

OPERATIONALIZING the EEF™

11/2023

HOW MIGHT WE ALIGN & EMBED the EEF into TEAM/ORG CULTURE?

WHAT MIGHT this FEEL LIKE?

SOUND LIKE?

LOOK LIKE?

THEN DO? (and Not)

& THEN WHAT HAPPENS?

ACROSS the PRACTICE PARTNER/PRACTITIONER SPACES in CONVERSATION AROUND WHAT DO WE MEAN?

EEI Theory of CHANGE



- HEARTS & MINDS
- BEHAVIORS
- POLICIES
- PRACTICES
- SYSTEMS

MOVING TOWARD ADOPTION of EEF PRINCIPLES

EEF becomes the LENS of the ORGANIZATION

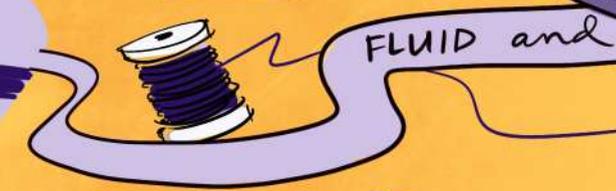


Taking ownership and Responsibility for Practice

EXPANDING ACROSS & BETWEEN...

BEYOND ONE AREA (eval/research/learning)

FLEXIBLE



ACROSS the ORGANIZATION & EXTERNAL

MOVING ABSTRACT CONCEPTS TOWARDS OBSERVABLE BEHAVIORS with ARTICULATE EXPRESSIONS that INDICATE PROGRESS

- ATTITUDES
- THOUGHTS
- BELIEFS
- INTENTIONS
- ACTIONS

WHEN WE ARE CLEAR ABOUT WHAT WE BELIEVE & HOLD IMPORTANT...

WE TAKE CARE that OUR INTENTIONS, WORDS, THOUGHTS & BEHAVIORS ALIGN with THOSE BELIEFS

GETTING SOMEPLACE NEW & DIFFERENT, TOGETHER



TAXONOMY

BEING
(REFLECT)

THINKING
(REFLEX)

DOING
(REALIGN)

ALIGNS SPECIFIC ELEMENTS of the EEF with MINDSET SHIFTS
NAVIGATING TENSIONS & MOVING THROUGH STICKING POINTS...
THAT CREATE the BEHAVIORS, POLICIES, PROTOCOLS

WHAT MIGHT be ENTRY POINTS? BEYOND EVALUATION...

HOW MIGHT WE
WITHIN
BETWEEN
ACROSS

NOTICING & SURFACING ALONGSIDE...

- WHAT'S HELPING THINGS MOVE ALONG? (ACCELERATORS)
- WHAT'S GETTING in the WAY? (INHIBITORS)
- WHAT'S BEEN A TURNING POINT?
- WHAT MIGHT BE INDICATIONS of PROGRESS?

WHAT DOES this FEEL LIKE?
SOUND LIKE?
LOOK LIKE?
AND THEN DO?
AND WHAT HAPPENS WHEN IT DOESN'T HAPPEN/DO AS EXPECTED?

REALIGNING

SLOWING DOWN...
BEING IN RELATIONSHIP DIFFERENTLY
VALUING PROCESS
EQUITY as MEANS & END

PUZZLING TOGETHER

LANGUAGE MATTERS

INVITING • LISTENING • RESPONDING • OFFERING • ADAPTING

INTENTION AND ATTENTION

STAYING IN CONVERSATION

EMBODY VALUES
"LEARNING IN"
"LIVING INTO VALUES"
COGNITIVE ALONE DOESN'T GET US TO SOME-PLACE NEW & DIFFERENT
THIS is COGNITIVE in NATURE

INVITING CURIOSITY

SHARED LEARNING AGENDA

WHAT are You HOPING for, ENVISIONING?

WHAT are WE HOPING for?

WHAT MIGHT be POSSIBLE?

THINK MORE DEEPLY ABOUT?

WHAT MIGHT we PLAY WITH?

PILOT?

WHAT MIGHT we SPRINKLE in?

HOW WE SHOW UP

WHAT IS OUR ROLE(S)?

WHAT SUPPORT MIGHT WE OFFER?

BEYOND \$

EVOLVING