



Metro North Health

CULTURE & ENGAGEMENT



Shark Tank Challenge: Pitch Guide

Use this guide to help structure your 3-minute pitch clearly and persuasively. Be creative, confident, and collaborative!

1. The problem (30 seconds)

- What challenge, issue, or inefficiency have you identified in the workplace?
- Why does it matter?
- Who does it affect and what is the impact?

Example: "Feedback surveys indicate new staff do not feel engaged during their orientation and onboarding experience. This can impact how effectively they assimilate into Metro North Health, impede early performance and connections, and reduce the likelihood of retention within the first six months."

2. The big idea (30–45 seconds)

- What's your solution?
- Describe your idea in a sentence or two — make it catchy!
- What makes it different or better than what's already in place?

Example: "We propose a buddy-based onboarding experience where new starters are paired with trained peer mentors from day one."

3. Benefits and impact (45 seconds)

- How will your idea improve the workplace?
- Who will benefit, and how?
- How does it align with our organisational values or strategic priorities?

Example: "This approach improves inclusion, reduces first-year turnover, and supports teamwork and compassion by fostering early connection."

4. Implementation plan (45 seconds)

- How could your idea be put into action?
- What would be the first steps?
- What resources or support might be needed?

Example: "Start with a 3-month pilot in one department, using existing team members as mentors and feedback surveys to assess impact."

5. The Ask (30 seconds)

- What are you asking from the panel?
 - Support?
 - Funding?
 - Pilot approval?
- Be clear and confident in your request.

Example: *"We're asking for approval to pilot this program with support from the Engagement Team to co-develop mentor training materials."*

Optional: Visual Aid or Slogan

- Encourage groups to give their idea a name or tagline.
- Allow simple props, quick sketches, or posters if time permits.