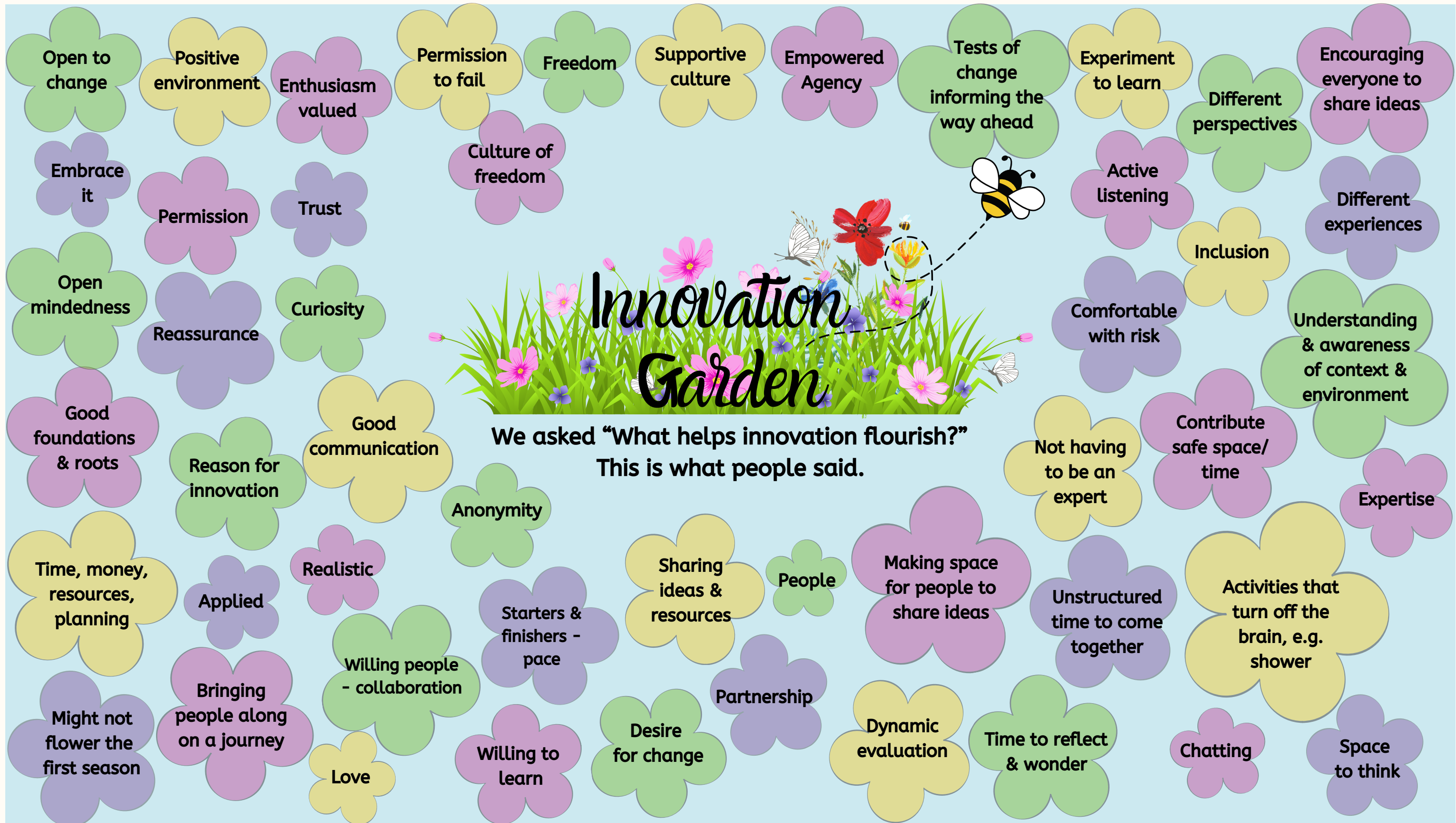


INNOVATION & IDEAS WORKSHOP FEEDBACK

CYPFEIF & ALEC Fund and CYPFAL Third Sector Fund Conference 28th February 2025



This resource collates feedback from the interactive sessions on innovation and ideas. Thanks to all the workshop participants who contributed.



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A central graphic titled 'Innovation Garden' depicts a lush green field with various flowers in shades of pink, purple, and red. A bee is shown flying towards a yellow flower, with a dashed line indicating its path. The text 'Innovation Garden' is written in a large, elegant, black script font across the middle of the garden. Below the title, the text 'We asked "What or who are the pollinators?" This is what people said.' is written in a smaller, black, sans-serif font. Surrounding this central graphic are numerous butterfly-shaped callouts, each containing a different piece of feedback. The butterflies are colored in various shades of yellow, purple, blue, and pink, and are arranged in a circular pattern around the central garden.

Innovation Garden

We asked "What or who are the pollinators?"
This is what people said.

Imagination
Hope

Validation/
spurred on

Drive/
motivation

Personal
interests/skills

Protected time

Framework to
keep on track

Leadership
ownership

Infrastructure

Is this still the best
way to do things?

Adversity

Autonomy

Resources
Partnerships

Buy-in from
all colleagues

Collaboration/
consultation

Success - small
successes

Sponsors

Nurturing ethos

Listening to
experience

Building
bridges

Unexpected
partners

Highlight the
benefits

Support

Generating income
to reinvest

Money & time

Involve other
people

Young people

Milestones/
targets

Be able to sell
an idea

Matching flower (idea)
to pollinator
(funding/partners)

Project Mentor
(external)

Connection between
the idea & the world

Conversations with
different people

Inspiring stories

Participation

Asking

A platform

Volunteers

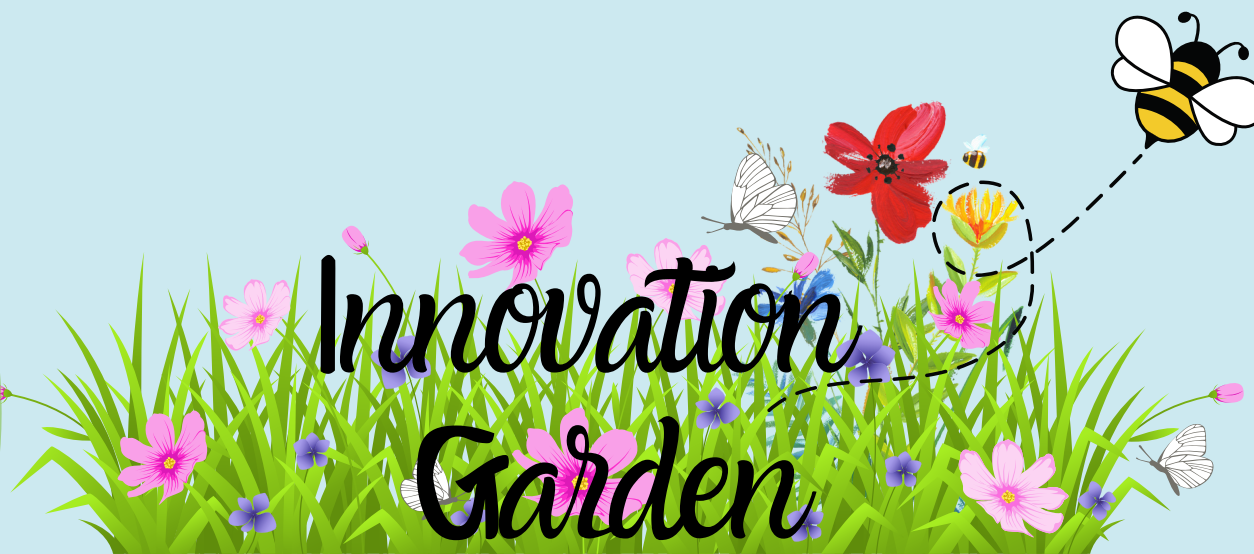
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- Filling knowledge gaps
- Self-awareness of skills gaps
- Knowing when to scrap it!
- Focus - keep momentum
- Nurturing physical & emotional environment
- Healthy ecosystem
- Supportive management & environment welcoming ideas & growth
- Support at each stage



We asked "What are the bulbs and new shoots?"
This is what people said.

- Passion for work
- Adaptable
- Clarity (direction)
- Time & space
- Encouragement
- Regular feedback & check-ins
- Be invested - commitment & drive by people
- Resource it & make it a priority

- Testing, trial & error
- Reflection & review
- Learning from mistakes
- Ownership
- Set milestones
- Training
- Bringing new people in
- Tenacity
- Energy


- Funding
- Feeding
- Love
- Engagement
- Co-production
- Collaboration
- External support & expertise
- External mentor
- Networks (internal & external)

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- 
- Fear
 - Resistance to change
 - Stagnant & stubborn boards
 - Technophobes



- Power
- Hierarchical
- Conflict
- Lack of flexibility



- Lack of resources - people, time & money
- Capacity
- Lack of pace
- No accountability



- Uncertainty regarding funding
- Lack of trust - people over-controlling/protecting




We asked "What are the slugs and snails?"
This is what people said.

- Lack of direction/leadership
- Absence of development plan
- Too many ideas/not sticking to current ideas
- Losing sense of purpose



- Loss of drivers
- Loss of control
- Short-term realism
- Innovation



- 
- Barriers/rules
 - Red tape, bureaucracy
 - Protectionism
 - Status quo



- Competition in the marketplace
- External factors outwith control
- External pressures
- Systems



- Lack of relevance
- Apathy
- Negative feedback
- Over-zealous



- Competing priorities
- Unsustainable expectations (having piloted work)

