

Fikra Competition

Applicant Guidelines

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1. Overview

1.1. About the Fikra Competition:

The **Fikra Competition** is a national award established under the patronage of His Royal Highness Prince Salman bin Hamad Al Khalifa, the Crown Prince and Prime Minister. It is designed to encourage public sector employees to present innovative and practical proposals that enhance the efficiency of government performance and services for Bahraini citizens.

By combining creativity, feasibility, and impact, Fikra serves as a bridge between promising ideas and tangible outcomes that contribute to the advancement of public administration and service delivery in Bahrain.

1.2. Eligibility Criteria:

- Applicants must be employed in the government sector or government-owned companies.
- Applications may be submitted by individuals or as a team (not exceeding 4 individuals).
- Proposals should be consistent with the primary objectives of the programme.

1.3. Objectives:

- Foster a culture of **innovation** within government.
- Enhance **government services** or improve **government performance**
- **Re-engineer existing services** and processes to achieve measurable improvements.
- Support Bahrain's **Economic Vision 2030** and **government development initiatives and programmes**.
- Promote ideas that are **feasible**.

1.4. Timeline & Phases:

The Fikra Competition comprises five structured phases designed to ensure transparency, fairness, and comprehensive support for all participants. Meeting dates and events will be communicated in advance.

Phase 1: Proposal Submission

Applicants complete the online form and upload a concise pitch presentation.

Phase 2: Proposal Evaluation

Applicant's proposals will be evaluated and shortlisted candidates will be informed.

Phase 3: Pre-pitch Training

Shortlisted candidates will have the opportunity to attend a three-day mentoring and training workshop.

The workshop helps participants sharpen their ideas, improve presentation skills, and gain valuable insights through networking and knowledge-sharing with experts and peers.

Phase 4: Panel Pitch & Public Voting

Candidates will present their proposals to a panel of government officials. Following the presentations, selected proposals will be consolidated and prepared for the public voting phase.

In coordination with the Prime Minister's Office (PMO), finalists' pre-recorded pitch videos will be published on the PMO's official social media channels to allow for public voting.

Phase 5: Ministerial Panel

Qualified candidates will present their proposals to a panel of ministers, which will select two winners. In addition, the proposal chosen through the public vote will also be announced.

The final winners will be announced on the PMO's official social media platforms.

2. Application Form

2.1. How to Fill the Application Form

 <https://youtu.be/Vd9us4Ge12A>

2.2. Guidelines & Tips:

Pre-application Preparation

- Check eligibility criteria, required documents, deadlines, and submission format.

Draft responses in a separate document first to prevent any potential loss of work.

Filling out the Application Form

- Ensure personal and professional information is accurate and up to date.
- Fill in all mandatory fields: use “N/A” only if the question doesn’t apply.
- Use clear, concise, and professional language.
- Avoid applying with the same proposal more than once.
- Ensure uploading supported files within the accepted sizes and formats (PDF).
- Use clear file names and only upload the requested files.

3. Proposal Presentation

3.1. Presentation Guidelines

- Keep the pitch short and focused, ensuring that it covers all important points.

Mandatory Information

1. Cover Page – Include the title and a 100-word summary of the proposal. Ensure the summary clearly outlines the idea, how it works, and why it matters. Problem statement (including facts and figures).
2. Results & impact (measurable outcomes).
3. Benefits, risks, and mitigation.
4. Project plan (steps, entities, timeline).
5. Benchmarking

Optional Slides:

1. Current situation and supporting data
2. Strengths, Weaknesses, Opportunities, and Threats (SWOT) analysis
3. Cost breakdown

4. General Guidelines & Tips

Choose a precise problem/ opportunity.

- Pick an area that is currently inefficient, costly, or time-consuming in a government service.
- Make sure it is relevant: it should align with government priorities such as Vision 2030, the Sustainable Development Goals (SDGs), digital transformation, citizen services, and more.
- Focus on simplicity: A simple but well-executed idea often makes more impact than a complex one that's difficult to implement.

Research/ evidence gathering

- **Collect data: How significant is the problem? Who is affected? What types of waste or delays occur? Find benchmarks or case studies:** Has a similar idea worked elsewhere? What were the outcomes?

Define the solution clearly

- What exactly is your idea (Process, policy, tech, service improvement)?
- How would it operate in practice? (people, resources, time, technology)

Show the impact

- What are the benefits: cost savings, time saved, better satisfaction, environmental impact, etc.?
- Target audience: citizens, government, environment, specific groups?
- Are there measurable metrics you can propose as Key Performance Indicators (KPIs)?

Feasibility & implementation plan

- What resources are needed (budget, personnel, technology)?
- What are risks or obstacles & how to mitigate them?
- Timeline: phases (pilot, scale-up) and deliverables.

Alignment & sustainability

- How does it align with Bahrain's national vision and existing strategies (Vision 2030, etc.)?
- Sustainability: how will this idea keep working after launch? Who will maintain?