



# Launching The Government Empowerment Network (GEN)

**The Incubator**

*2025*

# What opportunity does the Incubator seek to address?



Public servants often face structural barriers that hinder meaningful reform, requiring **agile, tailored support that keeps them in the driver's seat** to implement change



Many public servants have bold ideas but **lack the time, resources, and structured guidance** to transform them into actionable strategies

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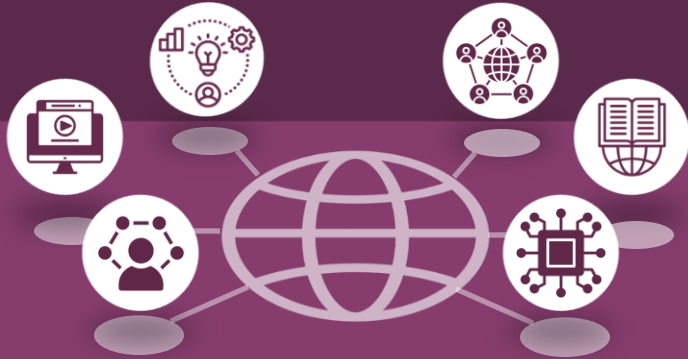
How can public servants receive the **personalized support needed for them to lead** high-impact reforms?

# The incubator solution

A global incubator that accelerates local government-led solutions, equipping public servants with **agile, tailored support to refine and advance reform ideas into structured transformation roadmaps**



# How the GEN experience works



## 1 Empowerment Lab

GEN's continuous **knowledge curating, capacity-building, and collaboration** online platform

An online environment where public servants can build skills, access curated knowledge, and collaborate with peers and experts - **powered by AI**



## 2 Incubator

Focus


In-person cohort journey for **designing and implementing locally-led reforms**

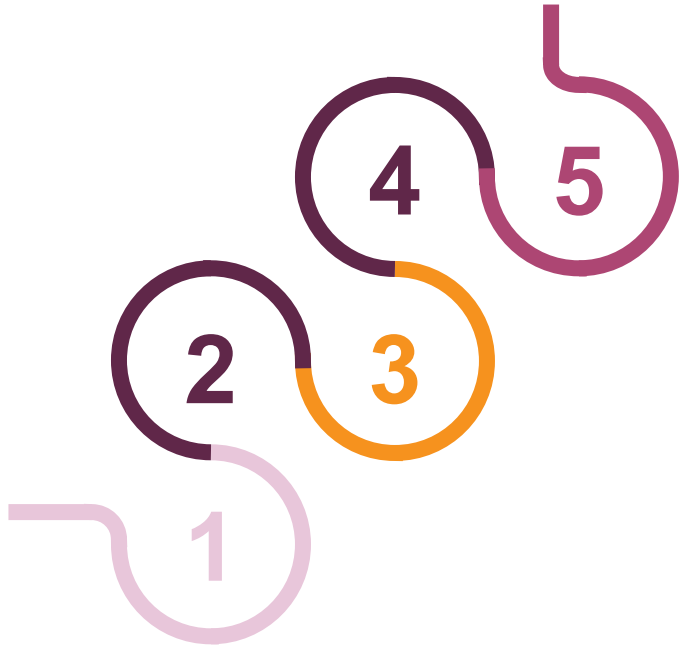
Powered by the Empowerment Lab, the incubator follows a three-stage methodology:

1. Designing Change
2. Reform Incubation
3. Leading for Change

# The GEN journey takes participants through a human-centered learning path that equips them with the tools, skills, and support they need—exactly when they need them



 Incubator



1

## Select for potential

GEN partners with ministries and local organizations to identify purpose-driven public servants with the potential to lead transformational change.

2

## Learn to design for change

Champions enter a structured, immersive learning journey focused on core technical skills—systems thinking, problem framing, and solution design—enhanced by inspirational sessions and peer exchange.

3

## Apply through local incubation

Champions bring real-world problems from their contexts and apply what they've learned to develop homegrown solutions. GEN's incubators, run by trusted local partners, take a problem-driven approach—offering tailored coaching and expert input to help teams iterate, test, and refine solutions and practical roadmaps.

4

## Lead with purpose and influence

With solutions in hand, champions build the leadership muscle to bring others along—gaining buy-in from decision-makers, mobilizing teams, communicating effectively, and sustaining momentum through implementation.

5

## Join a lifelong movement

Graduates become GEN Champions—continuing to access the platform, tools, and community while mentoring others, sharing insights, and helping scale impact across a growing global network.

# The incubator has 3 key operating values



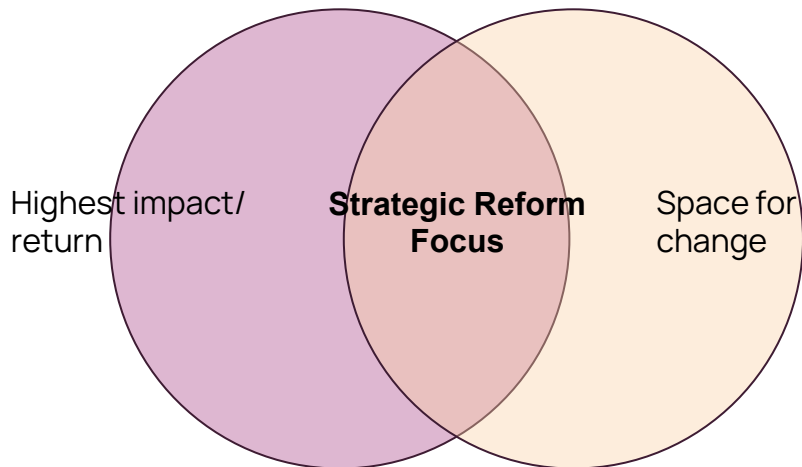
**Ground your reform in data, evidence, and experience:** Use **robust evidence**, to guide your analysis, prioritize **root causes**, and **shape practical, context-aware solutions**. Understand what has worked (or failed) in similar contexts and apply those lessons to design more credible and effective reforms



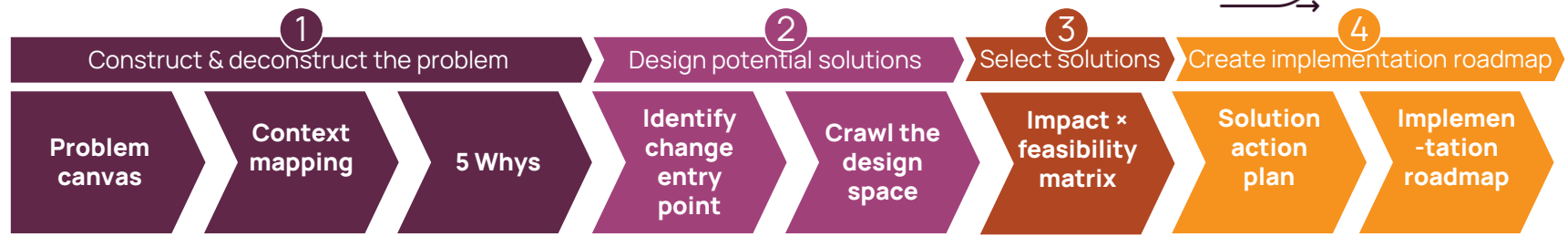
**Be grounded in political and operational realities:** Effective reform is only possible where **Authority, Acceptance, and Ability** exist, or can be built. Understand the interests, incentives, and power of those who can enable or block change. Start where there is traction. Look for problems that are deeply felt, politically ripe, and institutionally doable



**Aim high, act wisely:** Pursue reforms that deliver the greatest return within your space for change. Use ambition to stretch your thinking, but anchor your decisions in **what is feasible**. Focus your limited time, authority, and trust on problems that matter—and where bold, realistic action can drive sustained impact.



# Overview of key steps / frameworks from problem construction to implementation roadmap\*



<b>Description</b>	Set of questions to help reframe a surface-level “condition” into a <b>problem that truly matters</b>	<b>Overview of key stakeholders</b> mapped by roles, power, incentives, and alignment <b>highlighting change champions &amp; blockers</b>	Tool to <b>uncover root causes</b> by repeatedly asking Why?, visualized in fishbone diagram	Tool to assess the <b>feasibility of acting on critical root causes by analyzing Authority, Acceptance, and Ability</b> to identify <b>entry points for change</b>	Structured ideation step to <b>generate a wide range of possible solutions</b> for each identified change entry point	<b>Prioritization and selection of potential solutions</b> by their expected impact on the cause and their feasibility	Structured action plan that <b>breaks down selected solution into concrete, manageable steps</b> , assigning responsibilities, timelines, and KPIs to each	Structured plan sequencing actions based on which <b>causes are most critical</b> as well as <b>inter-dependencies</b>
<b>Purpose</b>	To define the <b>core problem, why it matters, to whom, and who is best placed to solve it</b>	To understand who influences the problem, who drives or blocks change, and where action is needed most	To reveal and assess the <b>comprehensive root causes behind the problem</b>	To assess the <b>feasibility of addressing each root cause</b> and determine the <b>most effective way to engage</b>	To build a <b>long list of actionable solutions</b> before solution selection	To <b>identify the most promising solution per cause</b>	To <b>turn solutions into clear, actionable steps</b> with defined roles and timelines	To <b>translate identified change entry point solutions into actionable plan</b>

\* The Incubator leverages certain components of Harvard’s PDIA approach methodology, while integrating additional components from Instiglio’s own experience working with governments

# The incubator will aim to create lasting impact across government

## What success looks like

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The solution is clearly structured, communicated effectively, and **receives the necessary financial and political support** for implementation

The solution **addresses root causes and creates long-term, systemic improvements** in the organization or system

The solution **fosters strong inter-agency cooperation** and becomes **embedded in government policies or procedures**

The solution can be **adapted or replicated** across other sectors, regions, or government entities

Robust monitoring, evaluation, and accountability mechanisms are in place to **track progress and ensure transparency**

The solution **enhances problem-solving capacity, introduces innovative approaches,** and **strengthens overall government efficiency**



## What is needed to be successful

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Champion **owns the problem and receives strong political will and leadership commitment** to move solution forward and drive implementation

The adequate dedicated **financial, technical and human resources** to ensure its long-term success and sustainability

Effective **stakeholder engagement and alignment** across relevant government bodies, ensuring smooth coordination and cooperation

A clear **implementation roadmap and process guidelines** that can be adapted, scaled, and replicated across other entities/regions

Robust **data-driven decision-making tools and transparent monitoring** systems to track progress and adjust as needed

**Capacity-building initiatives and innovation-driven approaches** to strengthen institutional efficiency and problem-solving abilities

