

INTRAPRENEURSHIP
Booster TOOLKIT

by HOW'S
WORK?

This toolkit consists of 3 sets of cards that each boost intrapreneurship in a different way.

1.

CONVERSATION
Starters

2.

TINY
Tasks

3.

INTRAPRENEURSHIP
Poker



CONVERSATION *Starters*

Conversation starters are reflective questions that can help you consciously explore personal or team growth in conversations with yourself, team members, or your manager.

Tip 

Start with the “look back” questions before moving to the “look forward” questions. #lookback #lookforward



CONVERSATION
Starter

When during the recent period
have I felt proud of myself?

#LOOKBACK



CONVERSATION *Starter*

What have I been struggling
with a lot recently?

#LOOKBACK



CONVERSATION
Starter

What strengths can I regularly
apply in my job?

#LOOKBACK



CONVERSATION *Starter*

What is the most recent thing
I've learned?

#LOOKBACK



CONVERSATION
Starter

How have I learned a lot
recently, through collaboration,
experimentation, training,
and/or more?

#LOOKBACK



CONVERSATION *Starter*

What challenges am I currently
facing in my job that I'd like to
address and change?

#LOOKFORWARD



CONVERSATION
Starter

What's within my comfort zone
in my job today?

#LOOKFORWARD



CONVERSATION *Starter*

What energizes me in my job,
and how can I further my
learning in this field?

#LOOKFORWARD



CONVERSATION *Starter*

What drains my energy in my job? Why and how do I see this evolving in the future?

#LOOKFORWARD



CONVERSATION
Starter

Which competency do I want to
further enhance?

#LOOKFORWARD



CONVERSATION *Starter*

What would I like to learn more
about or be involved in in the
near future?

#LOOKFORWARD



CONVERSATION *Starter*

What else would I like to
prioritize in my job or make more
time for?

#LOOKFORWARD



CONVERSATION *Starter*

Where do I envision myself in
three years?

#LOOKFORWARD



CONVERSATION *Starter*

What has been the most surprising aspect I discovered about myself, in my recent job experiences?

#LOOKBACK



TINY *Tasks*

Tiny Tasks challenge you with specific assignments to be an intrapreneur in your job.



Use team meetings or one-to-one meetings as an opportunity to select a Tiny Task from the set. Collaborate on it with the team or work on it individually, and then revisit the chosen task in the next (team) meeting.



TINY *Tasks*

Ask three people what your
strengths are.



TINY *Tasks*

Think back on a successful suggestion you made recently and identify three reasons why this suggestion was successful. Ask the question to a colleague as well.



TINY *Tasks*

Ask two colleagues, with other functions who you regularly interact with, for feedback.



TINY *Tasks*

Schedule a conversation with someone who inspires you and ask about a work experience from which he or she learned the most.



TINY *Tasks*

Talk to a colleague about intrapreneurship and ask how they implement it in their current job.



TINY *Tasks*

Ask a colleague about a time
when he or she had to take a
step back in order to improve
afterward.



TINY *Tasks*

Compliment a colleague on their intrapreneurial behavior. What exactly did he or she do and why did it leave a positive impression on you?



TINY *Tasks*

Seek someone's opinion on a
specific project.

Look for someone who might
challenge you and hold a
different viewpoint than yours.



TINY *Tasks*

Identify someone for innovative
solutions outside your team or
organization. Get into contact
with him/her.



TINY *Tasks*

In the upcoming (team) meeting share a success and a setback that can still inspire either yourself or others today. Also, encourage others to share their experiences.



TINY *Tasks*

In an upcoming meeting with a colleague, discuss a recent obstacle you've encountered and how you managed it. Ask them the same question.



TINY *Tasks*

Contact someone in your
(personal) network who works in
an interesting organization.



TINY *Tasks*

Review one best practice from
your team and discuss how to
apply it to other projects.



TINY *Tasks*

Ask a new colleague about their observations in specific projects and their suggestions for potential improvements.



TINY *Tasks*

Make a list of interesting organizations with which an exchange would be of interest. Call a meeting with one of them.



TINY *Tasks*

Write down what project or task
you would like to do if you had
an extra half day per week.
Discuss this with your manager.



TINY *Tasks*

Ask a colleague, “If you were a customer, what would you like or dislike about our organization?”.



TINY *Tasks*

Reflect on a recent past mistake.
Identify three key lessons learned
from it and share them with your
team. Also, ask your team
members the same question.



TINY *Tasks*

Take the initiative to simplify the task you resent the most at this moment. Team up with a colleague to find a way to do it more efficiently.



TINY *Tasks*

Get to know two colleagues from
another team or department.
Who knows, they may be able to
help you overcome certain
obstacles later on.



INTRAPRENEURSHIP

Poker

Intrapreneurship Poker comprises 12 statements designed to facilitate discussions about intrapreneurship.

Instructions

1. Shuffle the cards or choose which ones to use.
2. Turn over a card from the deck.
3. At the countdown, each person slides forward either a green (agree) or a red poker chip (disagree).
4. Let's discuss & define actions!



INTRAPRENEURSHIP

Poker

It is clear which knowledge
and skills are already available
in order to be successful and
in which there is still room for
growth.



INTRAPRENEURSHIP

Poker

It is safe to experiment and learn
from failure.



INTRAPRENEURSHIP

Poker

Asking for help, advice or
feedback comes naturally.



INTRAPRENEURSHIP

Poker

Mistakes, experiences of failure
and/or failed actions are
discussed openly.



INTRAPRENEURSHIP

Poker

Within the team, members have a strong understanding of each other's strengths, expertise, skills, and how to effectively leverage them.



INTRAPRENEURSHIP

Poker

We are willing to explore
alternative paths when new
opportunities arise, rather than
sticking to the initially
anticipated route.



INTRAPRENEURSHIP

Poker

There is open communication
and knowledge sharing within
our own team and with
other teams to keep learning
from each other.



INTRAPRENEURSHIP

Poker

Challenges are seen as opportunities to learn and are used to adjust the approach.



INTRAPRENEURSHIP

Poker

Roles and responsibilities are clearly defined, and everyone knows who is working on what.



INTRAPRENEURSHIP

Poker

We know which mistakes we
can make to learn from and
which ones we cannot.



INTRAPRENEURSHIP

Poker

There is room for having a
different opinion.




INTRAPRENEURSHIP

Poker

The obstacles we encounter lead
to creative solutions.

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