

from: Innovation
to: Intrapreneurship

Bethany Blakey, Change Management

IT Modernization Centers of Excellence
Technology Transformation Services
General Services Administration

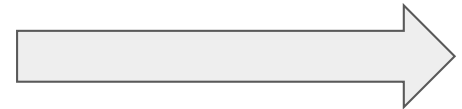


IT MODERNIZATION

Centers of Excellence



Accelerate - Leverage - Concentrate





CHANGE MANAGEMENT

Assess & Address
Change Readiness

**Identify & Cultivate
Change Agents**

Promote 21st Century
Work &
Workforce



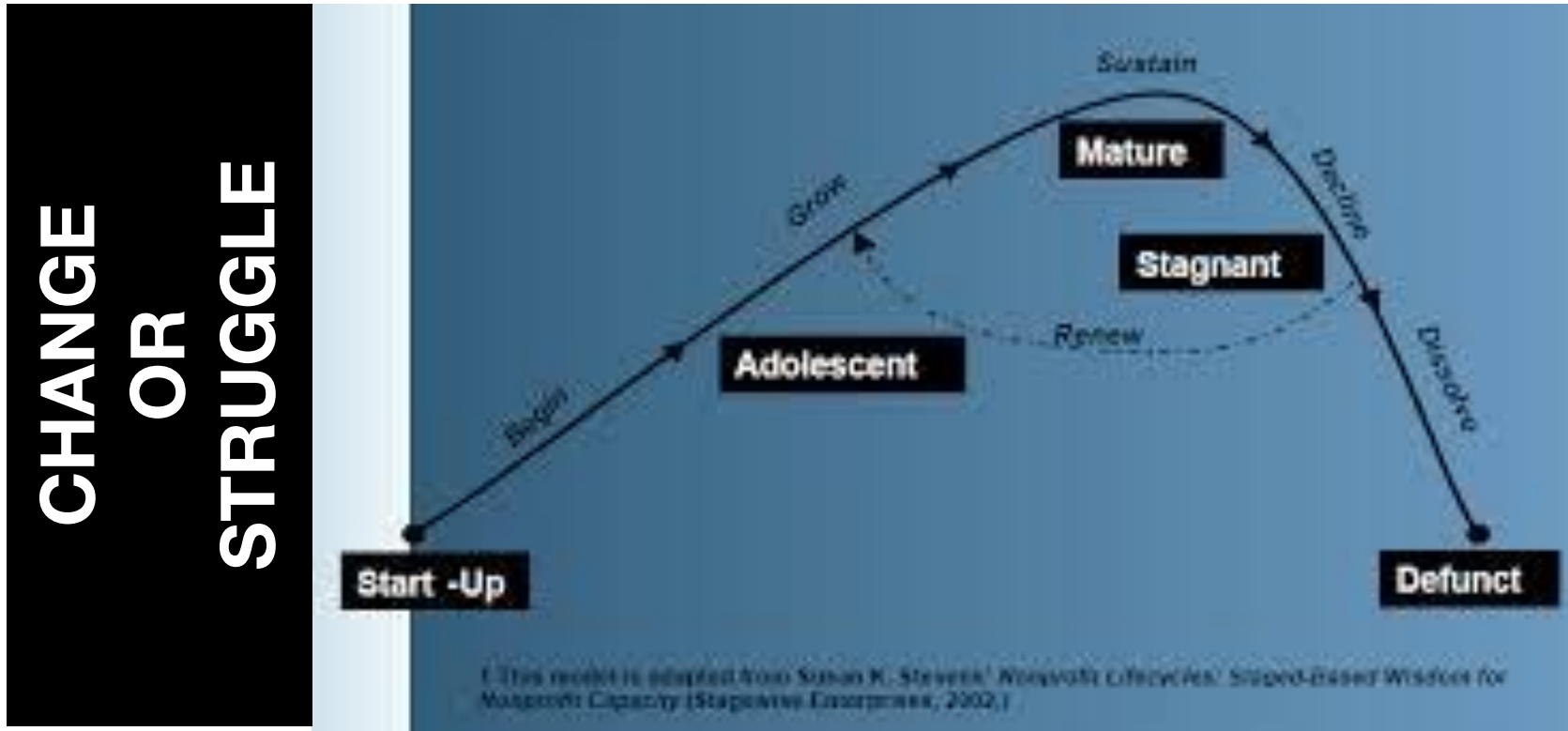
37%

C3 Change Framework for Strategy Development
Culture + Conditions + Capabilities

Talent to Drive & Support Change
Designers + **Builders** + ModManagers + 'Helpers'

21st Century Workplace Approach & Menus
Team-based Adoption
Competencies + Models + Skills

Embrace the Maturity Curve



Similar Transformation Prompts

Entrepreneur

Fedpreneur

Digital Transformations
IT Modernization Projects
Shift to Shared Services
Demographic Shifts
Industry Changes
Scientific Discoveries
Legal Decisions
+
Administration Priorities
Presidential Transitions
Budget/Staffing Cuts
New Legislation

Profit Focus

=

Mission Focus

Start-up

=

Program/Product/
Service Design

New Business Model

=

Program/Product/
Service Redesign

Scale-up

=

Program Expansion,
Surge in Need

Merger/Takeover

=

Reorganization,
Shared Goal

Pinchot Intrapreneurship

#Fedpreneur



@erincolejordan

Why now?

The Growing Need

Budget cuts
Exporting Jobs

The Nature of MILLENNIALS

seek to make an impact
value freedom + creativity

INNOVATION

to create & bring

How INNOVATION ACTUALLY HAPPENS!



"The INTRAPRENEUR is the Essential Ingredient"

BUT! They must have SUPPORT to SUCCEED!

"Dreamers who Do"

FAILURE HAPPENS

midst the trials comes inspiration & new ideas!

BUT ONLY TAKE ON WHAT'S IMPORTANT TO YOU!

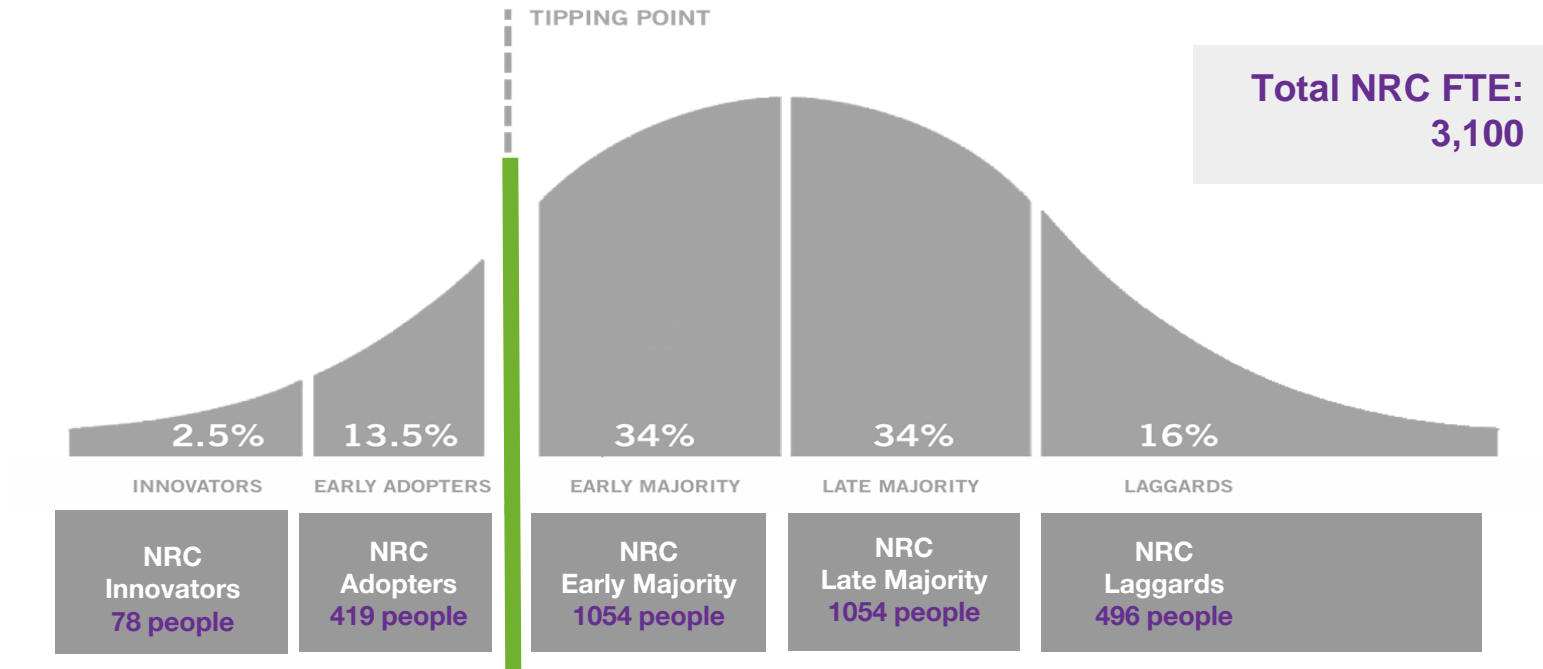
MODERATE RISK TAKERS, Intuitive & Analytic

Who are the Fedpreneurs?

Gallup's Builder Profile



What will Fedpreneurs do for NRC? Innovation Adoption Curve



What is your Role?

29x

*“Organizations that say
**leadership development is
critical to their success**
are 29 times more likely
to have a successful transformation.”*

- Harvard Business
The 2018 State of Leadership Development
Meeting the Transformation Imperative

Find the **Fedpreneurs**