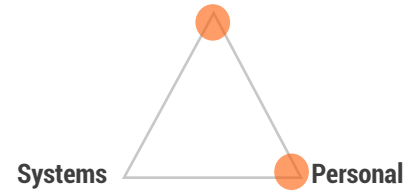


# PUSH

## Description:

The disorienting dilemma: a possible failure, a disruption, taking a risk.

## Transformation Level:

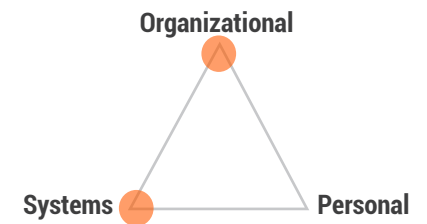


# PROTOTYPE

## Description:

A small, quick, cheap test, experiment, or emergent.

## Transformation Level:

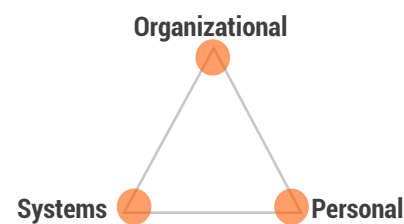


# PERSON + POSITIONALITY

## Description:

Position, orientation, heart, commitment, strategy, mindset, purpose, sources, history, power, privilege.

## Transformation Level:

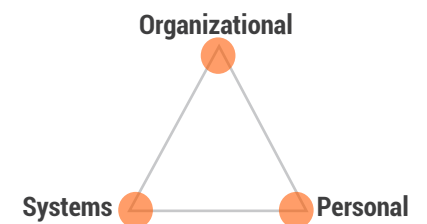


# PROCESS

## Description:

The journey that people go through in an innovation process.

## Transformation Level:



## PROTOTYPE

### Evaluands, Signals, Measures:

- \* Small experiments created and tested.
- \* Nature of user feedback.
- \* Experiments are systemic in nature, and hold disruptive potential.



Source: Lindsay Cole

## PUSH

### Evaluands, Signals, Measures:

- \* Self-reported and observed level of discomfort.
- \* Self-reported and observed shifts in vertical development (social to self-authoring to self-transcending mind).



Source: Lindsay Cole

## PROCESS

### Evaluands, Signals, Measures:

- \* Purpose, outcomes, and agenda for processes designed and delivered.
- \* Observed and self-reported experiences of participants and facilitators.
- \* Observed and reported assessment of systems impacts of processes delivered



Source: Lindsay Cole

## PERSON + POSITIONALITY

### Evaluands, Signals, Measures:

- \* Examination of personal power and privilege held, and how this influences ways of being and acting.
- \* Examination of structural and systems power and privilege, and how this influences decision-making, priority-setting, organizational structures.
- \* Meaningful integration of this examination into personal practice.



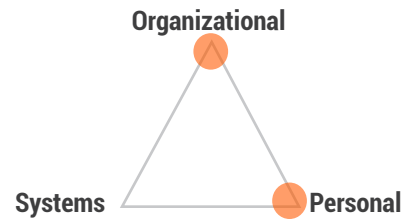
Source: Lindsay Cole

# PERSPECTIVE

## Description:

Intentional work on mindset shift.

## Transformation Level:



SOLUTIONS LAB

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# PRACTICE

## Description:

Learn and apply theories, methods, frameworks and tools.

## Transformation Level:



SOLUTIONS LAB

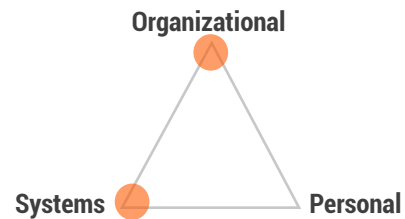
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# PERFORMANCE

## Description:

Outcome orientation, approach to measuring impacts, storytelling.

## Transformation Level:



SOLUTIONS LAB

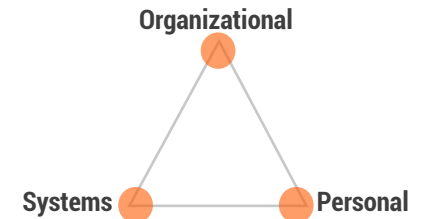
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# POSSIBLE

## Description:

Imagining, envisioning, inspiring, designing other possible futures.

## Transformation Level:



SOLUTIONS LAB

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## PRACTICE

### Evaluands, Signals, Measures:

- \* Delivery of capacity building sessions.
- \* Self-reported evaluation of learning experience.
- \* Uptake, application, and use of learning.



Source: Lindsay Cole

## PERSPECTIVE

### Evaluands, Signals, Measures:

- \* Self-reported shifts in thinking, mindset, and paradigm.



Source: Lindsay Cole

## POSSIBLE

### Evaluands, Signals, Measures:

- \* Creation of alternative possible futures.
- \* Changed narrative about what might be possible.



Source: Lindsay Cole

## PERFORMANCE

### Evaluands, Signals, Measures:

- \* Improved outcomes as compared to what may otherwise have happened without an intervention.
- \* Ability of these improved outcomes to validate and encourage innovation efforts.



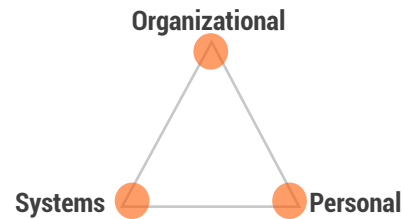
Source: Lindsay Cole

# POWER

## Description:

Actively working to shift power and privilege to those who traditionally have been excluded.

## Transformation Level:

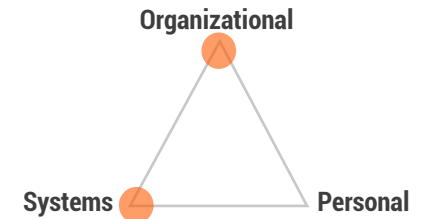


# PARTNERSHIPS

## Description:

Building deep partnerships based on active collaboration and co-creation values and practices.

## Transformation Level:

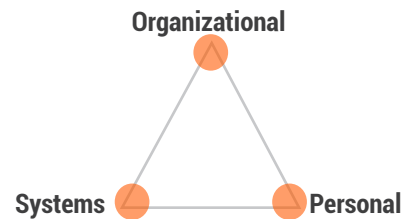


# POLLINATING

## Description:

Make and cultivate connections across silos, organizational boundaries, sectors, and issues.

## Transformation Level:

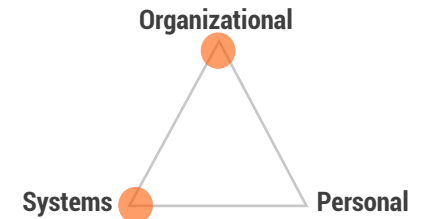


# PEOPLE-CENTRIC

## Description:

People-centred orientation of problem-finding, framing, solution-making and testing, and value creation.

## Transformation Level:



## PARTNERSHIPS

### Evaluands, Signals, Measures:

- \* Increased breadth, strength, number, and diversity of collaborative partnerships.
- \* Self-reported and observed impacts of these partnerships.



Source: Lindsay Cole

## POWER

### Evaluands, Signals, Measures:

- \* Power analysis/mapping completed.
- \* Strategies to shift systemic power structures toward inclusion, equity, and decolonization identified.
- \* Effects of these shifts tracked through observation and self-reporting.



Source: Lindsay Cole

## PEOPLE-CENTRIC

### Evaluands, Signals, Measures:

- \* Extent to which users are involved and engaged.
- \* Self-reported and observed influence of people-centric orientation.



Source: Lindsay Cole

## POLLINATING

### Evaluands, Signals, Measures:

- \* Increased breadth, strength, number, and diversity of networks and relationships.
- \* Self-reported and observed impacts of these networks and relationships.



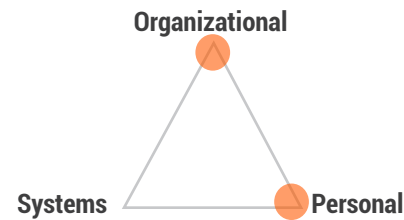
Source: Lindsay Cole

# PLANTING

## Description:

Focus on scaling up and deep to change systems and structures.

## Transformation Level:



SOLUTIONS LAB

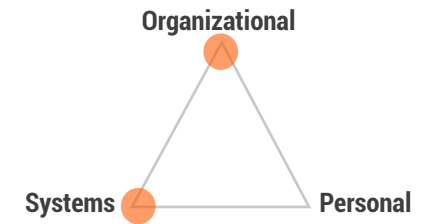
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# PROTO-REGIME

## Description:

Actively building a new regime that works alongside the existing regime that it is trying to change.

## Transformation Level:



SOLUTIONS LAB

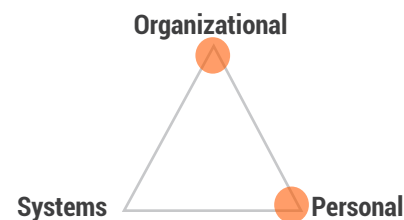
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# PARTICIPATORY

## Description:

Co-creative; where those with a stake in the problem shape the work together.

## Transformation Level:



SOLUTIONS LAB

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# PATTERN

## Description:

Repeating patterns of problematic behaviours, habits, processes and mindsets are shifted toward more desirable ones.

## Transformation Level:



SOLUTIONS LAB

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## PROTO-REGIME

### Evaluands, Signals, Measures:

- \* Creation of proto-regime with a clear position in relationship to the system it is trying to shift.
- \* Result of this proto-regime (absorbed, destroyed, spin-off, continuation).
- \* Impacts of this proto-regime.



Source: Lindsay Cole

## PLANTING

### Evaluands, Signals, Measures:

- \* Job descriptions, budget, senior management leadership, partnerships, professional development, performance management, and corporate strategy include commitments to disruptive and transformative innovation.
- \* Self-reported and observed impacts of scaling up and deep.



Source: Lindsay Cole

## PATTERN

### Evaluands, Signals, Measures:

- \* Identifying and naming problematic patterns.
- \* Identifying and naming more generative alternatives.
- \* Developing and implementing strategies to shift patterns.



Source: Lindsay Cole

## PARTICIPATORY

### Evaluands, Signals, Measures:

- \* Self-reported and observed engagement and commitment to co-creation.



Source: Lindsay Cole



# PLAY

## Description:

Use play, beginner's, mind, joy, imagination and creativity.

## Transformation Level:

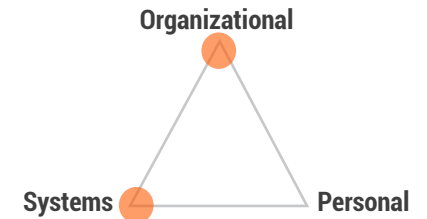


# POLICY

## Description:

Design and implement formal social innovation policy.

## Transformation Level:

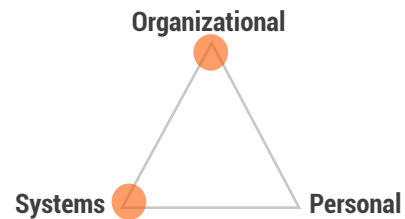


# PURPOSE

## Description:

Shift the language in organizational, issue-based, and/or personal purpose statements and commitments.

## Transformation Level:



# POLARITIES

## Description:

Intentionally engaging across divide, division, conflict and difference, and using this tension as a creative, generative force.

## Transformation Level:



## POLICY

### Evaluands, Signals, Measures:

- \* Policy with disruptive, transformative innovation strategy, actions, and targets is established.
- \* Reported, measured, and observed influence and impacts of policy.



Source: Lindsay Cole

## PLAY

### Evaluands, Signals, Measures:

- \* Design and delivery of playful interventions.
- \* Self-reported and observed effects of interventions in disruptive, transformative innovation.



Source: Lindsay Cole

## PURPOSE

### Evaluands, Signals, Measures:

- \* Purpose statements include strong innovation commitments.
- \* Nature of understanding of innovation is nuanced and explicit.
- \* Self-reported and observed impacts of purpose statements.



Source: Lindsay Cole

## POLARITIES

### Evaluands, Signals, Measures:

- \* WPeople with strong difference building empathy, understanding, and possibilities with one another
- \* Ideas and solutions generated are surprising and important, with strong potential for systemic and scaleable results.



Source: Lindsay Cole