



FUSION ALLIANCES

Guide & Action Plan (Ireland)

Based on experiences of FUSION Alliances

(Germany, Ireland, Denmark, Spain) April 2023

2023Alliances Report & Action
Plan

Momentum, Ireland





INTRODUCTION & WELCOME TO FUSION PROJECT

Experts on festivals and youth work have joined forces to create a tailored suite of *open-access* and *free* resources so that festivals can realize their potential as platforms for social innovation.

Vision

The project vision is to empower festivals to act as social innovation incubators that empower young people to realize their potential to change society and will inspire them to tackle social issues in innovative ways beyond the scope of the event itself. As importantly, FUSION will enable young people/organizations to use festivals as a stepping stone to implementing their own ideas, products, and technologies for the benefit of society.

Mission

FUSION enables festivals and youth organizations to collaborate and unlock their potential for social innovation by providing them with a tailored suite of resources. These include a good-practice guide with festival initiatives from across Europe, a toolbox for developing social, innovative projects at festivals, Online Educational Resources, as well as Alliances and Action Plans focused on social innovation at festivals.

The Why of Our FUSION Project

Social Impact and Innovation through the medium of festivals is a rapidly evolving and growing occurrence. More and more festivals are being seen as spaces to foster a sense of belonging, community spirit, diverse cultures, and civic action. However, for some, festivals are generally still considered places for people to gather solely for spectacle and entertainment, which has left their potential as spaces for social impact and innovation go under the radar. The FUSION project aims to foster collaboration between social impact organisations, and stakeholders in the youth sector so that festivals can become incubators for new social innovators. Within this ambition, Alliances bring together festival organisers, youth workers, young people, and other stakeholders passionate about being part of a European network that creates a supportive environment for the development of social enterprise, impact, and innovation.

Welcome from the FUSION Team

FUSION Project is a pan-European, EU-funded project with partners from six different countries. The FUSION team combines expertise on social innovation, youth work, and festival life – topics that go together much better than you would expect.



German Alliance Partner, <u>Take a Stand</u>
Danish Alliance Partner, <u>Roskilde Festival</u>
Irish Alliance Partner, <u>Momentum</u>
Spanish Alliance Partner, <u>BackSlash</u>

Our work is supported by our evaluation partner <u>Istanbul Economic Research</u>, <u>Turkey</u>, and our technical partner <u>Canice Consulting</u>, <u>UK</u>.

What are the FUSION Resources?

FUSION gives you all the tools that festivals and youth workers need to understand and unlock the power of festivals as social innovation drivers for youth empowerment. There are 3 key resources:

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FUSION GUIDE	FUSION TOOLBOX		FUSION ALLIANCES	
Is full of good-practice examples of innovative projects from festivals that give you inspiration about young social innovation education at live events.	Guides through the project development process in 8 stages and incorporates multiple social innovation and educational tools that help festivals, youth organizations, and young people collaborate and start their own social innovation educational projects.		Connects festivals, youth (events) organizations, social innovators, educators and young people across Europe, particularly Denmark, Ireland, Spain, and Germany. They demonstrate how collaborative alliances regionally and nationally can achieve the best potential for social innovation, youth, and education.	
FUSION Project Key Links				
FUSION Official Website		https://fusion-project.com/		
Guide		https://fusion-project.com/fusion-guide/		



Toolbox	https://toolbox.fusion-project.com/	
Alliances	https://alliance.fusion-project.com/	
Partners	https://fusion-project.com/fusion-guide/#team	
Facebook	https://www.facebook.com/festivalsforsocialinnovation	

The Power of FUSION Alliances

The **project Alliances** aim to achieve a close, collaborative relationship between two or more entities that share complementary assets, strengths, risks, and rewards to create increased value or competitive advantage for their customers and their organizations, which would be difficult to achieve independently. Alliance goals include ensuring that partners are fully engaged in the potential of FUSION projects and work so that they take positive actions to achieve their organisational and Alliance objectives.

Alliance engagement is the process of enlisting your partners to stay active in your project, to encourage them to continue to add value to your program. To deepen this engagement process, mutual trust and knowledge of the business must be nurtured throughout the partnership. It is about creating a trusted and loyal relationship between you and your partners. Effective engagement is where Alliance partners share insights and ideas that can help, solve problems, connect people, create meaningful interactions, and build relationships with purpose in a meaningful way.

The FUSION Alliances have the sole purpose of informally uniting for the first time European countries, nations, regions, communities, individuals, and organizations so that they can realize the potential of festivals as social innovation incubators for youth. The key objective of the Alliances is to implement the mechanisms for sustainable collaboration between organisations and stakeholders at a local, regional and/or national level so that the new young social innovators will find a supportive environment for the development of their project/social innovation business of the future.

As European regions and communities, we are more than ever before faced with working, learning, playing, and living in unstable environments. The Alliances can actively **assist in integrating and empowering stakeholders involved in youth, festivals, education, and social innovation** so they can assist today's youth to unlock solutions to existing unstable environmental



challenges. The Alliances can help stakeholders enable youth to spearhead their efforts to ultimately expand their skill sets and knowledge so they can impact their communities locally or globally.

Our project facilitates the Alliances by **developing a supportive knowledge exchange environment** and providing the mechanisms needed to develop a socially innovative project for a festival. As part of our project, we have tested the process of setting up four Alliances in partner countries **Germany, Denmark, Ireland and Spain**. We share the journey and learnings of this process so that others can replicate, and do their own FUSION magic .

Alliances Target Audiences

The Alliances are designed for social innovation organisations, youth, educators, and festivals. They can encompass those

- involved in or who would like to learn about youth, education, youth work, youth leadership, festivals and events, social innovation, informal learning... and how they can positively impact our societies.
- interested in participating in economic, social, and environmental youth development and regeneration, cultural innovation, or social inclusion.
- who are a young person or group of young people who want to be involved in change. This could involve learning new solutions about the circular economy, climate change, tackling poverty, improving unemployment, strengthening your community, tackling homelessness and hunger, or any other social issue.

By design, the Alliances actively educate and work with their target audiences and members to:

- Learn from the best by engaging with stakeholders and experts in social innovation, festivals and youth education fields across Europe.
- Come up with country and organization-specific FUSION design solutions.
- Learn how to **collaborate**, **plan**, **problem-solve**, **and communicate** under the FUSION banner.
- Bring FUSION ideas to reality in a way that spurs exciting and memorable value-enriched learning.
- Enjoy building a strong sustainable economy and a better society for tomorrow's adults.
- Connect with existing and emerging young social innovators to join a sustainable and positive impact ecosystem.



The Alliance Framework

The Alliance Meetings Should be Governed by Opportunities & Start with the End in Mind!

What you want to achieve in the end, you should gear towards your agenda's key objectives, SWOT Analysis and Action List – like a wish list or vision of your Alliance. All members should agree with the approach, purpose, tone, pitch, and objectives of the Alliance and the meetings should follow suit. Here is an idea of what your Alliance Framework should look like.

Pitch, Tone, and Format

Supportive Expertly-led Structured InformalInformative Collaborative Engaging Creative

Innovative Valuable Local, Regional, National or European

The Alliances Format can be hybrid, face-to-face, Zoom with complementary discussions, workshops and/or focus groups, etc.

Invitation for Alliance Recruitment

Covering geographical scope (e.g., national or regional) to Social Innovation Organisations, Educators, Youth, and Festivals

3 Meetings

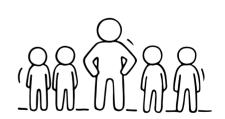
Focusing on Introduction and Objectives, Collaboration & Alignment, Project Development

1 SWOT Analysis

Assessing the Strengths,
Weaknesses, Opportunities and
Threats for the potential of
festivals as platforms for social
innovation (Social Innovation,
Youth, Education, and a Festival
as the educational platform)









Meeting Materials

Agenda, Minutes, Members Sheet, Questions, SWOT Analysis

1 Alliance Guide with Project Partners Alliance Meeting Samples

& 1 Action Plan

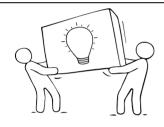
Celebrate and Sustain Alliance

Maximising Future Potential and Alliance Opportunities













Meeting 1 Meet, Greet and Share

Meeting 2 Interaction of Great Minds

Meeting 3 Development of a FUSION project

- All come together for the first time, introduce yourselves and FUSION themes as an objective.
- Inform the group how you can contribute and what you hope to achieve from the Alliance.
- Actively engage and inspire each other by learning from the FUSION
- Great minds return together to activate ideas, exchange and pool resources and knowledge exchange.
- **❖** Answer Questions List
- Go through SWOT Analysis
- ❖ Introduce the Action Plan
- Formalise the vision, mission and objectives of the Alliances project.
- This meeting will discuss further the activation of a potential FUSION Alliance project.
- Develop implementation and Action Plan further to activate a FUSION project.
- Decide who needs to be involved, is there anyone missing or needs to be recruited



- project **guide**, **toolbox** and the Alliances.
- Get to work by introducing the Questions List and SWOT Analysis, and Action Plan prescribed by the Alliances.
- The next meeting will form a basis for feedback, answers and discussions around the Questions and SWOT Analysis.

- Extend the partnership if possible.
- Discuss how to future communicate and collaborate for future meetings.
- Decide on the Alliance project development and how it is going to work, who will be involved, when it will happen, the theme etc.
- The roles, and responsibilities of different members from education, youth, social innovation etc.
- The longevity of the Alliance will also be discussed.

Solutions Delivered by the Alliances

The Alliances are engaging, inspiring, creative, innovative, valuable, European-focused, supportive, expertly-led, structured yet informal, informative, and collaborative forums, through which all members and stakeholders benefit from the solutions.

The purpose of the creation of a FUSION Alliance is to encourage cooperation between the multiactors that typically do not work together, including **youth organisations**, **festivals**, **educators** (**non-formal and formal**), and **social innovation bodies**, **e.g.**, **NGOs** and **cause-based organisations** that will benefit via the exchange of information and resources from different perspectives. Some headline benefits of Alliance involvement:

Bring Great FUSION Project Minds Together

by bringing potential FUSION stakeholders together so they can engage in the benefits of FUSION networking collaboration and knowledge exchange.

The Alliances are designed to **recruit, motivate and involve relevant regional stakeholders** in your area (local, regional, or national).

Gain access, support, and new knowledge and build new synergies by engaging with FUSION experts, learners and stakeholders in FUSION themes (education, social innovation, youth, and festivals).

Together communicate, interact, discuss, share, create, and engage to bring FUSION project potential and ideas to reality.

Develop cross-sectoral relationships and networks within the region to share resources and try to solve social innovation challenges

Gain deeper knowledge by **sharing and learning from each other**, especially through **storytelling**, **sharing skills and good practice**, **winning advice**, **and experiences**.



Assess the Potential and Create an Alliance Project

by organising a regular formal meeting structure so Alliance members can actively and collectively develop a FUSION-themed project.

Take full **advantage of achieving more together** than you can do separately as FUSION partners.

The Alliances are designed to assess the potential of a social innovation, youth education project at European festivals through the creation of a formal, collaborative, supportive regular meeting structure (at least 3 meetings).

Members come together to assess the **potential of an Alliance project** by conducting a **SWOT analysis** and developing a clear **Action Plan**.

Learn how to discuss and work together through regular discussions/workshops/interactions as part of the Alliance meetings. It is always good to get inspired by existing festivals in your country that already apply ideas similar to FUSION and get to meet and learn from them. Make experiential visits as part of your Alliance by attending other festivals aligned with the themes or a combination, so that collaborative alliance members can learn about existing social innovation priorities, potential, challenges, needs, different approaches, ambitions, and environments.

Come up with a set of **aims and objectives** that are endorsed and agreed upon by all members so that a potential Alliance project can be developed strategically.

Gain from enriching and **better support skills development** in the field of social innovation and **knowledge** across **wider organizations**, individuals, educators, youth, and companies that can lead to **better project design**, **implementation**, **dissemination**, and **exploitation**.

Explore how you can actively activate an Alliance project by **pooling** resources and creating synergies to support each other rather than continue and implement without support separately.

Gain **critical mass to have greater influence**, so you can start a social innovation change movement **by speaking in a common voice** in your regions, which will ultimately have a greater impact on youth and combating social innovation challenges.

Once a project is activated, learn and share how you can **improve** future approaches, document them, and share them to encourage others to follow suit.

Activate Youth to Solve Social Problems.

Build more capacity and mobilization to youth so they can achieve and implement their social innovation ideas and projects, engage in the spheres of resolving and rectifying social innovation challenges, feel empowered, gain knowledge and be actively supported and



Educate young people across
Europe on how to activate social innovation initiatives using festivals as a strategic platform.

mobilized by an Alliance. They will also **gain the intellectual and resource capacity** to effectively work with other youth rather than working alone.

Learn through **new innovative educational festival platforms** how important fields in social innovation and youth can work together to be **creative, form design solutions, and explore and solve problems.**

Be **educated alongside leading** organizations so that together they feel connected to sustainable social innovation via a regional impact ecosystem (FUSION Alliance and project.)

Build on and merge social innovation, festival, and education **design** solutions that tackle youth disengagement.

Exploit the Potential of the FUSION Alliance Resources

by creating awareness and distributing the FREE alliance resources to potential target groups so that future alliances can be developed across Europe. Further create and build on the existing Alliance resources by providing a further dedicated set of customized FUSION Alliance **Resources, SWOT Analysis** and complementary **Action Plan** that reflect each **Alliance's key drivers and target group needs.** Other potential future FUSION Alliances can take advantage of such resources and exploit their potential.

The **Action Plan** will particularly set out a model of collaboration, information sharing, and improving/supporting young people's access to social innovation awareness and knowledge capacity. It will guide Alliances participants, particularly to an agreement and commitment to **concrete actions** to support other grassroots activities according to the **FUSION ideals** in their organisations and regions. These concrete actions will act as guidelines for FUSION longevity.

Build on the potential of FUSION Alliance projects and the **provision** and accessibility to more inspiring talks, informative advice, amazing stories, tools, talks, powerful case studies and so much more so that FUSION can evolve and disseminate across Europe as a fantastic educational platform.



FUSION ALLIANCE ACTION PLANS

An **Action Plan** is a list of key tasks that need to be undertaken to achieve a particular goal or bring about a particular change. Action plans differ from todo lists because they focus on a single goal. An action plan states what needs to be done, by when and by whom.

Action planning is the process used to develop an action plan. It includes identifying the issue or problem clearly, developing specific and measurable actions, involving others and clarifying responsibilities.

Strategic Fusion Alliances Action Plans are formed so that Alliance members can achieve their objectives and benefit from an Alliance project as a collective. It is designed so that all members can follow a sequence of steps and activities to ensure the success of a project. The result is that all beneficiaries will receive added value, understand and take responsibility, have a role, pool complementary resources, and generate collective impact for their organisations, regions, and the recipients (youth).

In our ERASMUS+ funded project, Alliances were formed to support the work of the transnational partners within a localised context. FUSION Project partners developed four Alliances, which consisted of a series of each partner conducting **3 key meetings and 1 final meeting with a public FUSION wrap-up event**, in particular to promote and advise on the development of the project resources and pilot Alliance formation. The Alliances identified and agree on actions within their local regions that could deliver local social impact to their target audiences through festivals and underpin the future longevity of similar projects.

The Alliances formed sustainable collaborations within the fabric of their communities, some extended to the regional level and some with national impact. At their core, Alliance members have been enabled to ensure new young social innovators of tomorrow and supportive organisations can find an innovative environment via festivals to develop their social innovation initiatives.





IRISH ALLIANCE ACTION PLAN

2023 Action Plan Momentum, Ireland





1. Getting Ready

Preparing and developing the Irish FUSION Alliance

1.1 Pre-Alliance Process:

- development of FUSION Alliance supporting resources (e.g., <u>FUSION Guide</u> + <u>FUSION</u> Toolbox)
- Set up a <u>website</u>
- Creating firsthand experiences of social innovation at festivals at TPM in Roskilde, 2022

1.2 Define a purpose for the Irish FUSION Alliance:

Description and definition of the **potential of festivals as platforms for social innovation** by looking at it from the theme of Social Inclusion for Ethnic Minorities in Local Communities

1.3 Define the focus areas (as per the project description):

- Education
- Social innovation
- Festivals
- Youth work

1.4 Define the framework.

As per the FUSION project outline: 4 Alliance Meetings (4th is the Irish FUSION Multiplier Event), online and in person.

1.5 Recruitment of Participants

Recruited participants from the four FUSION focus areas (youth, social innovation, education and festivals) through our existing networks informally and asked people from organisations via invite so we could connect and forge new connections that would fit and strengthen the Irish alliance.

1.6 Meetings: set dates

- 1st Meeting (23rd February 2023) internationally and thus online with participants from all four FUSION alliances. Language: English
- 2nd Meeting (7th April 2023) In Person (Momentum Office, Leitrim Village, Leitrim)
- 3rd Meeting (10th May 2023) In Person (Drunshanbo Food Hub, Leitrim)
- 4th Meeting (25th May 2023) Irish Multiplier Event (in person)
 (https://www.drumhiernyhideaway.ie/en/, Drumhierny Hideaway, Leitrim)





Alliance Meeting No.1 – European Alliance

Introduction to FUSION Partners, Project, and Alliance Members

Thursday, 23rd February 2023

Great minds came together internationally to collaborate and activate ideas, exchange knowledge, pool resources, gain access to the next brand-new FUSION resources, get involved in the project development, and extend the partnership so it is inclusive, dynamic, and diverse.

- Meeting Agenda was set with the whole FUSION team (<u>See agenda of Great European</u> Minds Come Together)
- Meeting goal: setting the FUSION project stage, bringing people together from each of the project spheres for the first time (education, social innovation, youth, and festivals) to bring awareness to the project's Alliances, resources, and objectives.
- Sending personal invitation with Eventbrite registration
- Introduction of the project objectives and the resources
- Short introduction of participants in the chat (to save time due to the high number of participants and limited time)
- Interactive component through Mentimeter to integrate participants early on
- Present all four dimensions and catch participants' attention with examples.
- Results: Menti results
- Recorded the meeting for people who couldn't attend.



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'Toolbox & OERs')



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Alliance Meeting No. 2 - Irish Alliance

Ideas Hub - Meeting and Interaction of Great Minds Friday 7th April 2023

Great minds came together on a national scale to collaborate and activate ideas, exchange knowledge, pool resources, gain access to the next brand-new FUSION resources, get involved in the project development, and extend the partnership so it is inclusive, dynamic, and diverse. We analysed festivals' potential as platforms for social innovation together. We investigated the social innovation concept, theme, and target audiences so that we could then conduct a thorough SWOT analysis...and more.

- Meeting Agenda set by the Irish FUSION Alliance
- Introduced attendees to the <u>FUSION Alliance webpage</u> and presented the FUSION Alliance Irish Resources and Alliance Guide
- We looked at the potential of an Irish festival and what the social innovation theme should be and investigated what the Irish target audience looked like. We also exchanged key insights, expectations, inspiration, and knowledge.
- <u>SWOT Analysis</u> was chosen as a discussion topic and framework. See the Alliance Guide for more information.
- Results of this meeting included the Agenda, Alliance Guide, discussions questions, and an introduction to the SWOT Analysis
- After the meeting: Shared the results with the participants and invited them to add/comment and contribute. A SWOT template was distributed so that they could provide feedback relative to their organisation, communities, and target groups. Also sent an invite to all Alliance members in preparation for the next meeting.







Alliance Meeting No. 3 - Irish Alliance

Activation of FUSION Alliance Potential and Knowledge Exchange Wednesday, 10 May 2023

This meeting is where we got to the meaty, exciting stuff. We discussed how to best realise the potential found in Meeting 2. We further explored what a potential social innovation festival could look like, how young people can be activated, how to align the chosen social innovation theme, and what needed to be investigated to facilitate the development of a festival. We used a SWOT Analysis framework to capture this information.

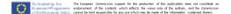
- Meeting Agenda set by the Irish FUSION Alliance
- Before the meeting: prepared a SWOT Analysis Template to collate discussions during the meeting, conclusions, and external feedback gathered before the meeting
- Questions and answers: the focus was on the application of the social innovation theme of the *Inclusion of Ethnic Minorities in Local Irish Communities*
- Open discussion and collected feedback from participants about the SWOT Analysis and other inputs.
- Results of this meeting included the Agenda, discussions, and SWOT Analysis
- Send notes/results to participants and invite them to add/comment and contribute!
- Invite sent to members to attend the Irish Multiplier Event

FUSION

Irish Meeting Alliance 3

Join a vibrant growing network that intersects the possibilities and potential of European youth, education, social innovation, and festivals

FREE Meeting on 14:00 pm (GMT), 10 May 2023





MEETING TAKES PLACE ON 10May 2023

GET READY TO GET INSPIRED!

- Learn how FUSION CAN BENEFIT you and your organization
- Connect with the FUSION ALLIANCE
- Get Inspired by existing CASE STUDIES, SPEAKERS, VIDEOS AND EXPERTS e.g., Roskilde Festival will demonstrate social innovation as a game changer.
- Access to BRAND NEW RESOURCES (e.g., The 'FUSION Guide' & 'Toolbox & OERs')





BE PART OF REAL POSITIVE CHANGE IN 2023 ARE YOU?

- A SOCIAL INNOVATOR or aspiringto be
- Involved in YOUTH EDUCATION
- Involved in FESTIVALS and are passionate or curious about promoting or educating social innovation to your audiences





Alliance Meeting No. 4- Irish Alliance

Irish Multiplier Event
Thursday 25 May 2023

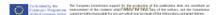
- Meeting Agenda set by the Irish FUSION Alliance team (Link to Multiplier Event Report)
- Location/setting was picked where stakeholders could meet, network and attend the
 presentation and launch of the project. It was also important that the Irish FUSION
 Alliance members could meet, exchange, and connect.
- A guest speaker discussed FUSION concepts from the perspective of Irish FUSION
 Festivals. One example provided was (the SHINE Festival, an empowering event for the
 young women and girls of Ireland, featuring many speakers on topics such as self esteem, resilience, career, arts, wellness, health sports, people, planet, and social issues.
 https://shinefestival.ie
- Invited over 300 interested stakeholders, e.g., by personal messages and emails to conference participants. Final attendance: 63 people
- Context explained with presentations of IO1 (FUSION guide) and IO2 (FUSION toolbox), and IO3 (FUSION Alliances)

FUSION

Irish Multiplier Event

Join a vibrant growing network that intersects the possibilities and potential of European youth, education, social innovation, and festivals

Launch Event on 14:00 pm (GMT), Thursday 25 May 2023 Drumhierney, Leitrim Village





Irish Alliance – Meeting and Interaction of Great Minds

MEETING TAKES PLACE ON Friday 26 May

GET READY TO GET INSPIRED!

- Learn how FUSION CAN BENEFIT you and your organization
- Connect with the FUSION ALLIANCE
- Get Inspired by existing CASE STUDIES, SPEAKERS, VIDEOS AND EXPERTS e.g., Roskilde Festival will demonstrate social innovation as a game changer.
- Access to BRAND NEW RESOURCES (e.g., The 'FUSION Guide' & 'Toolbox & OERs')





BE PART OF REAL POSITIVE CHANGE IN 2023 ARE YOU?

- · A SOCIAL INNOVATOR or aspiring to be
- Involved in YOUTH EDUCATION
- Involved in FESTIVALS and are passionate or curious about promoting or educating social innovation to your audiences





Next steps

Developing the report on the potential of festivals as platforms for social innovation (additional post-project activity; part of the FUSION longevity strategy)

- > Combining the results (SWOT Analysis & Idea Hub) of the four national Alliances
- > Evaluation of the results and comparison of the most important results
- Compilation of the report "Potential of festivals as platforms for social innovation" (working title)
- Publication in the free-to-access Knowledge Hub on www.yourope.org
- Further making the document available specifically to Alliance participants for their own use, while inviting them to continue the dialogue
- > Further making the document available to stakeholders from the four focus areas
- Using the report for festival projects of youth organisations, NGOs, social startups and other initiatives

