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## **The SIE Intergenerational Talent Readiness Expo**

*Leveraging the Potential of Students,  
the Vision of Young Leaders & the Wisdom of Seasoned Professionals*

Complex adaptive challenges require a new way of thinking and set of tools;  
an advanced range of skills that are put into practice and honed;  
and effective community-wide collaboration and action.

In order to meet today's challenges head-on, we must expand and sustain  
our collective capacity to problem-solve, innovate, adapt, and thrive—not just through  
a new generation of adaptive changemakers, but adaptive leadership across generations.

### **WHAT:**

The SIE Intergenerational Talent Readiness Expo is an initiative of the SIE CoLab and its Learning, Practice, and Immersion Labs that showcases a model for leveraging the power of intergenerational teamwork guided by the principles and practices of social innovation and entrepreneurship (SIE). It provides communities with a new approach to effectively address the adaptive challenges of the 21<sup>st</sup> century, bringing together Transformers (students), Generators (young professionals/leaders), and Stewards (seasoned professionals) on interdisciplinary, cross-sector teams to learn, practice, and demonstrate key elements of the SIE CoLab Adaptive Leadership Institute's (SIE CoLab) *Transformational Systems Change* framework designed to address complex, community-based adaptive challenges.

The SIE Intergenerational Readiness Expo is a unique opportunity for forward-thinking, innovation-focused individuals, organizations, and communities to:

- Gain experience in the SIE CoLab's *Transformational Systems Change* framework—a unique, scalable approach to addressing complex community-based challenges that delivers measurable, place-based benefits and long-term outcomes.
- Apply a theory-to-practice model that inspires and informs bold, strategic action; unleashes human potential, and drives measurable impact.
- Participate in intergenerational, multi-disciplinary, cross-sector teams to co-design, co-create, and co-lead the exploration phase of a local community-based adaptive challenge that links technical innovations with adaptive problem-solving.
- Engage in a new approach driven by shared values, collective wisdom, and common purpose that leverages diverse perspectives, honors differences, and cultivates powerful, long-lasting relationships.
- Provide students with an immersive experience highlighting the benefits and advantages of living and working in the Tallahassee/North Florida region following graduation by participating in the SIE CoLab's "whole-of-community" approach to addressing the talent gap and creating a thriving hometown.

## WHY:

Today's world is characterized by deep disruption, accelerating change, and increasing uncertainty. Humanity has entered the Age of Adaptation, a new era that has laid bare the deficiencies of our technical, siloed, status-quo approach to designing systems and problem-solving. The urgent, complex challenges of the 21st Century require an entirely new approach defined by continual systems innovation that intentionally engages the full diversity of the interdependent whole. This new approach must engage, connect, and leverage the value that universities/colleges, businesses, nonprofit organizations, governments, and civil society collectively bring to effectively address today's adaptive challenges. Adopting a "whole of community" approach allows new mindsets, heartsets, and innovations to foster a future-ready workforce and adaptive, thriving communities.

Today's world is also defined by remarkable workplace diversity—a workforce spanning five generations in which almost every organization has at least some generational contrast. Activating the value of each generation requires that we replace our inadequate workforce development strategies that often rely on rigid structures with a methodology that links technical innovations with an adaptive problem-solving approach through an "intergenerational talent readiness model."

The SIE CoLab's Intergenerational Talent Readiness model expands on the centuries-old, highly effective apprenticeship/on-the-job entry-training model. This relationship-driven apprenticeship learning model, based on actual day-to-day work, in which a novice gains hands-on knowledge from someone with seasoned expertise to grow skills and act with increasing independence, provides an iterative learning approach that allowed novices to learn through close observation, practice, feedback, and coaching, all of which are quite effective for building deep expertise and skill mastery.

*The SIE CoLab's Intergenerational Talent Readiness Expo will demonstrate how to leverage this effective iterative learning approach by connecting the potential of students, the vision of young leaders, and the wisdom of seasoned professionals.*

## HOW:

The SIE CoLab Intergenerational Talent Readiness Expo will showcase how the SIE CoLab's *Transformational Systems Change* approach activates our unlimited human potential to effectively innovate and address the urgent and complex challenges of our times.

Intergenerational Talent Teams will gain new knowledge, skills, and tools required to explore a community-based adaptive challenge through a methodology that links technical innovations with adaptive problem-solving through SIE Readiness training and experiential learning which will include the following topics:

- understanding the difference between technical problems and adaptive challenges
- how to frame complex adaptive challenges (*How Might We... ?*)
- basic systems-level analysis and mapping skills
- identifying key leverage points in systems change (such as values and mental models)
- how to recruit and form intentionally diverse communities of adaptive changemakers using the SIE CoLab's *Seven Adaptive Changemaker Archetypes*.

Upon completing SIE Readiness training, each team will participate in an SIE Sprint and demonstrate their transformational systems change exploratory design to address the complex community-based adaptive challenge they have focused on. At the conclusion of the Sprint, five teams will be selected to share their projects with community leaders and investors attending the Readiness Expo, competing for a \$1,000 First Place Grand Prize, a \$500 Second Place Prize, or one of three \$250 Third Place prizes awarded to the Transformers (students) of the respective teams.

Projects selected for presentation at The Intergenerational Talent Readiness Expo will be guided by using certain elements of both the Exploratory and SIE Readiness phases of the SIE CoLab's *Transformational Systems Change* framework.

All applicant teams will be required to attend an in-person information session.

Selected teams additionally will be required to:

- Attend a virtual information session
- Attend two online and two in-person, two-hour SIE CoLab training sessions
- Present their projects for judging at the Intergenerational Talent Development Sprint
- Attend the SIE CoLab Intergenerational Talent Readiness Expo (top five projects will be showcased and prize winners announced).

## **WHEN:**

Applications Open:

Applications Close:

Applicant Selection:

Project Training & Criteria:

Intergenerational SIE Talent Readiness Sprint:

Intergenerational SIE Talent Readiness Expo:

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## *The Whole of Community Approach*

The unique characteristics of complex adaptive challenges have no clear solutions and thus require a different and more encompassing view to solve them. The SIE CoLab's "whole of community" approach is designed to address complex adaptive challenges by engaging, connecting, and leveraging diverse stakeholders who bring different life experiences, expertise, local knowledge, and overall points of view. Collectively, this approach provides the ability to view system level approaches to addressing challenges from various standpoints.

The SIE CoLab's Whole of Community approach requires that community members be comprised of individuals and organizations that are ready to:

- learn a new approach to addressing complex adaptive challenges,
- experiment with new tools and innovative practice models,
- promote the value of the SIE CoLab's Transformational Systems Change framework.

The SIE CoLab is seeking support for its upcoming SIE Intergenerational Talent Readiness Expo\* from the following community stakeholders:

*\* The SIE Intergenerational Talent Readiness Expo Initiative will showcase a model for leveraging the power of intergenerational teamwork guided by the principles and practices of social innovation and entrepreneurship (SIE) that provides communities with a new approach to effectively address the adaptive challenges of the 21<sup>st</sup> century.*

- Businesses: large & small / local as well as non-local with a local presence
- Nonprofit organizations whose missions are impacted by complex, adaptive challenges
- Local government: county & city
- Community & civic leaders
- FSU & FAMU universities
- Social impact investors / philanthropists / foundations
- Faith-based organizations
- Local law enforcement