

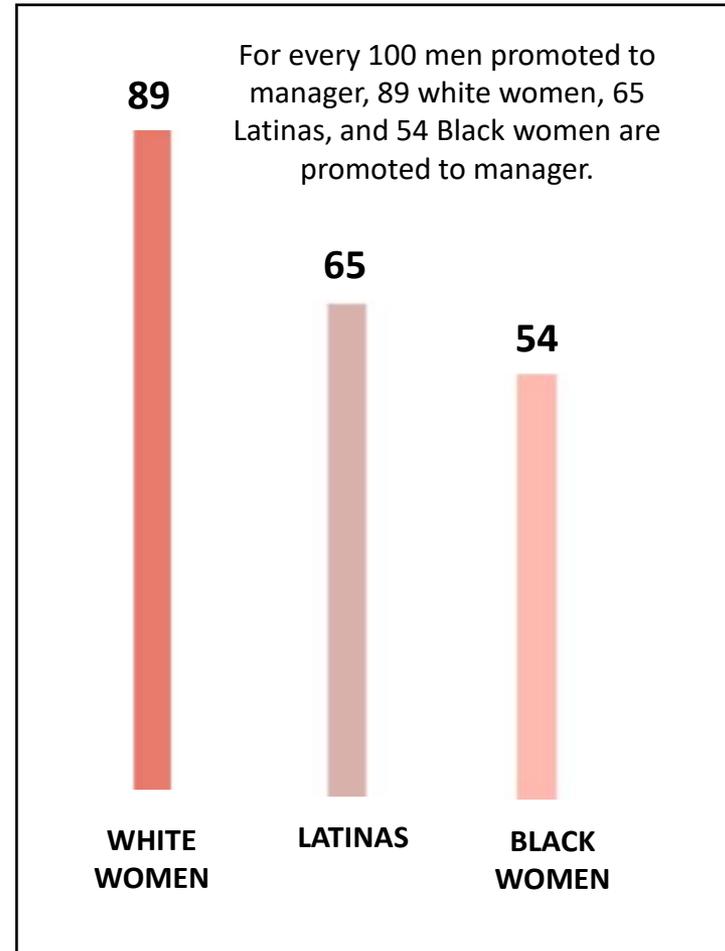
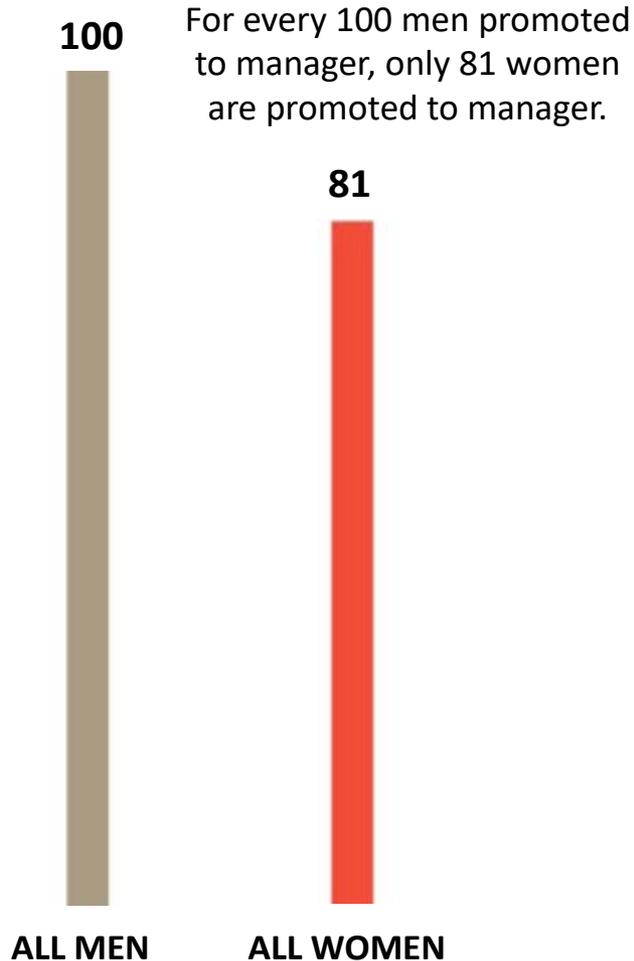
# Case Study

## Intrapreneurs Toolkit Application



## **Creating a Transparent Promotion Process**

# Challenge: The Promotion Gap



# Transparent Promotion Process

## Eligibility Requirements

- Years of service
- Performance evaluations

## Fair Process

- Representative review committee
- Checks and balances with HR/leadership

## Clear Procedures

- Required documentation
- Submission deadlines

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### Instructions:

- You will be placed in a small group (3-4 people) for **15 minutes total**.
- Take turns introducing yourself by sharing your name, title/dept., institution, and one superpower.
- Review the slide and discuss the questions for each tool (see below).
  1. Make the Business Case
  2. Negotiate the System
  3. Build Your Community
  4. Unlock Resources
  5. Foster Personal Resilience

# 1. Make the Business Case

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- Assess perceived pain points
- Connect with organizational priorities
- Establish proof of concept
- Practice your pitch and use their language

### Questions:

1. How might you make the business case for a transparent promotion process?
2. What pain points/priorities would it solve?
3. What language might help you make your “pitch”?

# 2. Negotiate the System

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- Map the players
- Work with the grain
- Establish partnerships
- Be patient

### Questions:

1. Who are the key players?
2. What partnerships do you need?
3. How might you work with, rather than against, the grain?

# 3. Build Your Community

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- Identify key influencers
- Find a leader to champion
- Deepen your network
- Be a graceful warrior

### Questions:

1. Who are the key influencers and leaders who might be willing to champion a transparent promotion process?
2. Who are the potential detractors and how might you get them on board as a “graceful warrior”?

# 4. Unlock Resources

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- Do more with less (MVP)
- Prototype/test/repeat
- Channel passion as a resource
- Self-impose constraints

### Questions:

1. What would a Minimal Viable Product (MVP) look like?
2. How could you pilot this?
3. Who will be passionate enough to volunteer their time to help?

# 5. Foster Personal Resilience

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- Stay mission focused
- Spend time with supporters
- Don't be a martyr
- Practice mindfulness

### Questions:

1. How will you deal with roadblocks and “bureaucrazy”?
2. What does martyrdom look like behaviorally? How can you avoid this?