

Initial situation

The separation of learning culture and innovation in today's social development is no longer possible because innovation-oriented forms of work without a steady learning process could not be realized. Learning 4.0 therefore occupies a decisive position to achieve a future-oriented corporate success. The significant factor is the combination of digital, manual and theoretical know-how to the competency of staff to live and push independent innovation culture. This is the starting point for our training concept Startup Safari, in which corporate employees can learn through a multi-day internship in the start-up scene to receive innovation. Sustained-alone application of the acquired knowledge and the experienced impressions, we have also developed the Innovator's Toolbag, a haptic tool case for innovation-oriented employees and managers.

What is aspired with the Startup Safari and Innovator's Toolbag concept ?

The aim is to actively promote the innovation culture in the Deutsche Bahn AG with new training formats. In this regard, the Startup Safari provides the opportunity to experience a change of perspective and so to experience the hands-on culture of agile teams live to the participants. It's focused on external networking, arranging Startup Spirit and methodological knowledge, which is given to the attendees during the training measure. The Personnel development measure is split up into a multi-day internship in the startup scene, combined with a workshop content. By disruptive experience in agile working world of startups, DB-multipliers are created who transfer their insights into the Group. The further establishment of lived innovation culture approaches are promoted by the intuitive use of Innovator's Toolbag. This tool case contains inter alia prototyping material to quickly implement and test self-generated innovative ideas.

What is the Startup Safari and Innovator's Toolbag concept ?

The Startup Safari is based on the experiential learning approach, in which the acquisition of skills occurs through direct experience and practical involvement of the participants and the focused reflection. Thereby skills are developed to promote knowledge and built a unified understanding of values through research, discovery and action. Through experiential learning an intense learning effect is obtained, as the real experiences can be transferred to their own professional environment. This lead of know-how acquisition has already been scientifically demonstrated. Comparison of the values of performance motivation inventory before and after the Startup Safari, the following results were achieved : An increase of 16.42% in commitment, 15.17% in the confidence of success and 9.61% in the willingness of the DB participants. Those values emphasize the use of unconventional forms of learning. Right here Innovator's Toolbag follows on. The new thinking and procedures should be further intensified and implemented through the integration of theory and practice in the form of technical workshop inputs and work utensils. Interactive integration of the participants in combination with the haptic elements of the innovation suitcase encourage motivation to apply previously lived experiences by providing special methods, instructions and materials. To promote learning on demand further methodological knowledge is made available on a website as well as the exchange of multipliers will be supported.