	Underpinning Capabilities					Technical Capabilities		
	Thinking Activities		Influencing Activities		Performing Activities			
	Problem solving	Critical thinking	Leadership	Communication	Entrepreneurship	Horticulture Systems	Data management	Technology management
Inspire: Transform the sector	Educate and support others to generate original and sustainable solutions to address challenges in horticulture. Champion effective co-creation methodologies to include a range of relevant voices in the generation of solutions	Educate and support others to critically analyse existing practices to develop sustainable alternatives Challenge others to base their decision making on an ethical and sustainable basis	Educate, influence, persuade and challenge others to lead and promote transformations in horticulture Create a vision for strategic change in horticulture	Champion effective stakeholder management Demonstrate effective thought leadership in horticulture	Guide others on their entrepreneurial journey Campion relevant insights into entrepreneurial mindset and practice Contribute to entrepreneurial ecosystems	Champion systems approaches to appraise current and future challenges in horticulture Educate and support others to develop innovative responses to address sustainable challenges	Educate and support others to use digital tools to implement innovations in horticulture Champion robust data security systems	Educate and support others to use emerging technology in (radical or breakthrough) innovation processes Challenge others to apply technology to different problem spaces
Master: Deliver impact	Critically appraise the problem space to analyse the strategic implications of future choices Mobilise effective co-creation methodologies to generate original and sustainable solutions that include relevant voices	Critically analyse, interpret and report data and information to inform ethical decision making Challenge existing practices and knowledge to develop sustainable alternatives	Influence, persuade and challenge others to transform horticulture through innovation and entrepreneurship Translate a vision for strategic change into a horticulture innovation	Identify, engage with and respond to stakeholder needs Develop strategies to deliver effective communication approaches Translate complex ideas for different audiences	Create opportunities for systematic value creation Devise strategies to mobilise and leverage resources to create sustainable value Design effective actions to scale social impact	Develop strategies to address current and future sustainability challenges using systems approaches Design innovative responses to address sustainability challenges in horticulture	Develop strategies for data acquisition, analysis and manipulation Develop and lead the implementation of robust data security measures	Develop strategies to mobilise and manage appropriate technologies in innovation processes Develop and lead the implementation of novel technologies Devise adequate IPR management strategies
Practice: Turn ideas into action	Appraise the problem space to identify current and future needs Mobilise effective methodologies to generate new ideas Appraise the validity of new ideas and co-create sustainable solutions	Collect, analyse, interpret and report information to develop sustainable solutions to current and future challenges Appraise unintended consequences of any course of action to devise ethical goals	Appraise different strategies to deliver a horticulture innovation Demonstrate leadership towards the implementation of a horticulture innovation	Devise effective communication methods that support organisational strategies Engage in two-way communication with stakeholders about their concerns Adjust messaging for different audiences	Create opportunities for value creation Mobilise resources to create sustainable value for others Design and implement effective actions to deliver impact	Analyse the horticulture system using a range of systems approaches to appraise current and future sustainability challenges Implement innovative responses to address sustainable challenges in horticulture	Appraise the efficacy of different digital tools and sensing methods to acquire, manage and manipulate data Devise effective data management protocols Implement adequate data security measures	Appraise the efficacy of existing and emerging technologies in innovation processes Mobilise appropriate technologies in innovation processes Contribute to the development of new technologies Manage IPRs
Explore: Lay the foundations	Analyse relevant aspects of the problem space to inform creative thought Use basic methods to generate new ideas and to assess their validity Contribute to co-creation processes to develop solutions	Collect, analyse and report information and data to support the generation of new ideas and approaches Recognise the importance of ethical goals	Implement a horticulture innovation project in a particular work or study context	Identify relevant stakeholders and their prominent concerns Implement basic communications methods	Appraise and articulate the value of opportunities Identify and use relevant resources to support the creation of value Implement effective actions to support the creation of impact	Apply basic systems analysis to describe the horticulture system Identify dominant sustainable challenges for horticulture Recognise how innovations can contribute to achieving societal impact	Implement effective data management protocols Recognise the importance of data security measures	Competently use appropriate technologies to contribute to horticulture innovations Appraise the relevance of emerging technologies in a particular work or study context Recognise the importance of IPR management

CIH Competency Framework (adapted from EIT Food) comprising 8 key competencies across 4 levels of proficiency