

Unlocking Value From Your Intellectual Capital: Manhattan Strategy's "In-house Idea Prospecting (IIP)®" Framework



About Manhattan Strategy

Manhattan Strategy is a boutique research and management consulting firm dedicated to helping our clients achieve performance excellence.

Your organization has in-house experience, resources and leadership to develop innovative solutions to its most complicated and pressing problems. Unlocking this value has tremendous potential for your program but value is often left unrealized.

Background

Your organization already has in-house experience, resources and leadership to develop solutions to its most complicated and pressing problems and enhance program performance. However, most organizations lack a system to identify, document, and disseminate this disparate information and intelligence from those who have it to those who need it. As a result, there is a high degree of variance in performance within the various sub-components of a program. For issues as diverse as organizational structure, staffing model, management practices, performance metrics, and human capital management (training, on-boarding, incentives), **why not learn from the mistakes and successes your organization has already encountered?**

In-house Idea Prospecting®

Manhattan Strategy's In-house Idea Prospecting framework provides organizations with a systematic approach for codifying internal best practices and implementing solutions that raise the performance level of programs. The model identifies solutions that are already working within the program and therefore are easier to implement and often provide rapid and measurable results. Manhattan Strategy's framework answers the following questions:

- **Where do we need to improve?** Determine the key program measures and metrics that define success
- **Who can we learn from?** Identify best-in-class performers within the program (e.g., various program sites, grantees and subgrantees, centers, etc.)
- **How do best-in-class performers achieve superior results?** In-depth research and evaluation to identify best practices and lessons learned
- **What is the model that we should adopt?** Creation of a "Blueprint for Success" that synthesizes and operationalizes research findings
- **How do we operationalize the model and enhance overall program performance?** Implement via pilot test leading to a program-wide dissemination

In each step Manhattan Strategy's framework has been designed to conduct extensive interviews, focus groups and field research and observations. We provide actionable insights on organizational structure, business model, procedures, policies, program activities, strategies and tactics, and their link to performance measures and metrics.

Our team has decades of experience applying these tools across diverse programs and verticals, and unlocking millions of dollars of value via cost reduction, and revenue and performance enhancement.

MSG's Framework in Action – Performance Enhancement at the Department of Education

The Department of Education 21st CCLC program funds afterschool programs from elementary to high school level. The performance and outcomes achieved by the grantees and subgrantees that manage the programs varies considerably which influences the overall program impact for 21st CCLC. The Department of Education wanted to narrow this performance gap between afterschool sites to raise the performance outcomes of its grant program. MSG is engaged in the ongoing effort to conduct best-practice research and analysis and advise the Department of Education and the various stakeholders on how to make a distinctive positive impact on program outcomes.

Where do we need to improve?	<ul style="list-style-type: none"> • Identification of the most important issues in high school afterschool programming via extensive interviews with client team, subject-matter experts, and a review and synthesis of literature from across 120 sources including academic journals, university publications, non-profit groups, and government agencies.
Who can we learn from?	<ul style="list-style-type: none"> • Short list high-performers within the program through quantitative and qualitative data analysis on over 1500 21st CCLC high school afterschool programs. Through an iterative and multi-input process, the total universe of programs was narrowed to 20 top-performing programs. • The programs served as the basis for case studies on successful practices that can serve as a model for and can be replicated at other afterschool sites.
How do the best-in-class achieve superior results?	<ul style="list-style-type: none"> • Site visits, interviews and analysis of 20 diverse sites across the country included interviews with program leadership, community partners, school administration, participants and families. • Visits also included structured and unstructured observations of program activities in progress and the submission of program documentation on procedures, policies, and student outcomes.
What is the best-in-class model?	<ul style="list-style-type: none"> • Models for success were developed based on analysis of trends, themes, and common practices across sites as well as identification of unique innovations and practices. • Based on this comprehensive review, including input from outside experts in the field, a series of best practices was identified for presentation to the 21st CCLC afterschool community.
How do we operationalize to enhance performance?	<ul style="list-style-type: none"> • Pilot field implementation is providing selected afterschool sites with onsite technical assistance in implementing the model and associated best practices to positively impact program quality and performance. • Program-wide dissemination will be completed by incorporating best practices into professional development modules aimed at enhancing program quality and outcomes across the universe of over 1,500 CCLC-funded programs and the broader afterschool community .

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Manhattan Strategy is a **boutique research and management consulting firm** dedicated to helping our clients achieve performance excellence. Manhattan Strategy applies **proven frameworks, custom research, best-in-class insights, and domain expertise** to measurably enhance the efficiency and effectiveness of our clients' organization.

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