibrosis.ca
416-485-9149 ext. 244