



## Reimagining the Future at Monaghan County Council



Monaghan County Council is responsible for local government in County Monaghan, Ireland. Sitting at the frontline of citizen engagement, it is responsible for public services: from housing to roads and transportation, community enhancement to economic development, as well as culture, tourism, and the environment.

### **The Challenge**

The speed of innovation across local government has historically been slow. Whilst there is usually no shortage of promising ideas it can be difficult to achieve widespread adoption.

Monaghan County Council have won many awards for innovation but the challenge they faced was how to embed innovation in the organisation.

How could they provide their team with the skills and confidence to think differently about the challenges and opportunities they face?

What would drive innovation, make it stick, and underpin a culture that would encourage and celebrate new innovative approaches and ideas?

## The Solution

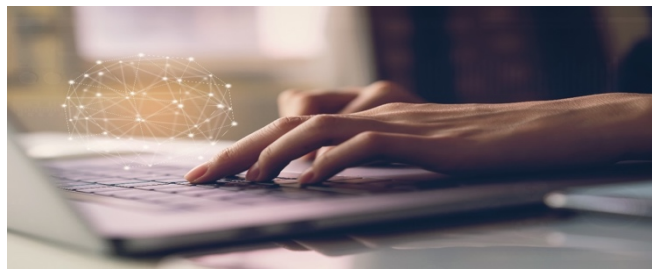
International best practice, as defined in ISO56002:2019 suggests that a key requirement for sustainable innovation in an organisation is an **Innovation Strategy** - a clear roadmap that outlines a destination for innovation, and a route to get there.

Without the clear destination that such a strategy provides, organisations often find it difficult to plan and prioritise innovation activities. Innovation risks being relegated to a series of ad-hoc idea generation activities, which often fall flat as they're not aligned to the overall organisational objectives.

Celsio's approach provided the **Innovation Team** with learning and mentoring that led to the creation of a strategy that reflected organisational and individual ambitions, but that was at the same time fully aligned to the Irish Public Sector's 'Making Innovation Real' strategy.

The innovation strategy includes several key components: a **Vision** of where innovation will be in 3-5 years; **Objectives** to set targets and measure progress; an **Action Plan** detailing how Monaghan would execute its strategy; as well as other strategic considerations including **Barriers** and **Risks** and how to overcome them.

**The well-formed innovation strategy, created by the team and supported by facilitation from Celsio, lifted innovation from an ad-hoc activity to something of strategic importance that delivers real and systematic value to Monaghan County Council.**



## The Outcome

The engagement with Celsio resulted in a comprehensive innovation strategy that is fully aligned to Monaghan County Council's corporate goals.

This strategy was supported by a comprehensive innovation training programme for the Monaghan team. A combination of eLearning courses, onsite workshops and mentoring ensured the team has developed the capability and confidence to think differently about the challenges that are faced every day by the council.

*"Celsio were great to work with.*

*We'd tried to create an innovation strategy before, but it was a one-off exercise that was destined to be left on a shelf.*

*Celsio worked with us to ensure the strategy had a heartbeat, secured buy-in from staff and senior teams alike, and was fit to underpin the future direction of the council."*

**Carmel O'Hare**  
**Director of Corporate Services & Innovation**

**Monaghan County Council**