MAVERICK SPARK
WORKFORCE-IDEATION-IGNITION

Solve workforce challenges in days with a *Sprint*.

SOLVING WORKFORCE ISSUES IN DAYS. 3

WHAT CAN A SPRINT HELP YOU WITH? 4

WHEN SHOULD YOU USE A SPRINT? 4

OUR STORY. 5

HOW DOES A *MAVERICK SPRINT* WORK? 5

MAVERICK SPRINT SCOPING PHASE. 6

MAVERICK SPRINT LIVE: TYPICAL AGENDA. 7

MAVERICK SPRINT ONLINE: TYPICAL AGENDA. 8

ABOUT US. 10

Solving workforce issues in days.

Solving OD and workforce issues shouldn't take months and cost a fortune.

If you can't face endless meetings and big consulting fees. We can help.

Accelerate operational problem-solving with our unique *Maverick Sprint* approach:

- *Practical solutions in days not months.*
- *Co-created with your team and our facilitators.*
- *At a fraction of the cost.*

We compress workforce innovation into efficient collaborative sessions derived from the revolutionary *Design Sprint* process developed by Google.

Maverick Sprints can happen face-to-face or online addressing a wide range of workforce and OD issues. They can help you make beneficial changes, quickly:

1. *Rethink organisational structures.*
2. *Redesign workflows & processes.*
3. *Prototype a new product.*
4. *Assess technology and software.*
5. *Draft a business case or problem statement.*

We combine decades of cross-industry experience with a truly effective co-creation process to deliver practical and implementable solutions for operational issues.

You get a realistic fixed price, a clear deadline and no nasty surprises.

What can a sprint help you with?

Maverick Sprints unlock transformative operational solutions in days not months. We bring together your team, our facilitators and domain experts to address:

- Optimising the hybrid working model.
- Organisational structures.
- Support diversity and inclusion.
- Workflows & processes.
- Technology & AI.
- Create a thriving culture.
- Talent acquisition and retention.
- Contingent workforce.
- Capacity & capability.
- Employee engagement & experience.
- Managing risk and planning for uncertainty.

The compressed timeframe, cross-functional collaboration and intensity make sprints ideally suited to tackle open-ended workforce challenges in an agile manner. By fostering worker-centric innovation, sprints enable organisations to find practical solutions quickly. And it is fun.

When should you use a sprint?

Sprints are very flexible and can address a wide range of issues. But they work best when a problem or issue meets some basic criteria:

- It's an issue you just can't resolve.
- You don't know what else to try.
- It'll need a cross-functional team to solve it.
- It deserves more time and effort. But not a lot.
- It's time to do something different. Quickly.

Our story.

We are 3 slightly grizzled mavericks. We spent decades leading transformational change in the public and private sectors. The process was often long, painful and hardly ever enjoyable. We wanted to invent a better way of solving complex workforce problems.

That's why we created *Maverick Spark*.

We have combined our experience, with cutting-edge technology and the *Design Sprint* methodology to create an accelerated process that shatters limitations.

Design Sprint was created by Google Ventures, and it is a uniquely effective problem-solving process. We are astonished at how efficient and effective it is. We wish it had been available decades ago.

We have designed a bespoke version to address workforce issues, it is called *Maverick Sprint*. Better late than never.

How does a *Maverick Sprint* work?

Our facilitators work with your team during an agreed number of intensive *Maverick Sprint* workshops. We have an intense scoping phase to fully understand your needs. We then work with you to co-create solutions, quickly.

Depending on the issue and the desired outcomes the sprint workshops happen over 3-5 days. *Maverick Sprints* are most effective when they run over consecutive days. If this is not possible, we advise minimising the gaps between sessions.

The process works best with a core team of between 3 and 7 people. Internal and external stakeholders and subject matter experts are invited to join when their intervention is most useful.

We guarantee a realistic fixed price and a fixed deadline with no unexpected surprises. If we can't help, we'll tell you upfront. We can recommend an alternative vendor if we can't deal with your issue.

But if we can help; your team plus our expertise will create sustainable competitive advantages in days not months.

Maverick Sprint scoping phase.

Preparation is key to the success of any sprint, especially when addressing complex workforce issues. This phase is vitally important, but we keep it short because we know you're busy. Here's what a typical scoping meeting might involve:

1. **Define the challenge:** The first critical step in preparation. This means articulating the specific problem you are trying to solve.
2. **Assemble the team:** A sprint team should be cross-functional. We must assemble a group of superheroes with specific superpowers. The ideal team is between 3 and 7 participants.
3. **Gather data and materials:** Before the sprint begins, gather all relevant information and materials. This ensures that decisions are informed by actual data and not assumptions. It may include:
   - Employee feedback surveys.
   - Performance data.
   - Existing process documentation.
   - Industry benchmarks or case studies.
   - Technical tools or platforms for prototyping solutions.
4. **Agenda and logistics:** Organising the practical details of the sprint is vital**.** We must coordinate with participants and find a suitable room.

5. **Prepare spring questions**: The right questions steer the sprint towards its objectives. Questions should be open-ended and provoke thought about the current issues and potential solutions**.**
6. **Stakeholder engagement:** Engage stakeholders early, especially those not directly participating but whose cooperation may be essential for implementing the solutions.

This allows us to create a roadmap for translating preparation into action and results.

Maverick Sprint live: typical agenda.

This is a high-level outline that would be adapted to address your specific workforce issues. The key is bringing together a cross-functional team to rapidly deconstruct challenges, ideate bold solutions, and validate new approaches through user testing.

This example would be used to create and test a new product. The final 2 sessions are dedicated to designing and testing a prototype. The process is usually shorter if a new product is not the desired outcome.

Session 1 - Map & understand

- Set the Stage: Review workforce challenge focus areas.
- Map the Ecosystem: Visualise all stakeholders involved (employees, managers, HR, contingent workers, etc.).
- Create a Journey Map: Map the current end-to-end experience for a key user group.
- Gather Experts: Conduct interviews with subject matter experts.
- Experience Mapping: Identify pain points and opportunities across the journey maps.
- Define the Design Challenge: Synthesise into a point-of-view question to answer.

Session 2 - Diverge

- Remix and Revisit: Review notes and pics from previous day.
- Mindmap: Visualise ideas and intersections on the challenge.
- Crazy 8s: Each participant sketches 8 radical solutions.
- Solution Sketching: Individually sketch more refined potential solutions.
- Solution Presentations: Share and explain solution sketches.
- Sticky Decision: Determine which solution to prototype.

Session 3 - Decide

- Rumble & Remix: Revisit previous day's selected solutions.
- Storyboard: Map the end-to-end user experience of the chosen solution(s).
- Start Prototyping: Map the critical prototype elements and flows.
- Divide Testable Prototypes: Split prototypes for testing.

Session 4 - Prototype

- Prototype Building: Parallel prototype building/finishing.
- Recruit Users for Testing: Coordinate to test prototypes.

Session 5 - Test & review

- User Interviews: Test prototypes with real users, observe reactions/feedback.
- Synthesis & Next Steps: Reconvene, share findings, determine pivots, and action plan.
- Iterate or Plan Implementation: Prepare for either prototype iteration or deployment roadmap.

Maverick Sprint online: typical agenda.

Many organisations are working remotely or have adopted a hybrid model. So, we have created online *Maverick Sprints*. This format breaks the process into manageable virtual online sessions.

Virtual whiteboarding, prototyping, and user testing tools enable online collaboration.

This example would be used to create and test a new product. The final 2 sessions are dedicated to designing and testing a prototype. The process is usually shorter if a new product is not the desired outcome.

Session 1 - Map & understand

- Set the context and review focus area.
- Map the ecosystem and stakeholders.
- Define the design challenge.

Session - Diverge

- Solution ideation (Crazy 8s, sketching).
- Solution presentations.
- Sticky decision on prototyping candidates.
- Wrap-up and prep for next session.

Session 3 - Decide

- Review and remix.
- Storyboard selected solution.
- Begin prototyping digitally (if a new product is the objective).
- Assign prototyping roles.

Session 4 - Prototype

- Continue prototype building.
- Plan user testing logistics.
- Wrap-up and prep for testing.

Session 5 - Test & review

- User interview testing.
- Synthesis and debrief.
- Next steps: iteration or implementation planning.

About us.

Maverick Spark was founded by 3 slightly grizzled industry veterans with an urge to make problem-solving faster, easier and more effective. We acquired our rough edges after decades of leading change programmes in large organisations.

We now help organisations to solve operational workforce issues in days instead of months.

We've combined decades of cross-industry leadership experience with a customised Design Sprint process that delivers practical solutions for workforce and OD issues.

Your team is the creative engine. We provide the spark plugs.

To learn more, please visit our website. Or even better, get in touch:

www.MaverickSpark.com

Spark@MaverickSpark.com

As One Solutions (Bradden) LLP.
Registered address:
Valhalla House,
30 Ashby Road,
Towcester,
Northants,
NN12 6PG,
UK.

Registered in England & Wales.

Company number: OC43027.
VAT number: 342691104.