

presents

The SIE Intergenerational Talent Readiness Sprint

*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 Sprint 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 21st 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 Talent Readiness Sprint 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, interdisciplinary, 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 Sprint 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 Sprint 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 local community partner's community-based adaptive challenges 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 a multi-week SIE Sprint, participating in the co-design and co-creation of the following outcomes and benefits for our community partner:

- *Hands-on training leading to basic proficiency in SIE Readiness along with wraparound services during the initiative*
- *New tools and resources that enable the understanding of mindsets and heartsets unique to the community partner's context that can present barriers to systems change along with ways to address those barriers*
- *Access to SIE adaptive problem-solving wraparound services that link to the community partner's strategic plan and help advance and accelerate their model, goals, and impact*
- *Various new prototypes developed by the SIE Intergenerational teams that will offer the community partner new insights in understanding their adaptive challenges and exploring a new way forward to identify and address complex problems*
- *Consulting after the sprint to ensure the lessons and customized tools/prototypes are fine-tuned, integrated, and applied effectively. There will also be an opportunity for the community partner to continue the partnership through an ongoing consulting relationship with the SIE CoLab and/or serve as its lead pilot partner as the SIE CoLab engages in comprehensive development, testing, and validation of its adaptive problem-solving wraparound services.*

Selected teams additionally will be required to:

- Attend an information session
- Attend online and in-person SIE CoLab training sessions
- Attend the SIE CoLab Intergenerational Talent Readiness Sprint showcase.

WHEN: Spring 2026

(details to be announced)

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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 perspectives, expertise, local knowledge, and life experiences.

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 Sprint* from the following community stakeholders:

** The SIE Intergenerational Talent Readiness Sprint 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 21st 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