



Israel Civil Service Cadet
Learning Expedition Assignment

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Individual Assignment

Please reflect on your field trip – your observations, presentations from the hosts, meetings with key stakeholders, questions and answers, etc. Please write down some personal reflections on the following questions.

You may use this to reflect on each day of your trip or your entire trip as a whole.

There are no right or wrong answers to these questions. They are aimed at helping you codify your own learning.

- A. What one innovative idea inspired you? Why?
- B. What one aspect of the host's transformation surprised you? Why?
- C. Reflecting on the stories you have heard, which element(s) is(are) more important in transformation? Technology, innovation, strategy, operations, project management, stakeholder management or others? Why?
- D. What specific actions will you personally take and implement in the transformation of yourself and for your organisation? Please list at least one to transform yourself and one to transform your organisation (your area of responsibility).



Group Assignment

- Please follow the following steps and discuss the listed questions within your group. Once you have decided on a topic (Q1), please work on a short presentation (~15 min or ~10-12 slides) to be presented to your peers and faculty during the INSEAD module in Fontainebleau.
- Step 1: Deciding on a topic.
 - Share your answer to Questions A and B of your individual assignment with your group. (QA – an inspirational idea; QB – a surprise.)
 - Make a list of all the inspirations and ideas, then group them together if they come from the same transformation project.
 - Pick a transformation project that has most inspirational ideas and surprises as the topic for your group assignment. The transformation project could be from one of your visits, from one of the presentations or from one meeting you had with a key stakeholder.
- Step 2: Based on the topic you chose in step 1, discuss the following questions as a group. The answers will construct your group presentation.
 - What is the transformation you observed? Describe the transformation the host tried to implement. Why is this project transformative for the city/organisation?
 - Describe the main idea behind the transformation. Is this transformation driven mainly by technology/infrastructure/innovation/behaviour change?
 - What are the key expected challenges for this transformation? Are they mainly driven by technology/infrastructure/innovation/behaviour?
 - Who was the transformation leader? What characteristics and behaviours you have observed that make them successful?

Group Assignment

- Step 2: (continued)
 - Describe the innovative ideas that inspired your group members. Why are these ideas inspiring for you?
 - Describe the observations that surprised your group members. Why are these observations a surprise to you?
 - Reflect on information you gathered as a group for this transformation. Try to imagine the end-to-end transformation process. What are the top 3 key learnings you can abstract as a group? For example,
 - What are the key success factors for a transformation?
 - What is the role of the transformation leader?
 - Other important insights you would like to share and discuss with the group.
 - What are some actions you will take as a group to help each other: 1) implement the transformation in the future; 2) become a transformation leader?
- Step 3: Based on your group answers, make a presentation.
 - The presentation should be less than 15 min. Consider 1-2 slides for each questions listed above (8 questions total, suggested 10-12 slides)
 - You don't need to answer all the questions listed above. You can focus on a few selected questions and go deep.
 - You will have 5-10 min Q&A after your presentation to answer questions from your peers and programme faculty.
- Looking forward to seeing your presentations in Fontainebleau!