

MIP Final Project



MIP Individual Project Overview

The MIP Individual Project is a critical component of your Management Internship Program experience. It provides a platform to apply your learning to a real-world challenge or opportunity at your cooperative. Your project should demonstrate leadership, strategic thinking, and measurable impact.

Project Purpose and Expectations

Your project must identify a meaningful improvement opportunity at your co-op. You are expected to lead the project—not simply participate. If the project is already underway, you must be the primary driver. Repackaging a completed project or one where you were not the lead will be evident in your final presentation. You must show your work, including analysis, documentation, and outcomes.

The project should be narrow in scope but significant in impact. It may be part of a larger initiative, but your contribution must be clearly defined. Use the tools and knowledge gained in MIP to guide your work.

AI tools may be used in limited ways, but all AI-generated content must be clearly cited in the footnote.

Example: Statistics used above: OpenAI (2025)

Planning and Timeline

This project requires thoughtful planning and time. **It cannot be completed in the final week.** Work with your co-op leaders early to identify your project and develop a plan. You may need support from colleagues for data or documentation.

Submit your project abstract by Wed., Jan. 27 2027 to NRECAMadisonTrng@nreca.coop. Use the subject line: MIP Group <#> <Your Name> Individual Project Abstract. File name: MIP Individual Project Abstract_(LastName FirstName).

Final Presentation

You will present your project during Part Two (20-minute presentation + 10-minute Q&A). Sign-up details will be provided in Part One. Your presentation must include:

- Project scope and key issues
- Analysis and research conducted – show us the data!
- Sample work (e.g., templates, policies, communications)
- Recommendations or actions taken
- Next steps (if project is ongoing)

You must also submit your presentation and supporting materials electronically. These will be shared with your MIP peers for knowledge transfer. Your presentation is NOT your project, but is meant to provide an overview to your cohort group on what your project was and the findings.

Final Project Examples

1. Business Plan or Component

Develop a full business plan or lead a major section such as financial strategy, operations, or service expansion. This could involve launching a new business line, improving a department's

performance, or supporting a broader strategic initiative already underway at your co-op.

2. Market or Communication Plan

Conduct a market study to understand customer needs, preferences, and service gaps. Use this data to build a targeted marketing or communication strategy that includes pricing, messaging, advertising, and outreach tailored to specific customer segments. The plan should include actionable insights and a budget for implementation.

3. Capital Budgeting Analysis / Business Case

Prepare a financial justification for a major investment or initiative. Include detailed cost-benefit analysis using tools like NPV or IRR, and clearly explain assumptions (e.g., discount rates, inflation). The business case should also address strategic fit, risks, HR or member impacts, and alternative options considered.

4. Process Analysis and Design

Analyze an existing process to identify inefficiencies, delays, or bottlenecks. Redesign the process to improve performance, reduce waste, or enhance service delivery. Include an implementation plan and evaluate both financial and non-financial benefits of the proposed changes.

5. Technology Plan / Technology Business Case

Propose a technology solution that aligns with your co-op's strategic goals. Outline implementation steps, integration needs, and a business case that quantifies costs and benefits. This could include system upgrades, automation, or new platforms to improve operations or member experience.

6. Financial Plan

Develop a long-term financial forecast that evaluates cash flow, equity, debt, and rate impacts under different scenarios. Recommend strategies to meet financial goals and identify key variables and risks. This plan should support strategic decision-making at the leadership level.

7. HR, Benefits, Succession, or Compensation Plan

Assess workforce demographics and future staffing needs, including retirements and turnover. Propose a plan for succession, talent development, or benefits competitiveness. This may include benchmarking compensation or designing strategies to attract and retain key talent.

8. Business or Safety Improvement Plan

Identify a performance gap using internal and benchmark data, and propose a plan to improve safety, service, or operational efficiency. Include a current state analysis, gap assessment, and implementation roadmap. Use metrics such as lagging and leading indicators to track progress.

Project Support

We are here to support you. Please contact us with questions or to discuss your project idea:

Gary Pfann

gary.pfann@nreca.coop

Christine Miller

christine.miller@nreca.coop

Don Wadewitz

Don.wadewitz@nreca.coop

Abstract Format MIP Individual Project

Name:

Cooperative:

Project Focus:

Type of Project:

	Business Case/Plan		Business Safety Improvement Plan
	Financial Analysis		Implementation Plan
	Process Analysis		Marketing/Communications Plan
	Technology Plan		Other:

Project Scope and Key Issue(s) and Why: [Importance to organization, members, workforce, etc.]

Description of Project Work: [what analysis, data, procedures, major activities and team members necessary to get project completed]

Conclusion Anticipated [Decision, Recommendation etc.]