

## Research development, knowledge exchange, impact and integration

**Innovation Sandpit 3 – 5 May 2017**

**Northumbria University Northern Design Centre,  
Gateshead**



Innovation sandpits are exploratory, design-led, multidisciplinary workshops focused on defining, unpacking and exploring complex challenges. The purpose of this first GETM3 Sandpit is to reveal our collective knowledge, experience, networks, assumptions and ideas that relate to the programme's three primary constituencies: graduates, employers and academia. We will deploy these resources to envisage what success will look like at the end of the programme. During the Sandpit we will start to establish shared understandings, aligning ways of working, and agreeing a roadmap of milestones and outputs that will contribute to the project's success.

The Sandpit event will be facilitated by Northumbria's design-led innovation expert academics together with their Innovators in Residence and postgraduate students of the Multidisciplinary Innovation programme. All you need to bring with you is an open-mind and willingness to participate...



Over three days in May a community of local and international scholars, employers and students with a shared interest in global entrepreneurial talent management will come together at the Northern Design Centre in Gateshead. Our purpose is to produce sets of actionable plans. Our plans will be based upon revealing our collective understanding, the creative tensions we perceive, and our compelling visions of success.

### **Wednesday 3 May – 09:00-17:00 – FRAME**

*Refreshments available from 08:30*

- 09:00-09:30 Welcome and introduction
- 09:30-11:00 **What do we know?** | GETM3 the programme so far  
HE |SME | New Talent  
Activity: Super share, big paper exercise  
Output: Understanding and framing the key concepts and issues related to global talent management; entrepreneurial talent; researcher development; GETM3 goals and ambitions; outputs, outcomes and impact; and how we integrate learning across the programme
- 11:00-11:30 **Break – tea coffee: poster displays**
- 11:30-13:00 **What do we need/want to know?**  
HE |SME | New Talent  
Activity: known-unknowns  
Output: Problem space tapestry
- 13:00-14:00 **Lunch: Poster displays**
- 14:00-15:30 **What are barriers to progress?**  
HE |SME |New Talent  
Activity: Exploring assumptions and concerns  
Output: Hierarchy of concerns
- 15:30-16:00 **Break - tea coffee: poster displays**
- 16:00-17:00 **What are the learning and skills required to meet the challenge?** Research and researcher development; employer contributions; young people's voices.
- 17:00 Visit [Eliesha Training](#) - an international learning and development company specialising in Management and Leadership training for 150 public and private sector organisations (mini-bus to leave from NDC)



University of Jyväskylä



Warsaw University of Technology



## Thursday 4 May – 09:00-17:00 –CHALLENGE

### Morning Joint event:

*Institute for Small Business and Entrepreneurship (ISBE)* - a network for people and organisations involved in small business and entrepreneurship research, policy, education, support and advice

*Institute of Enterprise and Entrepreneurs (IOEE)* - founded in 2010 specialising in business enterprise and business support for small business owners and entrepreneurs

*Strategic Entrepreneurial Leadership (SEL) research group, Northumbria University*



**Afternoon sandpit:** Entrepreneurial leadership and talent management – employer perspectives; and employer-young people: “A Provocative Challenge”

Refreshments available from 08:30

09:00-09:15	Welcome and introduction –
09:15-09:25	Professor John Wilson, Pro Vice Chancellor, Newcastle Business School
09:25- 09:40	Professor Pauric McGowan – President (ISBE)
09:40-10:00	Michele Rusk, SEL Research Group Lead Setting the scene: landscape of small business and entrepreneurship
10:00-11:00	Round table discussions – creating a shared agenda
11:00-11:15	<b>Break</b>
11:15-12:00	Round up and taking the agenda forward
12:00-12:15	Dr Alison Pearce – GETM3 – introduction to afternoon event
12:15-13:00	<b>Lunch: poster displays</b>
13:00-14:00	A Provocative Challenge
14:00-15:30	Activity: Provocation: a structured conversation Output: Response: a team-based reaction
15:30-16:00	<b>Break - tea coffee: poster displays</b>
16:00-16:30	Round up and review to link morning and afternoon outputs Viewpoint: The feasibility of a systematic Lean Six Sigma (LSS) education to respond to the existing gap between graduates’ expectation of employability and skill requirements by small and medium-sized enterprises (SMEs).
16:30 -17.00	Round up and taking the agenda forward into GETM3

17:00 – 18:30 – Wine, nibbles, and guest speaker



## Friday 5 May – 09:00 – 16:00 – CREATE

Refreshments available from 08:30

09:00-09:15	Welcome and introduction
09:15-10:45	Workshops and activities: Creative Tensions HE  SME   New Talent Activity: Detailing situational reciprocal perspectives Output: A set of solutions to resolve creative tensions
10:45-11:15	<b>Break</b>
11:15-12:15	Re-imagining Gender in GETM3
12:15-13:00	<b>Lunch - poster displays</b>
13:00-14:00	Activity: Generating solution focused plans/actions that create impact Output: Challenge specific initial action and research plans-activities, target deliverables, resources, time-scale, measures of success, impact
14:00-14:15	<b>Break</b>
14:15-15:45	Sense check action plans for impact, inclusivity and innovation Activity: Reflecting on barriers to progress, consider and adjust and align action plans [theme groups] Output: Theme specific initial action and research plans – activities, target deliverables, resources, time-scale, measures of success, impact
15:45-16:00	Close

## Saturday 6 May 2017

Cultural Trip: Visit to the historic city of Durham, home to Heritage site of the year, Durham Cathedral: described by Bill Bryson in his nomination as “*unquestionably one of the supreme achievements of the architectural world*” (BBC Country file Magazine)

Mini-bus will leave City Campus East 1 turning circle at 10am, leaving Durham at 6pm.

