

A highlight of ideation sessions

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Ideation Sessions

01 + 02 = Novel + useful Creativity!

Care givers
What they said

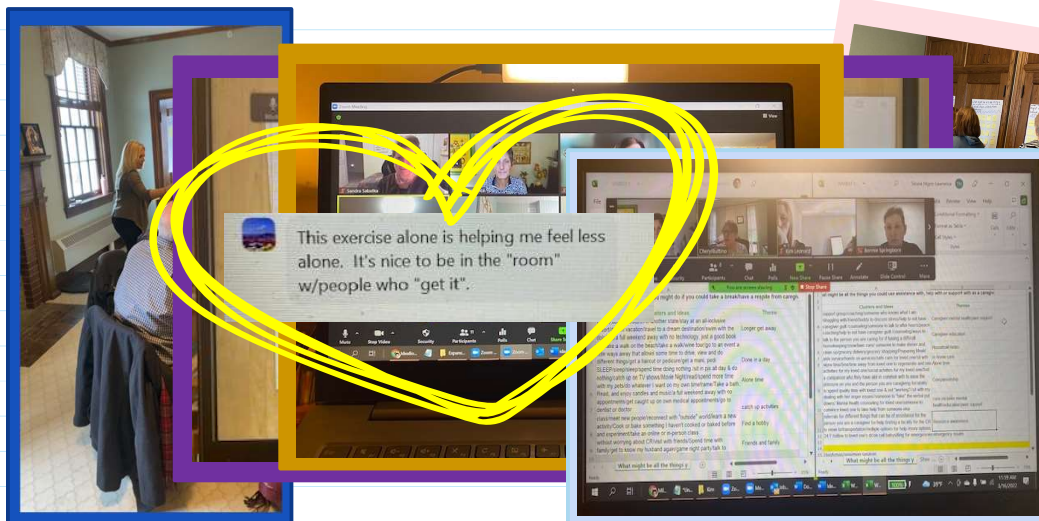
Providers
What you bring

Ideation Sessions



- Providers/Caregivers/Providers and Caregivers : Virtual and in person
- Creative questions with caregivers:
 - What might be all the things you need support with/help with/assistance with?
 - What might be all the things you would do if you had a period of respite?
 - What might be all the things inhibiting you from taking a respite?
- Creative questions with providers:
 - In what ways might you collaborate with other providers?
 - What might be all the **improvements** or **new** respite services or programs you might provide?

Giving Care Givers Voice



WMBAT things you might do...?

Go out/connect
with others

Reconnect with
friends and family

Take "one dayers"

Make visits

Travel/longer get aways

Self-care
activities/Me time

Get support

Find a hobby

Take time for faith

WMBAT barriers inhibiting a respite:

How to/where to start

Resource/program
awareness, navigator,
logistics, paperwork, options,
schedule, coordination

Practical barriers

Cost, transportation, mobility
challenges (CG/CR), CG obligations -
household chores/work/family, time
management, emergencies

Caregiver emotions

Guilt, fear, worry, anxiety, vows/promises,
overwhelmed by the planning/organizing, need for
emotional support, lack of trust - "stranger",
dealing with the aftermath

Care receiver response

Anger, fear, mood, resistance to
change in routine, refusal of help but
for/from CG

Barriers

Providers - The Three Take Aways



Access to Caregivers

Organizations who easily/as part of their work access/convene caregivers.



Established Programs

Organizations who have services or programs in place.

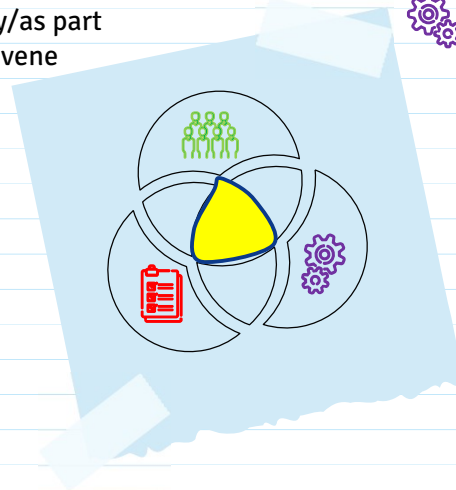
- Trainings
- Services



Refined Logistics

Organizations who have "nuts and bolts" figured out.

- Space/location
- Transportation
- Technology
- Volunteers



Novel + useful

"New" respite programs!

Improvements to existing respite services or programs

New respite services or programs

Small is OK!

Size of project AND collaboration






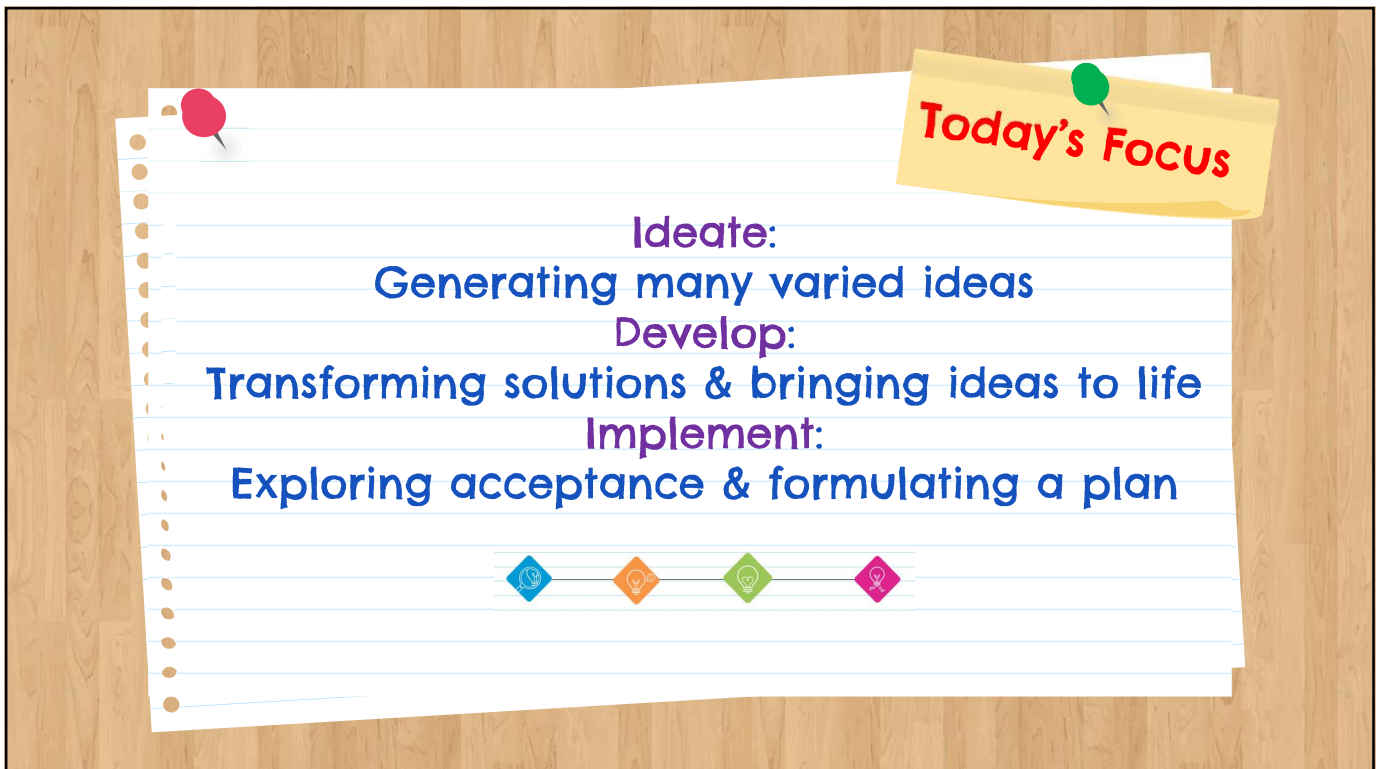
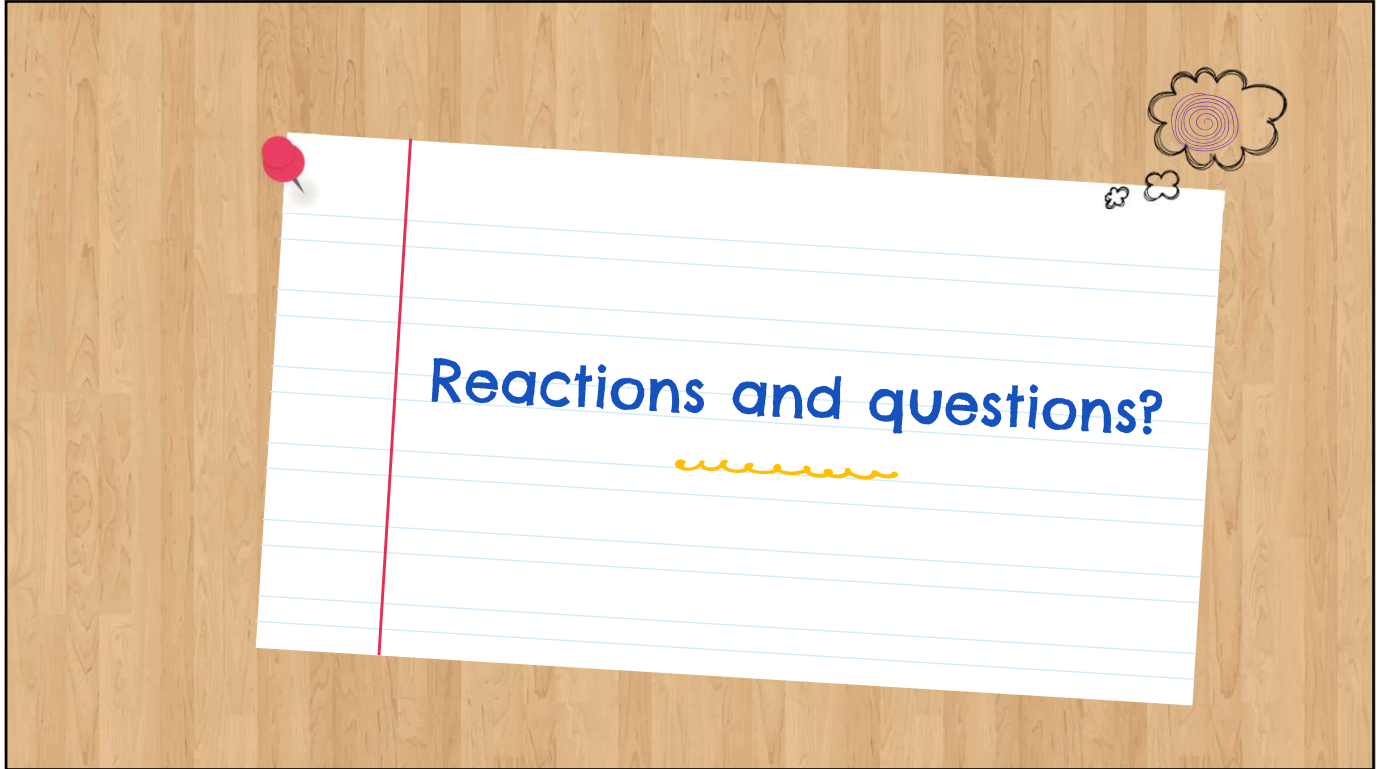
Increase the supply, range of, and access to respite opportunities for family caregivers



Sessions





- Virtual: We just need to coordinate!
- In-person: Monday, May 20 and Tuesday, May 21

- 
- 
- Determine if having a session alone or with others
 - Time to organize/coordinate
 - In-person or virtual
- 



Agenda



-  Recap
-  Learn about stages in the CPS – Ideate, Develop, Implement
-  Experience some new tools
-  Learn, practice, apply

THE CREATIVE PROCESS



Clarify Ideate Develop Implement



Exploring the vision & identifying the challenge



Generating ideas



Transforming solutions & bringing ideas to life



Exploring acceptance & formulating a plan

TOOLS...and TECHNIQUES

Dynamic
Balance

Teach
Practice
Apply

<p>CLARIFY</p> <ul style="list-style-type: none"> Vision Boarding WIBNI Creative Questions Mind Mapping Why? What's Stopping you? <p>DEVELOP</p> <ul style="list-style-type: none"> PPCO Card Sort Evaluation Matrix Targeting 	<hr style="border: 1px solid red;"/>	<p>IDEATE</p> <ul style="list-style-type: none"> Brainstorming Brainwriting Forced Connections Excursion Word Dance SCAMPER <p>IMPLEMENT</p> <ul style="list-style-type: none"> Assisters & Resisters Paired Comparison Stakeholder Analysis Sequencing
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Highlighting

The more sophisticated

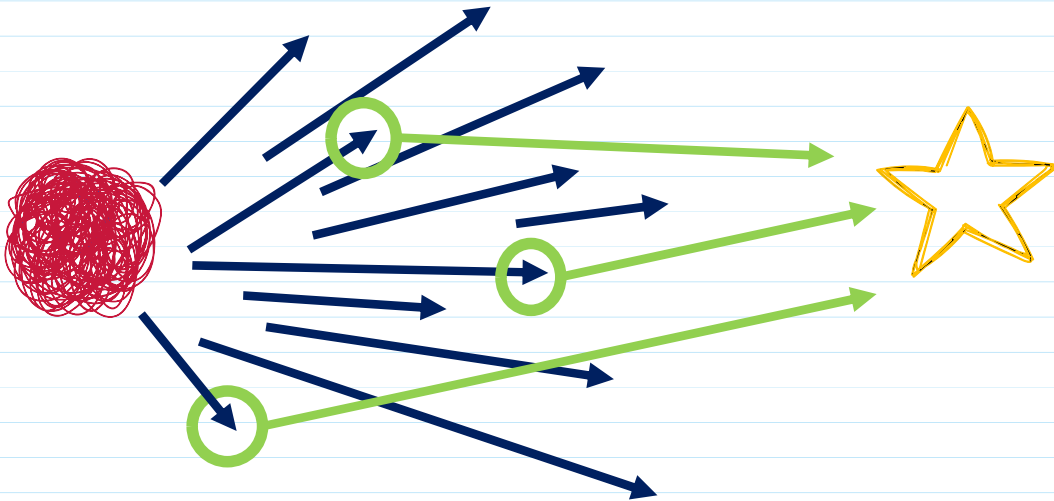
PROBLEM SOLVER

separates idea

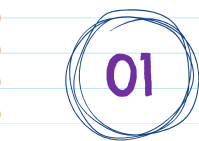
GENERATION from

idea **EVALUATION**

The Dynamic Balance



Remember the divergent guidelines



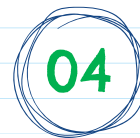
Defer
judgement



Go for
quantity



Build on the
other
creative
questions or
ideas



Seek
novelty





Divergent Thinking

Clarify

Despite warning signs, trucks keep hitting and getting stuck under train bridge. Why? Many believe the problem trucks are blindly following GPS and not watching for warning signs.

Ideate

What might be all the ways to improve a suitcase?

Divergent Thinking

Formulate or reframe the challenge in multiple and varied ways in order to decide what problem will be solved

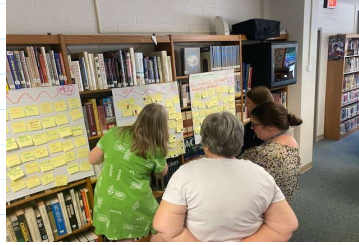
Broad search for multiple and varied novel and useful solutions

Follow the rules!

Groundrules for Convergent Thinking:

- Apply affirmative judgment
- Be open to novelty
- Be deliberate
- Stay on course

Highlighting



HIT



CLUSTER

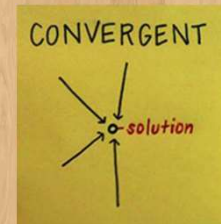
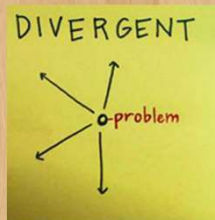


RESTATE*

*Restate the essence as a creative question (clarify) or as an action (ideate)

Creativity Etiquette

It is considered a crime against nature to diverge and converge at the same time.



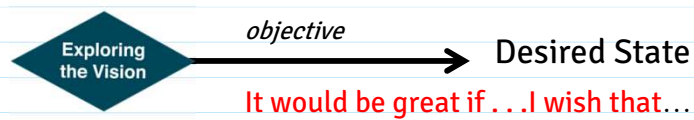
Clarify: Exploring the Vision



Purpose: Develop a vision of a desired outcome.

Cognitive Thinking Skill: Visionary and Wishful Thinking
Articulating a vivid image of what you desire to create.

Affective Skill: Dreaming
Imagining as possible your desires and hopes.



Visionary and Wishful Thinking



It would be great if the Family Caregiver Network – FCN, a Netflix like streaming channel for African American family caregivers existed that had entertaining, inspiring, culturally relevant, informative, and educational content, was accessible 24/7 in and out the home, and instrumental in helping improve and restore caregivers’ vitality, health and well-being.

THE CREATIVE PROCESS



Clarify Ideate Develop Implement

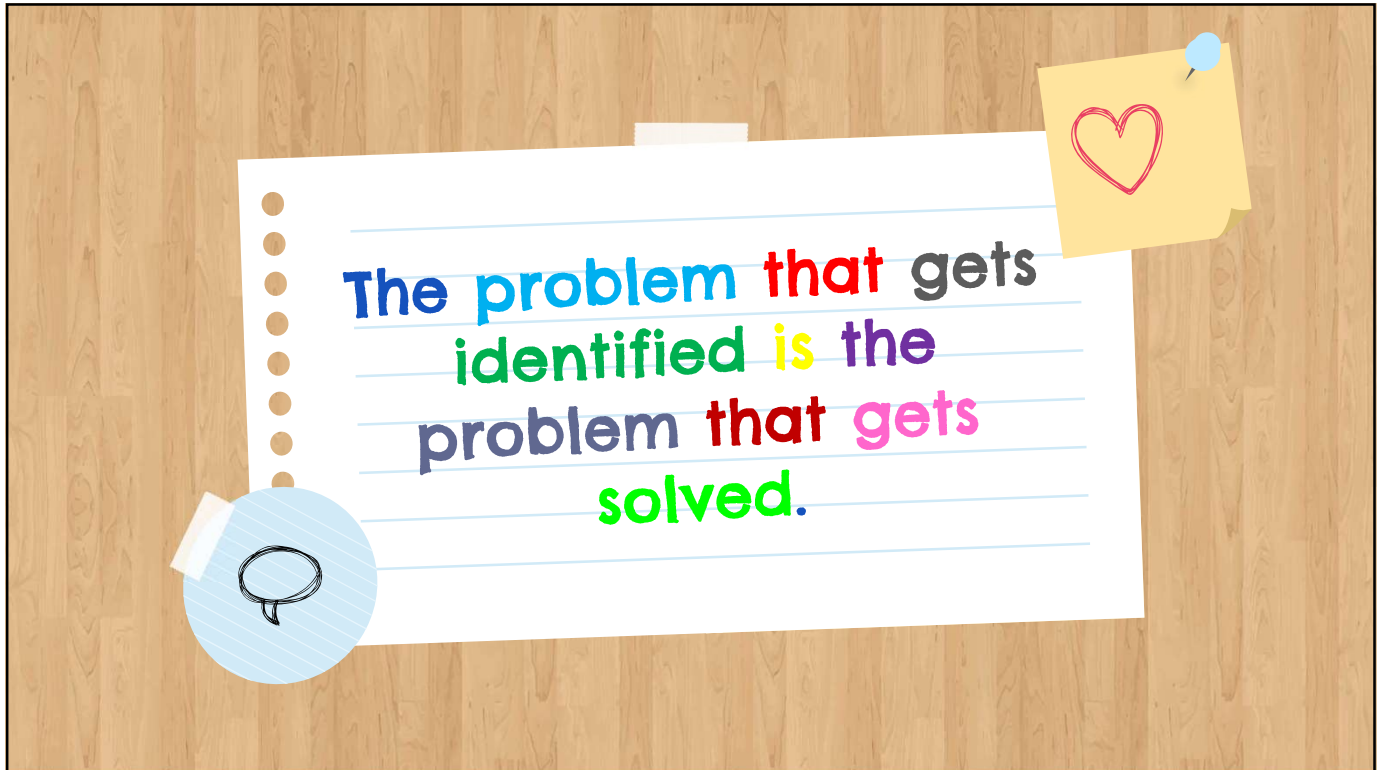


Exploring the vision & identifying the challenge

Generating ideas

Transforming solutions & bringing ideas to life

Exploring acceptance & formulating a plan



Clarify: Identify the Challenge

- Purpose:** Identify the gaps that must be closed to achieve desired outcome.
- Cognitive Thinking Skill:** Strategic Thinking
Identifying the critical issues that must be addressed and pathways needed to move toward desired future.
- Affective Skill:** Sensing Gaps
Become consciously aware of discrepancies between what currently exists and is desired or required.

How to...? In what ways might...? How might...? What might be all the...?



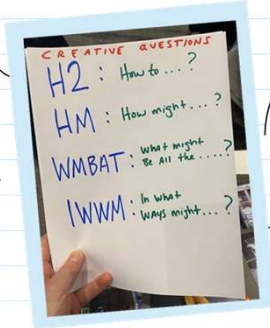
Creative Questions

How to (H2)...

In what ways (IWW)...

How might (HM)...

What might be all the (WMBAT)...



Clarify

Formulate or reframe the challenge in multiple and varied ways to decide what problem will be solved

CLARIFY

LILLIAN!
As you listen to Lillian, begin to write down the challenges, creative questions, problems that identify the critical issues that must be addressed and pathways needed to move toward desired future.

H2, HM, IWW, WMBAT

It would be great if the Family Caregiver Network – FCN, a Netflix like streaming channel for African American family caregivers existed that had...
1

Convergent Thinking
Apply affirmative judgment
Be open to novelty
Be deliberate
Stay on course

Highlight: HE, Cluster, Restate using H2, HM, IWW, WMBAT

What might be all the ways the to fund and sustain channel?

In what ways might a streaming channel be created?

What might be all the ways to collaborate with other organizations? 3

How might content be created, determined, obtained, evaluated?

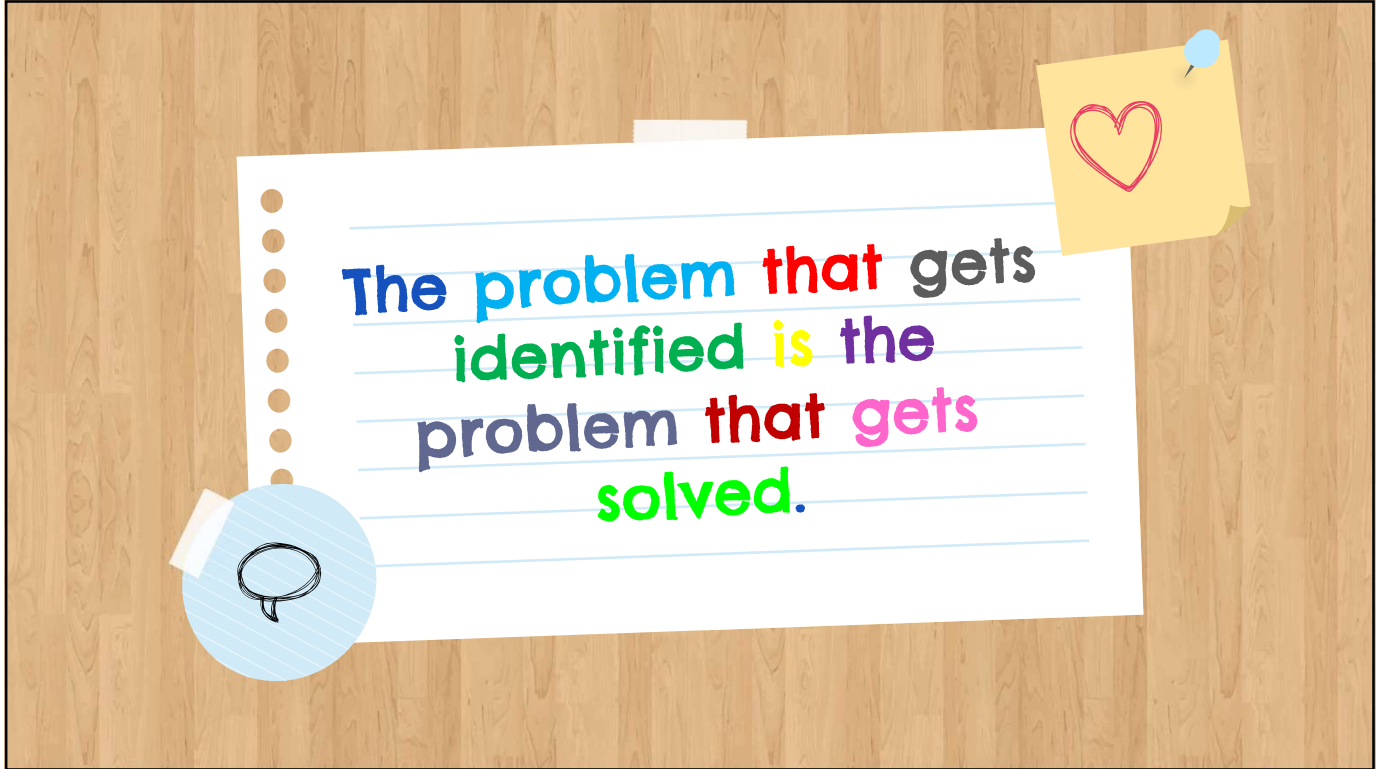
In what ways could caregivers be involved in content creation

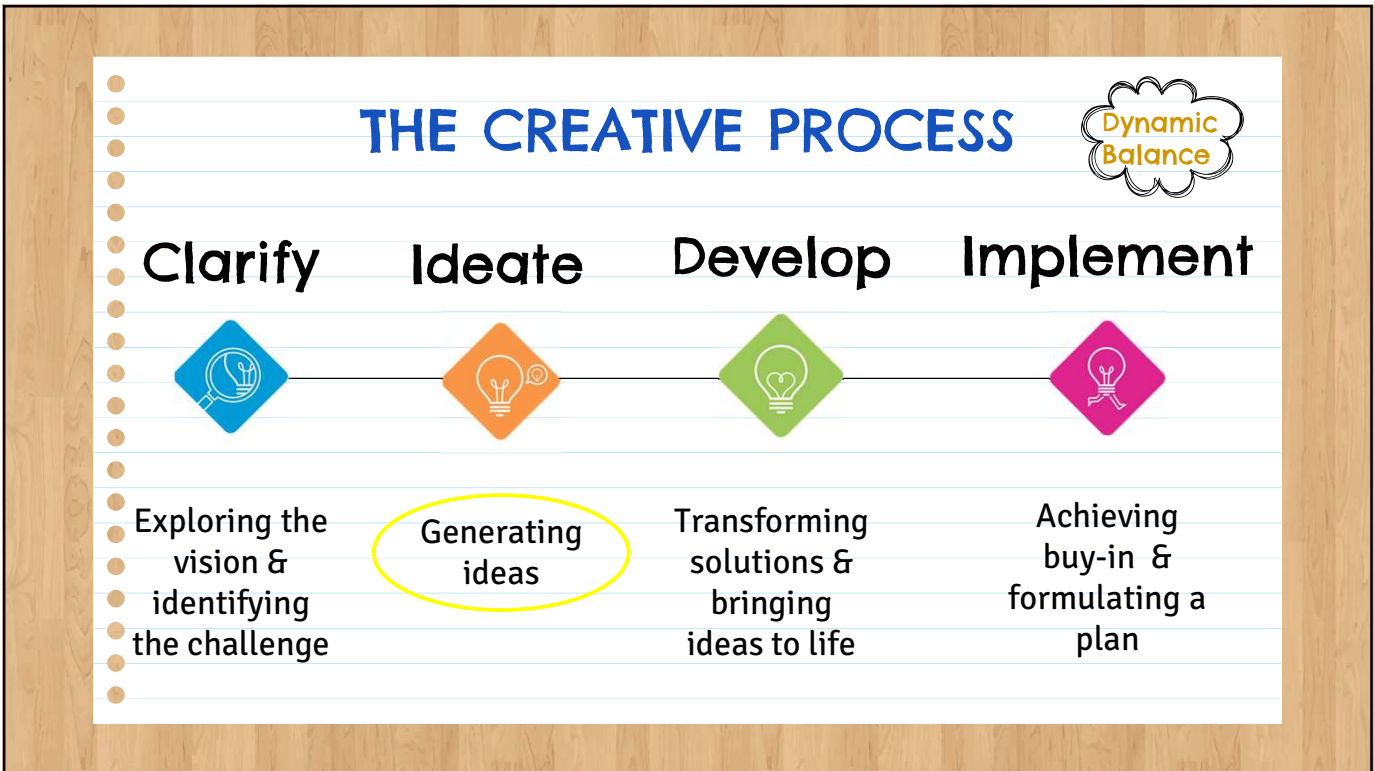
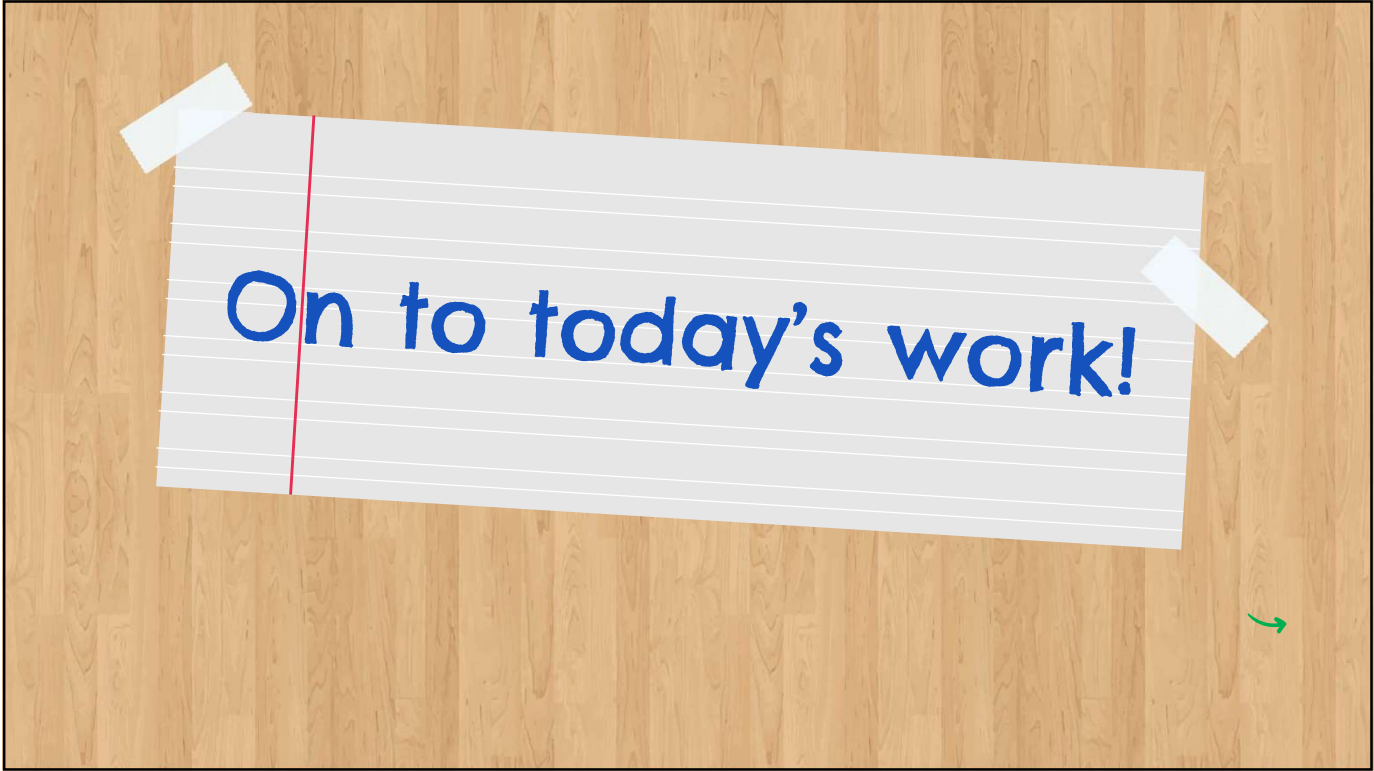
What might be all the ways to market the channel?

How might caregivers, community organizers, access and utilize channel? 4

How to connect on multiple streaming and media channels

How to address access, training and technology issues?





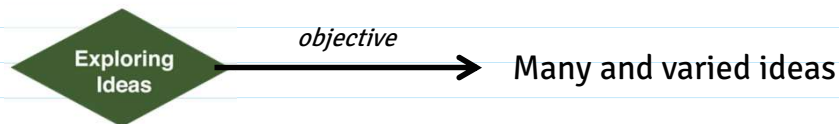
Ideation: Exploring Ideas



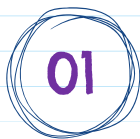
Purpose: Generate novel ideas that address important challenges.

Cognitive Thinking Skill: Ideational Thinking
Producing original mental images and thoughts that respond to important challenges.

Affective Skill: Playfulness
Freely toying with ideas.



Remember the divergent guidelines



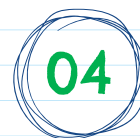
Defer
judgement



Go for
quantity



Build on
the other
ideas



Seek
novelty



A few divergent tools


Stick'em Up Brainstorming

- Grab a marker and Post-it pad
- Write your idea on a Post-it
- Say your idea out loud so that others can hear it
- Hand your Post-it up to your facilitator
- One idea per Post-it
- No discussions





Let's go for 20 ideas in 3 minutes



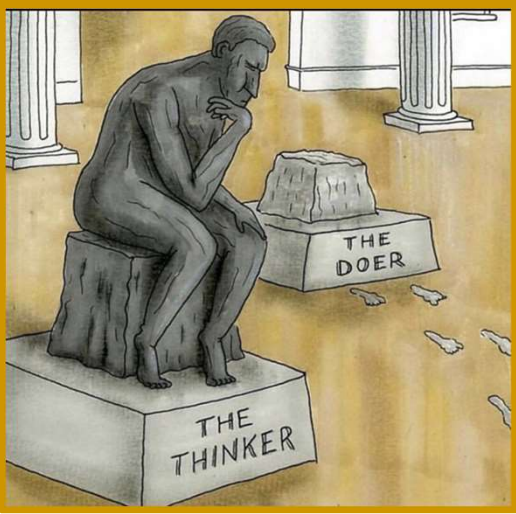


New Tool

Brainwriting

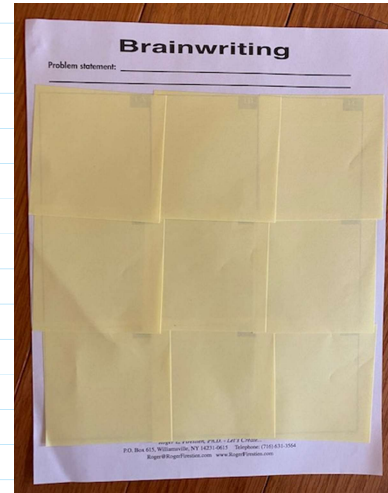
Brainwriting – Write 3 and GO



- A silent tool that gives members a time to reflect on ideas and deliberately build on other thoughts.
- Tool to help deal with groups in which shy, quiet members are being overshadowed by more vocal ones.
- Generates more ideas because everyone is working simultaneously.

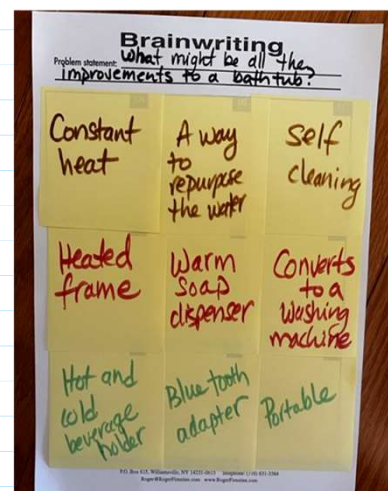
Brainwriting – Write 3 and GO

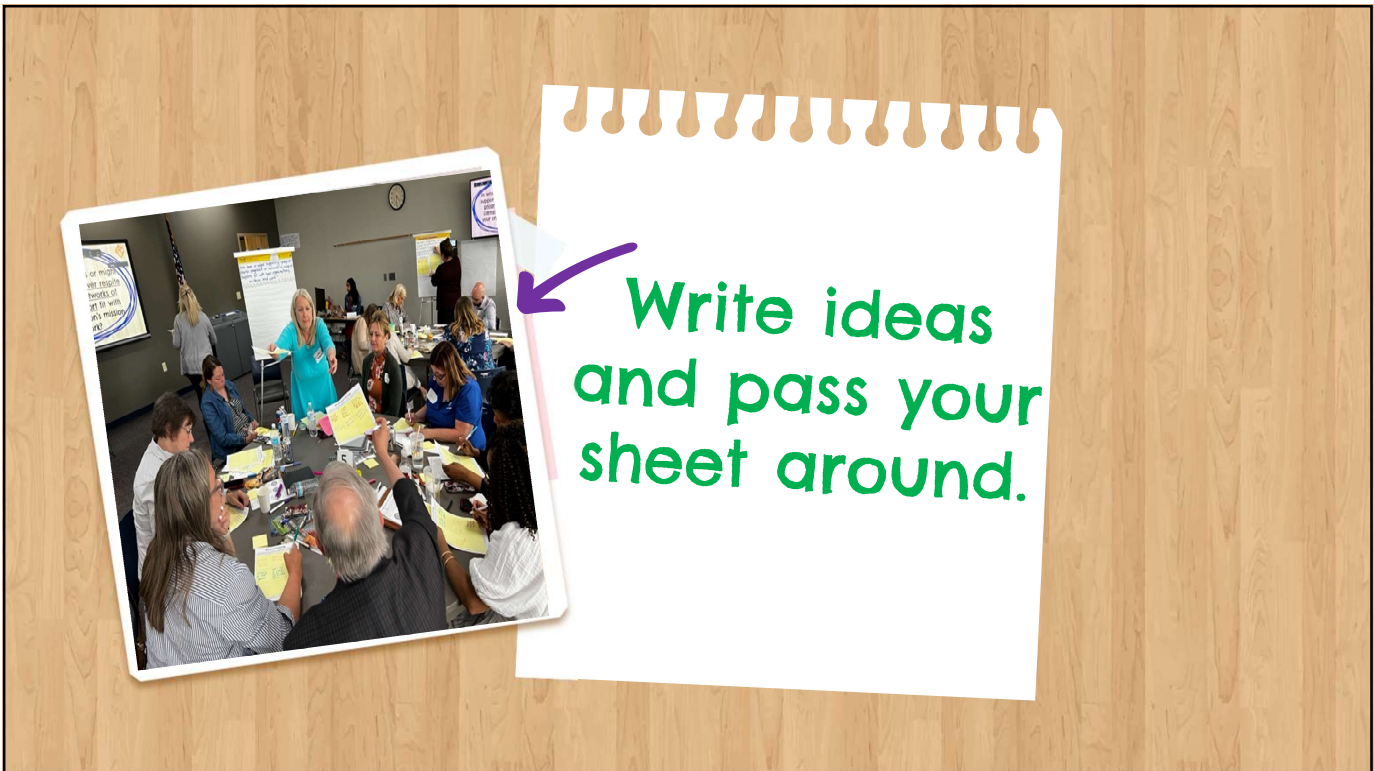
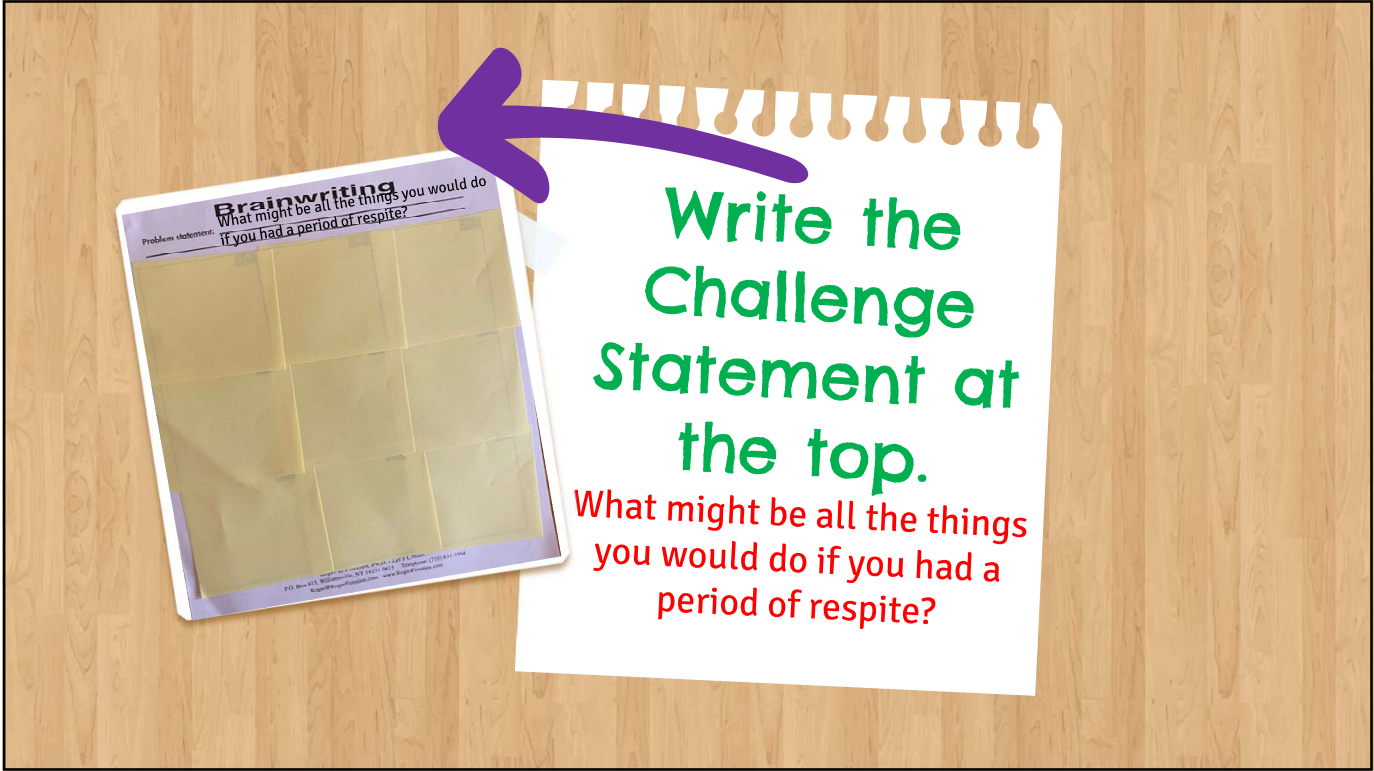
1. Write down the creative challenge
2. Write three ideas
3. Get a new sheet
4. Read the creative challenge
5. Read the ideas
6. Add/build on ideas
7. Get a new sheet
8. Repeat



Brainwriting – Write 3 and GO

1. Write down the creative challenge
2. Write three ideas
3. Get a new sheet
4. Read the creative challenge
5. Read the ideas
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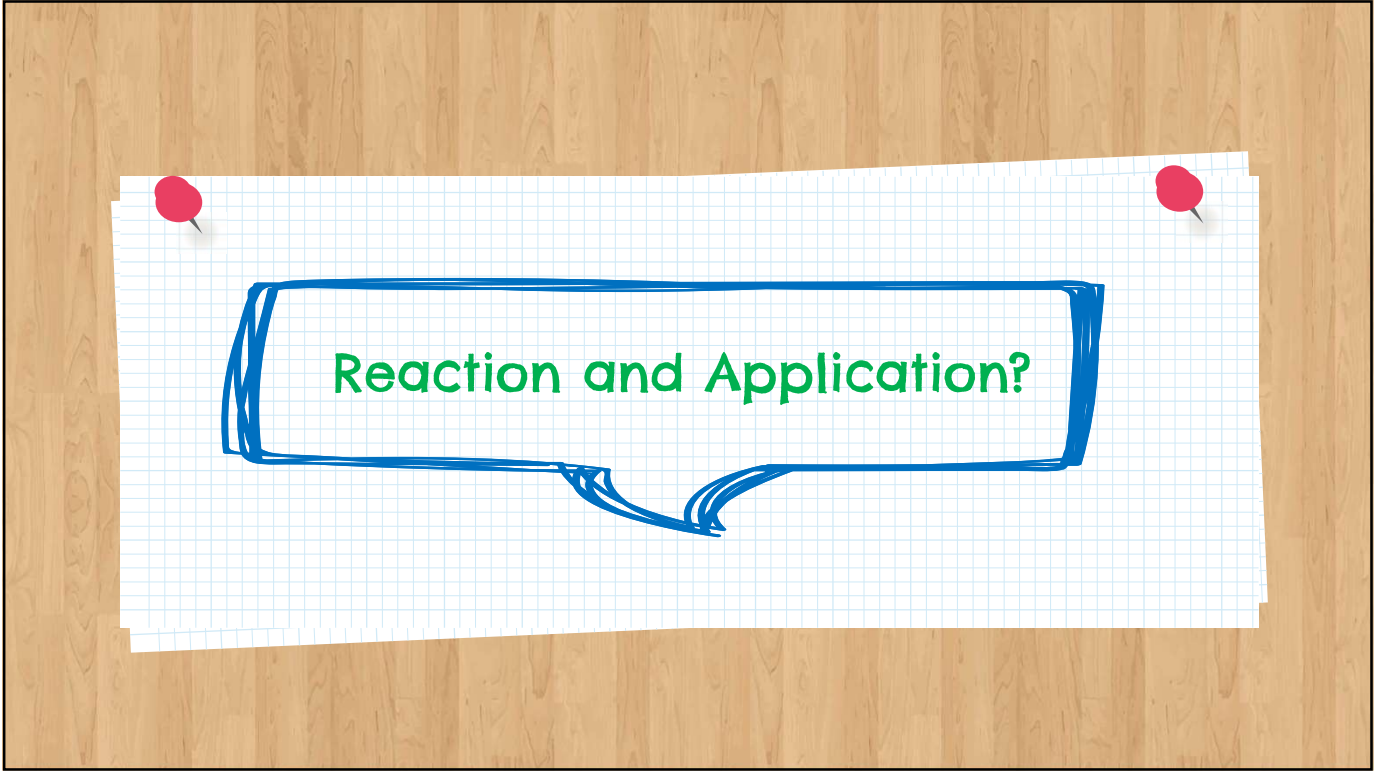


Brainwriting – Write 3 and GO



Brainstorming AND Brainwriting





Stick'em Up Brainstorming...with Ideaboardz

- Open the link
- Read the prompt
- Click on the +
- Write your idea on a Post-it
- Hit enter
- One idea per post-it

Let's go for 20 ideas in 1 minute

Let's Practice with IdeaBoardz

The screenshot shows the IdeaBoardz interface with a search bar and a grid of sticky notes. The title of the board is "At Home Learning". The main prompt is: "It would be great if learning in the 'at home model' ignited passion, developed thinking skills and positioned students for what comes next."

WMBAT things students are interested in?	H2j have order?	H2j ignite passion	how to figure out what my kids are supposed to learn	how to fill the day	HT listen more to students needs?	In what ways might we enable child led projects
+0	+0	+0	+0	+0	+0	+0
H2j helpmy student develop thinking skills	H2j teach students to figure out what comes next	in w w might my kids stay motivated	WMBAT thinking skills I need to focus on?	How to focus on process more than content?	H2j teach students thinking skills	How might I harness my child's passions to learn academicskills?
+0	+0	+0	+0	+0	+0	+0
HT make students engaged?	how to stay focused for the rest of the school year	how to not be too rigid	WMBAT ways to learn?	H2j get my student to take at-home learning seriously	how to find balance between fun and learning	How to determine what is vital and what is additional?
+0	+1	+0	+0	+1	+0	+0
WMBAT dreams students have for a school?	H2j connect with other?	how to have playdates and socialize with friend's while at home	H2j teach social skills while at home	How to not worry about filling the day?	HT find people to teach?	how know what they need to know by the end of the year
+0	+0	+0	+0	+0	+0	+0
H2j find national standard	HT rethink school?	How to have students create curriculum	how to not stress over this	How might I get my high schooler to prioritize school work over things he wants to be doing	HT know what is needed now?	How might I teach my child to follow a schedule when at home(s/e at school)
+0	+0	+0	+0	+0	+0	+1

Another tool!

Word Dance: Musical Chairs with Words



Divergent tool to generate phrases, nouns, verbs for alternative meaning-making and representation.



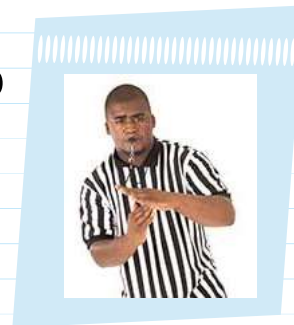
Home Sweet Home

J A L F Q H V Z J S D Q P C E P E C I E
 P Z O E L U D O R M U T Z H L C L E S W
 J Y C E V T A R L J P F N A H W A T O T
 E G A T T O C R K P L O O T Y Z A L A U
 M Z S J R M H A T Y E Y I E N T F E A E
 T U P I C P R B O E X P S A E N R R T P
 N H E Y J O H R G J R H N U S T E G V E
 E R O C K K O K O M C A S A I E C O Z Y Y
 M D O M I C I L E R V V M T E E P E E
 T C T C M D C A E D T R A I L E R B N D
 R A X E U O P M B S Y U X E N C I A A E
 A B B T N F D E P O L E T O H R E E X G
 P I S V J T L G I L D C F X C H T S Z U
 A N E V B D R E N G F E A W U S V H H F
 M N A B G F O Q K I P D F S E B R B E E
 T G A G A O X M V S K W T M T Z U K Z R
 V O C C E A V B G E F K O T G L O A L X
 Q X M V E Q Q P F O D H U Y P I E F T I
 C N J Y X D L E T S O H N X V D Q P C T
 V E K X D X J A G N Y C Y B O Y L P C Z

- | | | |
|-----------|---------------|----------|
| Abode | Domicile | Kingdom |
| Apartment | Dorm | Mansion |
| Cabin | Duplex Estate | Palace |
| Castle | Harem | Quarters |
| Chateau | Homestead | Refuge |
| Convent | Hostel | Retreat |
| Coop | Hotel | Studio |
| Cottage | Hovel | TeePee |
| Crib | | Tent |

Word Dance - Let's Practice

What might be all the words to describe **RESPITE**?



Defer judgement



Go for quantity

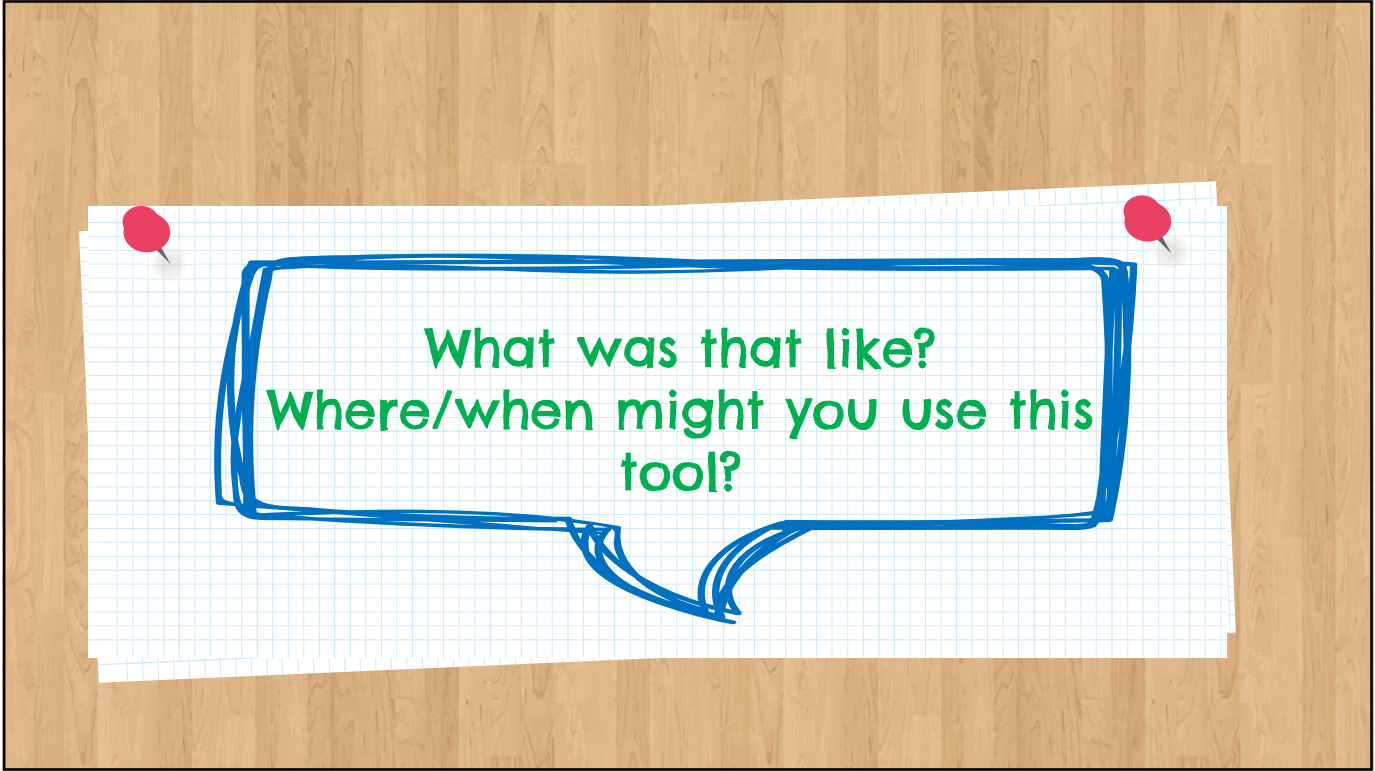


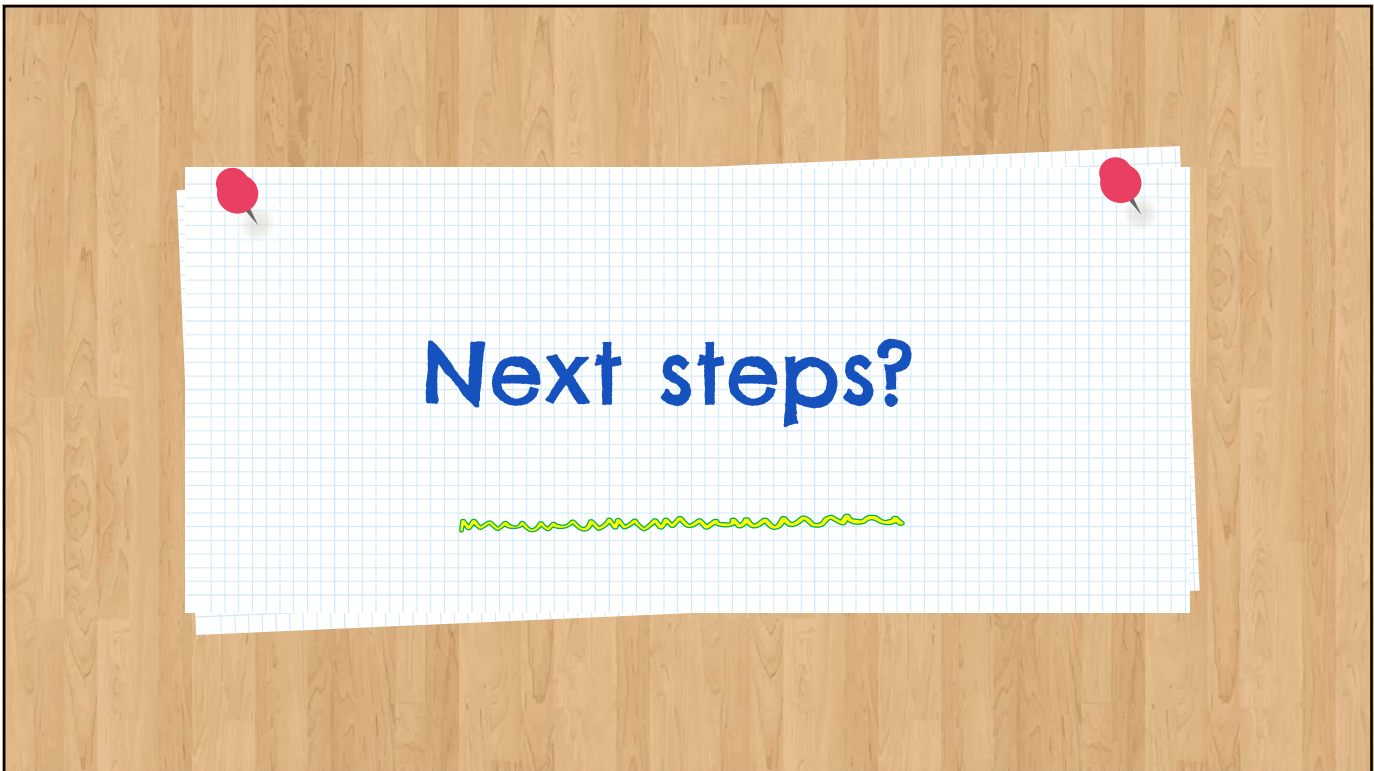
Build on other ideas

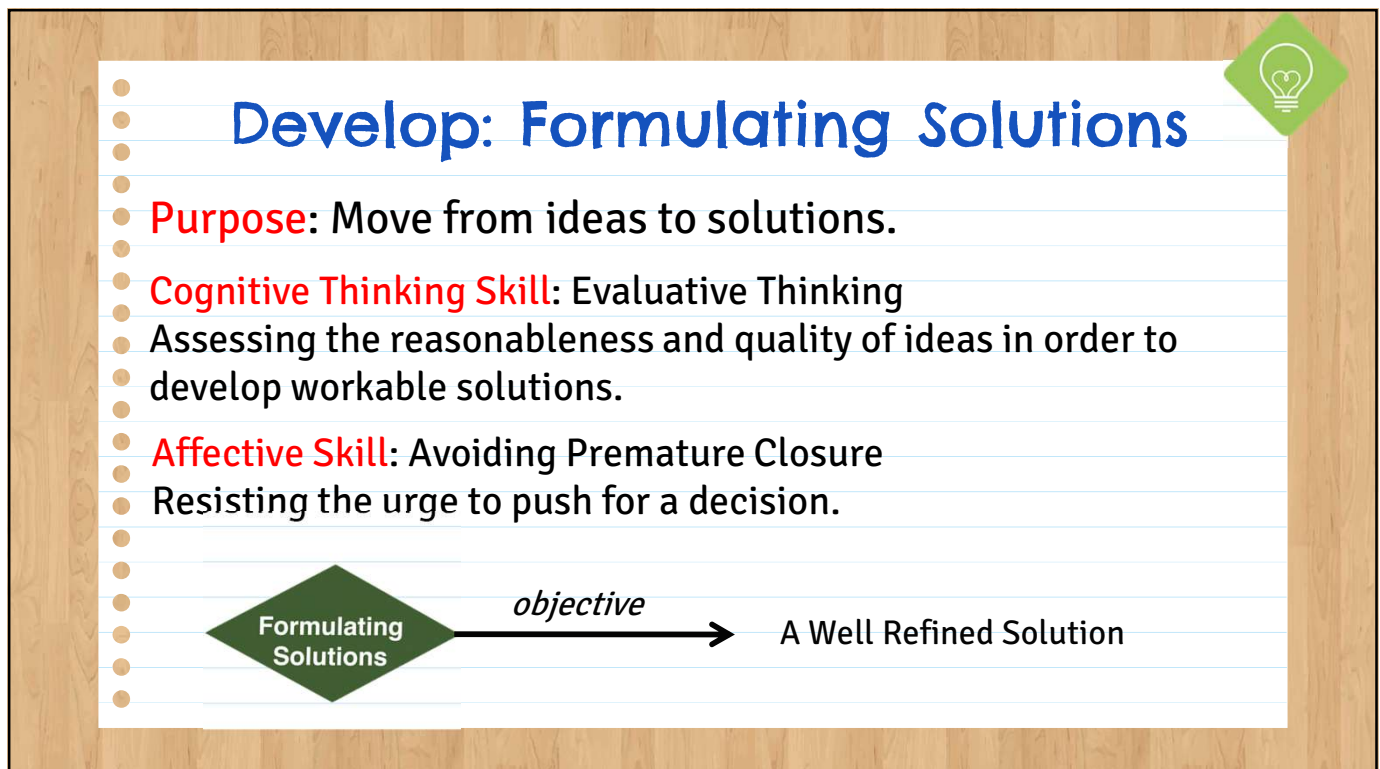
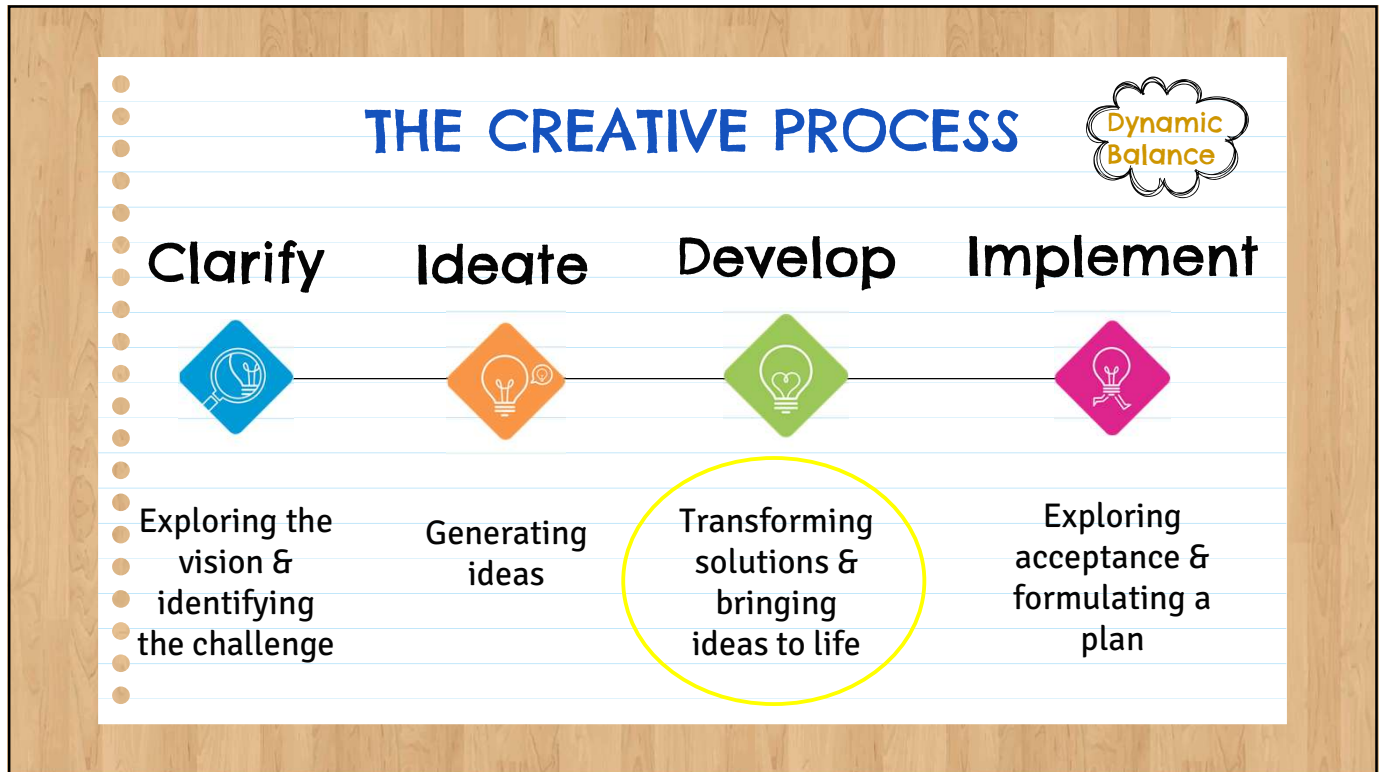


Seek novelty

If you get stuck, look at the pictures







Let me tell you
about my friend...

The Mop-Romper



Feedback w/out Crushing the Idea or Originator



Pluses
 Potentials
 Concerns
 Overcoming
 Concerns
 PPCO

New
 Tool

Pluses, Potentials, Concerns, Overcoming Concerns (PPCO)

PPCO is a four-step technique for evaluating and improving an idea. Rooted in **affirmative judgment**, PPCO lets you express both positive and negative responses to an idea without crushing its potential OR originator!



Pluses, Potentials, Concerns, Overcoming Concerns (PPCO)

01



Pluses

Find value in the idea – express what you like about it.

02



Potentials

What opportunities might be possible if the idea worked? (It might...)

03



Concerns

Present issues as creative questions to invite new thinking. (H2, HM, IWW, WMBAT)

04




Overcoming Concerns

Brainstorm ways to overcome stated challenges.

PPCo

Example

Doctors and hospitals use computerized medical records.




The screenshot shows a web-based interface for an Electronic Medical Record System. It features a navigation menu with options like Home, View, Print, and Send. The main content area is divided into several sections: 'Patient Information' with fields for SSI, Save, and Quit; 'Personal Information' with fields for Patient Name, Date, and Doctor; 'Medical History' with fields for Diagnosis, Treatment, and Appointment; and 'Healthcare Contactor' with fields for Schedule and Appointment. A search bar at the bottom allows users to search by HN, Name, or Doctor.

PPCo

IDEA: Doctors use computerized medical records.

Pluses (list of what is good, positive about the idea):

- Doctors can access anyone's medical records regardless of location
- Reduces paperwork and need for filing cabinets for storage
- Medications and prescriptions easier to read with fewer errors
- If patients are traveling and fall ill, a local doctor can treat them easily
- Doctors will word process their entries into records, rather than writing, which means information will be easier to read



IDEA: Doctors use computerized medical records.

PPCo

Potentials (list what might happen if the idea were pursued, what the possibilities are):


- It might reduce medical errors
- It might make it easier to get a second opinion
- It might make it possible for patients to access their own records
- It might help doctors be on time for appointments



IDEA: Doctors use computerized medical records.

PPCo

Concerns (what are the shortcomings, weaknesses, or limitations of the idea):

- How to ensure privacy of records? 
- How to afford initial costs of technology?
- How to train all of the medical personnel to use the system?
- What might be done to help doctors form new habits (i.e. shifting from paper records to digital records)?

IDEA: Doctors use computerized medical records.

PPCo

Overcoming Concerns (generate ideas to overcome concerns, starting with the most important): **How to ensure privacy of records?**

- Limit access to the system
- Have special password protection
- Remind people that it is no different that protecting paper files
- Hire experts to create the system
- Change passwords on a regular basis
- Put in a system of checks and balances to monitor who has accessed files

IDEA: Doctors use computerized medical records.

PPCo

Overcoming Concerns: In order to ensure privacy of records, we will....

- Limit access to the system
- Have special password protection
- Remind people that it is no different that protecting paper files
- Hire experts to create the system
- Change passwords on a regular basis
- Put in a system of checks and balances to monitor who has accessed files



PPCO on the Mop Romper



1. List and capture the PLUSES about the idea as presented
2. List and capture the POTENTIALS – if it came true – positive spin offs
3. Identify any challenges to the idea (H2, HM, IWW, WMBAT)
4. Identify your top challenge that MUST be overcome
5. Brainstorm ways to overcome
6. Hit the TOP ideas to overcome – pull those out
7. Using the statement: *In order to...* list your concern and post your ideas to overcome the challenge
8. Be ready to share

The Mop Romper



Pluses



Potentials



Concerns – H2

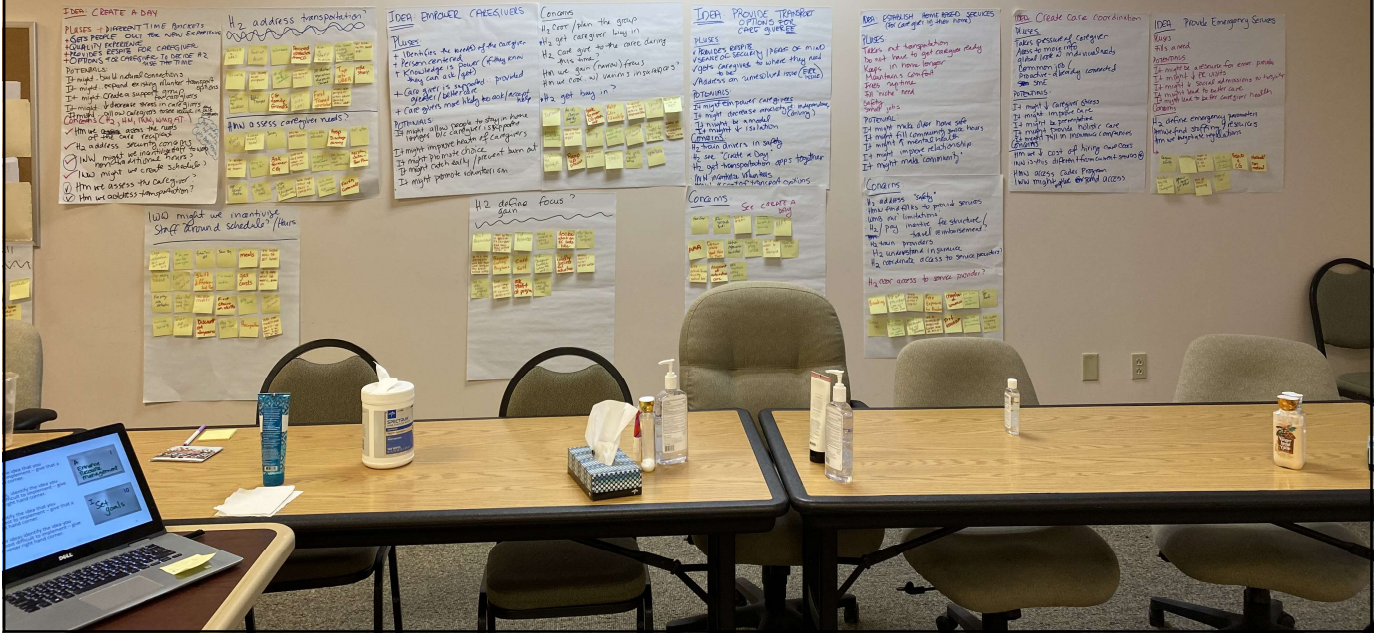


Overcoming
Concerns





Vetting and Building an Idea



Vetting and Building an Idea



DEVELOP SOLUTIONS
 Focus: Respite, Concern, Overcoming Concerns (POC)
 Imagine what your solution would look like when it is implemented. Create a picture with rich details in your mind. Begin your story with the idea phrase starter: What I see us doing is...

What we see us doing is... **Establishing a community based caregiver respite program and resource center staffed by university students that includes a component that supports caregivers in getting quality respite.**

List at least EIGHT pluses or specific strengths of your idea as it stands right now. Think about your idea at face value.

1. The partners at the table have experience in this model
2. Students can take ownership
3. Increased capacity for caregivers
4. Learning opportunities for students
5. Provides a reliable place for caregivers to go
6. Expands community partnerships
7. Intergenerational interactions
8. Workforce development/pipeline
9. Center for best practice cultivation
10. Reinforces best practice

List at least EIGHT potentials, opportunities, speculations, spin-offs or possible future gains.
 What might be the result if you were to implement your idea?
 Use the phrase, "It might," to list your potentials.

- It might...grow the prof workforce
- It might...lead to better health outcomes for caregivers
- It might...sustainable model for community respite
- It might...increased social connections
- It might...increased value of older adults to younger
- It might...increase learning opportunities
- It might...provide a consistent model for respite training
- It might...lead to operational efficiencies in volunteer
- It might...position students to recreate

In this space, list the concerns you have about your idea.
 Be sure to phrase each concern as a question that will allow you to overcome each one

Review your concerns. Decide which one is the most important to overcome and place it in the space below. You will generate ways to overcome that concern.
 Once you have enough ideas to overcome the most important concern, move on to the next important concern and generate ways to overcome that concern.

Concern 1 The need for strong leadership around the space: Ideas for overcoming concern 1:

- How to ensure the quality of care provided
- How to ensure the safety of the space
- How to ensure the hours of operation fit caregiver and volunteer needs
- How to address transportation issues: students and adults
- How to address range of ages to facilitate the respite opportunity
- How to address liability issues
- How to ensure an interactive/engaging/training program
- How to ensure staff between volunteers and attendees
- How to ensure staff safety/knowledge
- How to ensure we can engage with student volunteers
- How to incorporate respite and training
- How to ensure the staff
- How to make enrollment easy and provides the info needed
- How to generate clear communication and a serving
- How to support volunteers
- How to support professional staff support

Strengthen your solutions by overcoming them.
 Rewrite your concerns beginning with the phrase "In order to..." Then select the sticky notes with the most promising ideas to overcome them and place them below the phrase "We will..."

Concern 2 How to identify partner(s) that can provide a dependable and accessible space for the program.

Concern 3 How to broadly communicate/engage the opportunity to the community?

Concern 4: How to determine criteria for participation?

Concern 5: How to ensure accessibility, inclusiveness, and equity considerations are met

Concern 6: How to ensure the staff

Concern 7: How to ensure the staff

Concern 8: How to ensure the staff

Concern 9: How to ensure the staff

Concern 10: How to ensure the staff

DEVELOP SOLUTIONS

Pluses, Potentials, Concerns - Overcome Concerns (PPCo)

Review your clusters of ideas and blend them into a "story." Imagine what your solution would look like when it is implemented. Create a picture with rich details in your mind.

Review your concerns. Decide which one is the most important to you.

Generate at least 12 ways to overcome that concern.

Once you have enough ideas to overcome your most important concern, go to your next most important concern and generate ways to overcome that concern.

Do this until all of your concerns have been overcome.

Concern 1. How to...

Ideas for overcoming concern one:

- | | |
|---|--|
| 1. include OFA on envelope | 7. Use simple language - clear directions |
| 2. include a "gift" | 8. online response option AND call response option |
| 3. customize the envelope | 9. include with known/existing mailing |
| 4. STAMPED mailing not bulk | 10. |
| 5. Hand written | 11. |
| 6. Enticing freebie that comes with participation | 12. |

PPCo

What I see myself doing is creating a weekly live stream content and developing an online platform to highlight the successes of other women that will support + the creation of special events with clients in an intimate setting.

Pluses
 + It supports the platform
 + It highlights women
 + It offers me the opportunity to market the company in another way

Potentials
 - It might grow the brand
 - It might increase speaking engagements
 - It might bring more like-minded women together

Concerns
 - H2 share the platform with women who would benefit from the opportunity
 - H2 keep up with the demands of it being successful
 - H2 get buy in from women who see the value in community

In order to get buy in from women who see the value in camaraderie I will

- Send special invitations
- Post out to Professional organizations
- Host a retreat
- Have different members plan meetings each week/month
- Send a low price of the initial item
- Have women recommend other women

In order to share the platform with women who would benefit from the opportunity I will

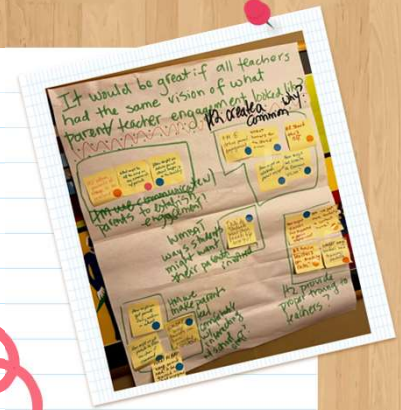
- Joining a Theater Group
- Host Workshops
- Guest with in targeted churches
- Create adventure taking in clubs per visit
- Partner w clubs
- Resource online resources

In order to keep up with demands of it being successful I will

- Post the draw everywhere
- Celebrate Joys & milestones
- Share Small
- Partner w other like minded ladies
- Ask for volunteers
- Remember to take course
- Keep good records/assessing
- Stick to in alone

The CPS Process

- ◆ Clarify: It would be great if...
- ◆ Clarify: Creative question (s)
- ◆ Ideate: Ideas to address the creative question(s)
- ◆ Develop: What we see ourselves doing is...
- ◆ Implement: Formulating a plan!



Another tool!

**New
Tool!**

Evaluation Matrix

What does an idea,
option or solution have **to
be** or have **to do** for you
to want to pursue it?



Evaluation Matrix

A tool to generate criteria in order analyze promising ideas, options or solutions.

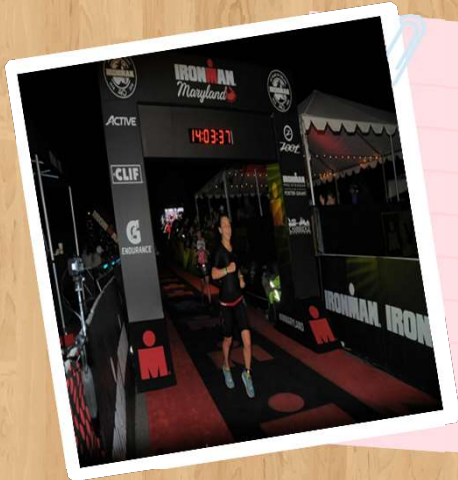
Accommodates objective and subjective criteria.

Provides direction.

Another systematic way for building consensus while making choices.



Evaluation Criteria



Criteria:

They give us standards by which to evaluate our options equally and they help us to evaluate decisions

Criteria are framed in the affirmative:

- ✓ Does it...
- ✓ Will it...

Stating Criteria – The New House



Cannot be more than \$250,000.

Will it cost less than \$250,000?

Big enough to grow into?

Does it have four bedrooms?

Super big backyard.

Does it have a 100 X 100 feet backyard?

Ample parking!

Will the garage/driveway accommodate three cars?



Will it?
Does it?

The New House

Criteria → Options ↓	250K	100 X 100 Backyard	4 bedrooms	Accessibility	Good Schools	Intangibles
265 Brentwood	D	C				
276 Berryman	A	B				
22 Pinewoods	E	B				
156 Crescent	C	D				
10171 Greiner	E	B				
160 W. Main	E	E				

Rating Scale:
E = Poor
D = Not good
C = Okay
B = Good
A = Excellent



Will it?
Does it?



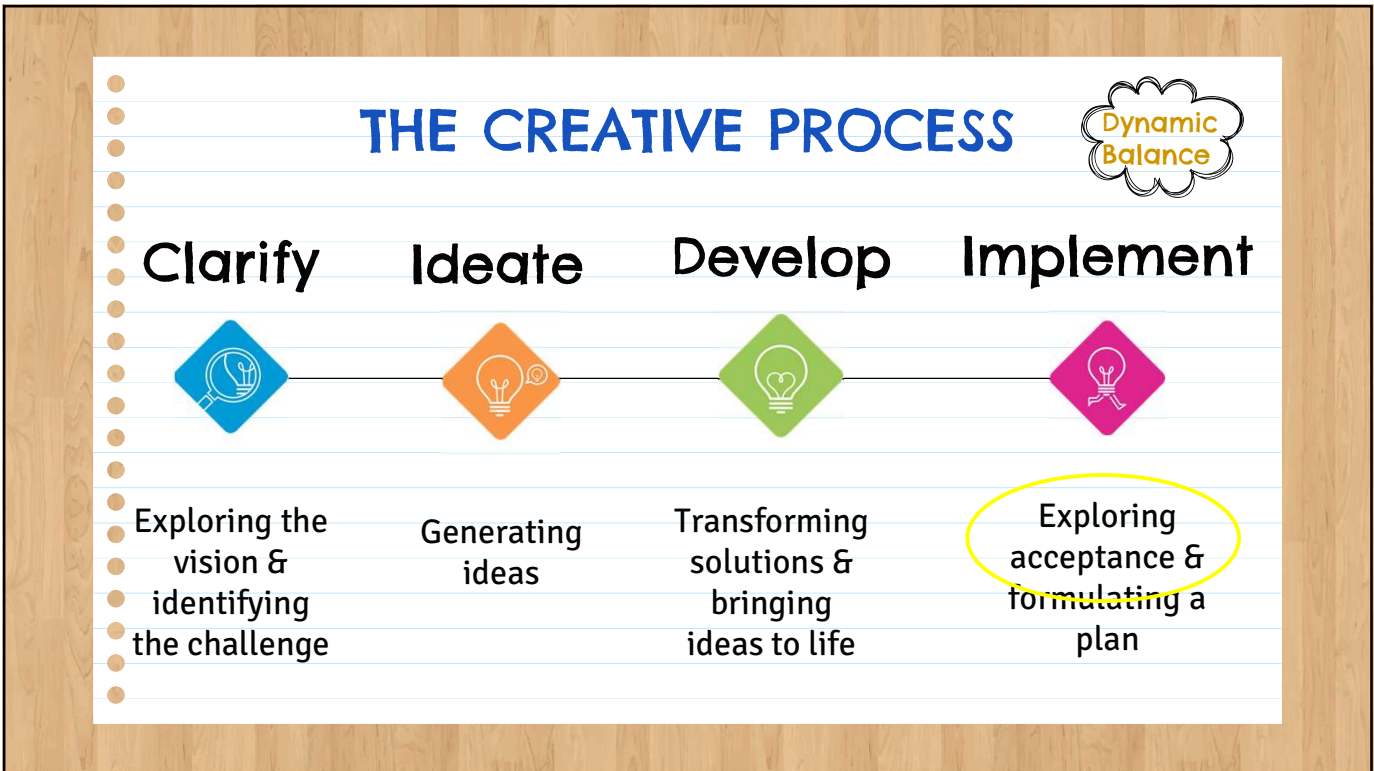
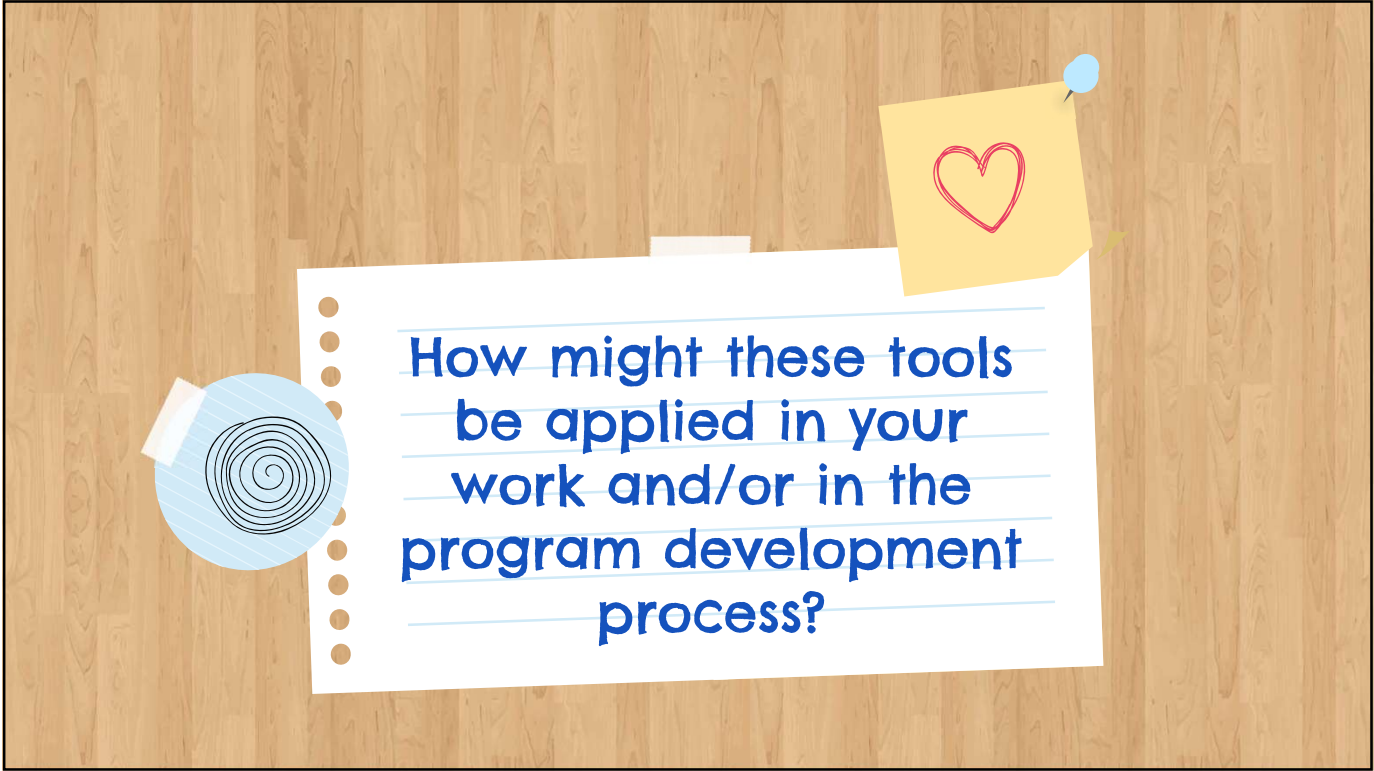
Criteria → Options ↓	250K	100 X 100 Backyard	4 bedrooms	Accessibility	Good Schools	Intangibles	Decision		
							Use	Modify	Discard
265 Brentwood	D	C	D	E	B	D			X
276 Berryman	A	B	D	B	C	C	X		
22 Pinewoods	E	B	C	B	E	C			
156 Crescent	C	D	E	D	C	E			
10171 Greiner	E	B	E	E	B	C			X
160 W. Main	E	E	E	E	B	B			



Developing program possibilities

IDEA	CRITERIA					
	Cost	Age of	Location	Equipment	Time	Other
Personal Care Car	☹️	☹️	😊	☹️	😊	😊
Fresh Start	☹️	😊	😊	😊	😊	😊
Fun Food	☹️	☹️	😊	☹️	😊	😊
Teach and Train	😊	😊	😊	😊	😊	😊
Advent. Club	☹️	☹️	😊	😊	😊	😊
The Cult	☹️	😊	😊	😊	😊	😊
Pets Plus	☹️	☹️	😊	😊	😊	😊
Call & Connect	😊	☹️	😊	😊	😊	😊

😊 ☹️ ☹️ SCALE

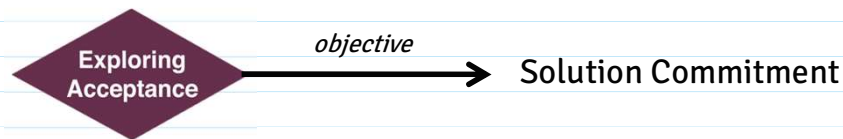


Implementation: Exploring Acceptance

Purpose: Increase the likelihood of success and buy-in.

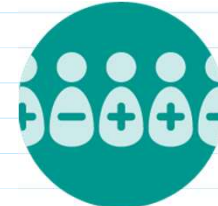
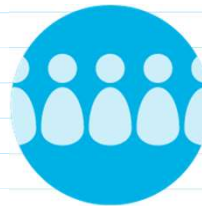
Cognitive Thinking Skill: Contextual Thinking
Understanding the interrelated conditions and circumstances that will support or hinder success or acceptance.

Affective Skill: Sensitivity to Environment
The degree to which people are aware of their physical and psychological surroundings.




Assisters and Resisters

The purpose of this tool is to anticipate where your proposed goal, problem definition, idea or solution is going to energize a reaction, positive or negative. Then seek help where you can get it, and plan for resistance before you encounter it.




Dynamic Balance


Assisters and Resisters




Identify all the stakeholders



Hit Assisters and Resisters



Select most important Assisters or Resisters



IWW might we leverage Assister help?
IWW might we mitigate Resister impact?

Dynamic Balance

Assisters and Resisters

Assisters

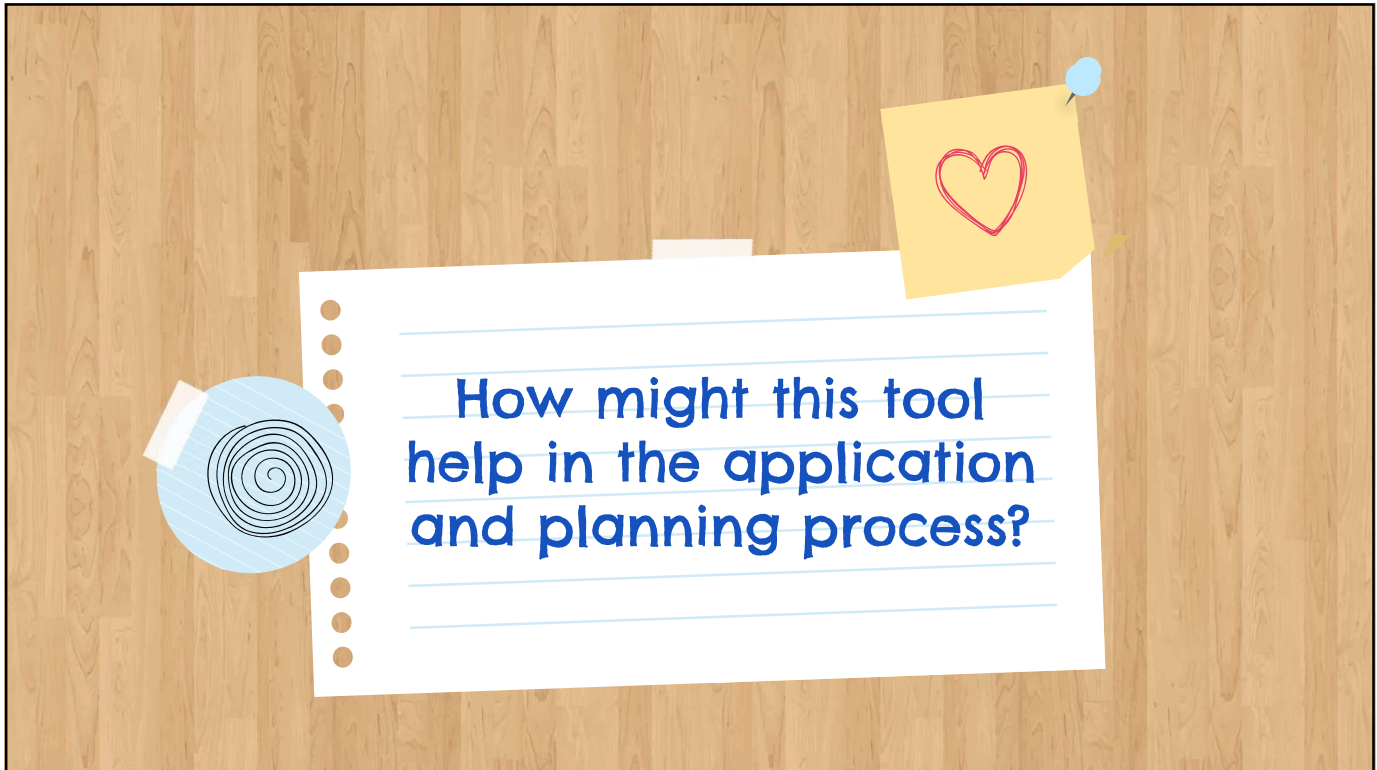
Who might help make this work?

HM we enlist their help?

Resisters

Who might this rub against?

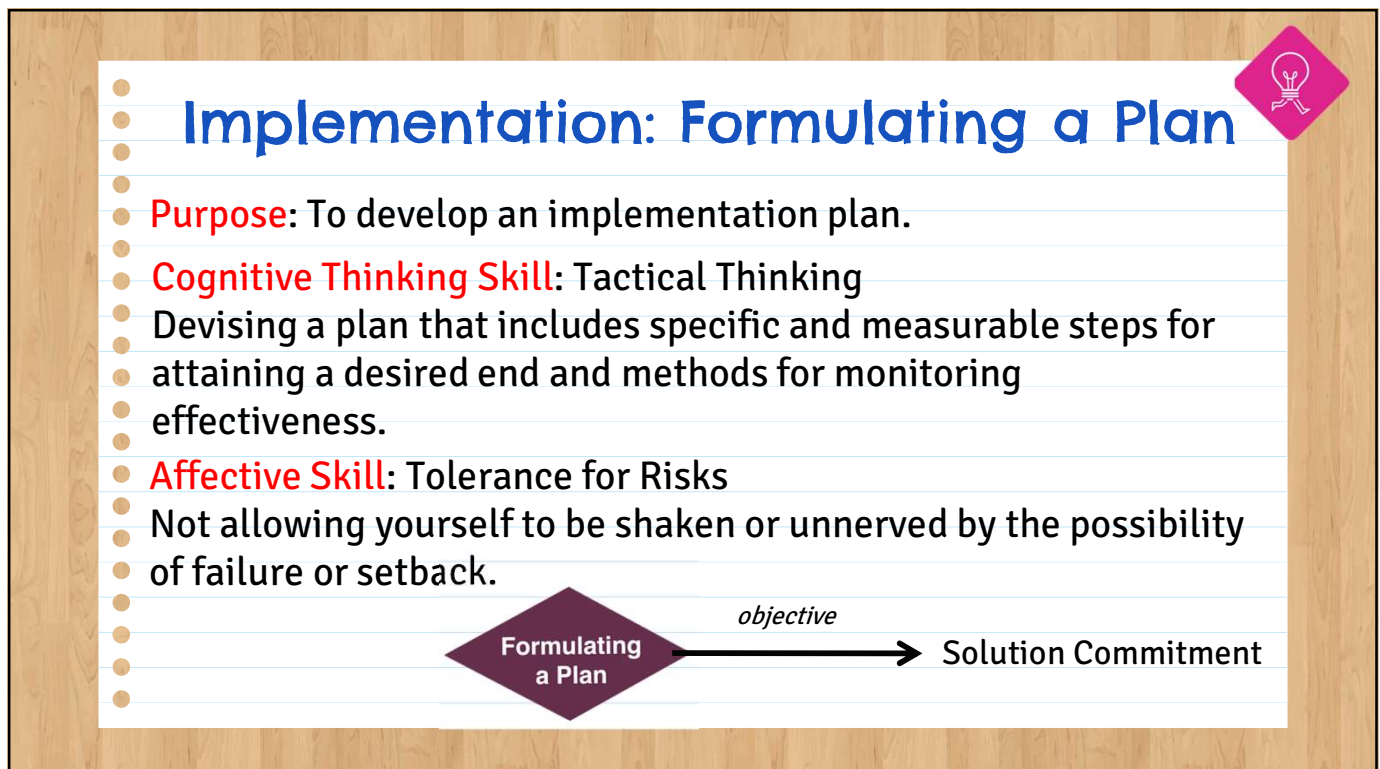
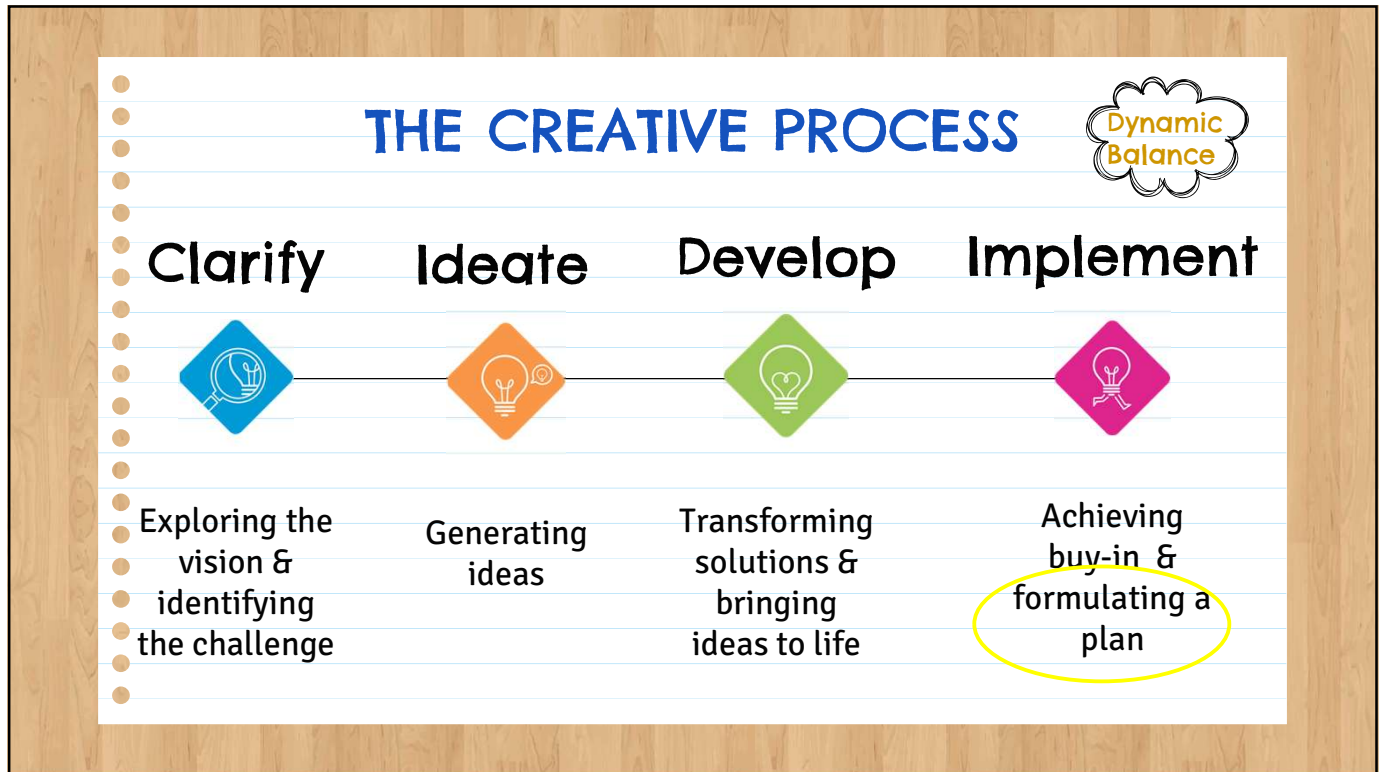
HM we overcome their resistance?



Dynamic Balance

Application: The LOI

- What might be all the (WMBAT) questions funders might ask?
- In what ways (IWW) might we find collaborating agencies?
- How to (H2) consider sustainability?
- How might (HM) we determine success?
- What might be all the (WMBAT) ways to build on what we already do well?
- How did insights/new learnings from the training sessions inform your program development?



PLAN FOR ACTION



- What steps might you take to put your solution into action?
- What additional resources might help you implement your solution?
- How might you gain enthusiasm for your solution?
- Where might you start?
- What special places or locations might you use?
- What are some places or locations to avoid?
- When might be a good time to begin?
- What special timelines might you use?
- How might you pretest your solution?

Get it done!



What's being done?	Who will do it?	By when?	Support/Report?
Short Term Actions	• •	• •	• •
Intermediate Actions	• •	• •	• •
Long Term Actions	• •	• •	• •

Warm Ups

To briefly
train the
tool we will
be using



To “sanction”
the time for
speculation



To create a
judgment
free zone



To prep for
the “real”
work!

Imagine you just found out you are
having triplets.
What are all the things you will need to
do to get ready for their arrival?



Dynamic
Balance



Imagine you are going to be spending the next six months in the Antarctic scientific research station. What are all the things you will need to do to get ready for your trip?



Get it done!

What's being done?	Who will do it?	By when?	Support/Report?
Short Term Actions	• •	• •	• •
Intermediate Actions	• •	• •	• •
Long Term Actions	• •	• •	• •

Sequencing



September - December			
Action To Be Done	Who Will Do It	By When	Report/Support
Increase participation at SA and Parent Centers	DVB, ACD, BPS, PD, CBOG, Vendors	9/1 and beyond	DVB, BPS, CBO, ACD, PD, Vendors
Create 1-2 page data summary to use to educate public, school admins, etc.	Comm team	9/1	CS Planning Team
Develop strategies to increase students, teacher, community engagement	Principals, CBO, Site, Facilitator	9/1 and beyond	Anibal, principals, CS, SI
Model for Best One	CBOs, BPS	9/1 and beyond	CBOs, BPS, Zia
Multi health clinic and legal services	Gather principals	9/1 and beyond	Breanna, Esther, principals Erica
SAT Prep	CSN (16), principals, CBO, vendors	Dec	Principals
Review Budget	BPS, CBO, CSN, principals	9/1 and beyond	Principals, CBOs, BPS
Increase student engagement/involved parents	PD, BPS, CSN, SF	9/1 and beyond	PD, Erica
Attend 1st day school meetings	CSN, ZL, PD, site facilitators	9/8 and beyond	Principals
Visit community school in another community	CSN, ZL, PD, site facilitators	11/1	Tanya
Attend SMART Mtns	CSN, SF	9/1	ZL, principals
Best practice guide implementation	Tanya, Anibal	9/15	CS planning team
Get community members involved	All	9/1 and beyond	CS planning team
Open SA	CSN, CBO	9/8 and beyond	CSN, CBO, ZL, principals, Erica, Anibal, Tanya
Open SMT	CBO, CSN, principals	Oct 18	Tanya
Align what is happening in school with after school programs and Saturday Academics	All	New and ongoing	CS planning team
Perform staff/parent evaluations	DVB full org	Quarterly, annually	Dia Leads
Class zone communications	ZL	Bi-monthly	Tanya, Anibal
Order supplies	CBOs, CSN, site facilitator	Monthly, start 9/1	CBO, BPS, ZL
Grant sheet	CBOs, site facilitator	Monthly, start 9/1	CBO, BPS, ZL
Develop new funding sources for school	All	Ongoing	All
CS Conference	Planning team	New, Oct	Planning team
Invite partners to visit CS for their meetings	Principals, Anibal, Tanya, BPS, ZL	9/1 and beyond	Planning team
Incorporate PTO/PTA into planning SA	PD	9/1 and beyond	BPS
Complete fall festival requests	CSN, CBO	9/30	BPS, CBO
Send annual PD for vendors	CBO, CSN, BPS	9/annual	BPS, CBO
Create community need survey	Planning team	11/1	Planning team
Family Allocation Dinner	CBO, Gathering, OPPE	Quarterly, annually	OPPE, Erica
Class Zone Champion Events	PD, CSN, CBO	9/1 and beyond	ZL, Principal
SAIG Groups	CSN	9/1	Principals
Detail van visit	CSN	10/1	Erica, Breanna
Grade March Club	Sublette, OPPE, CSN	Quarterly	OPPE, Erica
Community list based on zones	ZL, CSN	9/1 and quarterly	Erica
January - March			
Action To Be Done	Who Will Do It	By When	Report/Support
Prepare for parent summit	Galvezia, Ramona	1/1	OPPE
Complete spring field trip request	CSN, Site facilitator	1/1	CBO, BPS
Prepare for RFP	SV, BPO	1/1	BPS
Take care of garden	CSN, principals, engineers	1/1	Principals, CBO
Advocate	CS, Team	1/28 (Advoc)	Legislators, CS coalition
Spent down budget	CSN, principals, engineers	1/1	BPS
Competition entry, EC Champion	PD, CSN, ZL	3/30	Principals
Annual Report Development	Communication team	1/1	Tanya, Anibal
Perform internal school student surveys	CSN	3/30	Erica, ZL
Send planners 2023-2021 school year	CS, Breanna team	3/30	Planning team, Principals
Increase participation	Principals, Nat (7) Partners, ALL	1/1 - 6/30	Erica, Breanna
April - June			
Action To Be Done	Who Will Do It	By When	Report/Support
Perform evaluations	Administrators	6/30	SB, Dora
Inventory Completion	CSN, Site facilitator	6/15	Principals, BPS, CBO
Reflection of 2019-2020 Program	All	6/30	All
Have team data points available	CSN, SF	6/15	Erica
End of year celebration	School day afterschool SA, CSN, SF	May - June	Principal, ZL, CBO
Quarterly and end of year partner update	Anibal, Tanya, Yeom	Quarterly	Community Partners
Submit semester Engagements Report	PD, CSN	Monthly	Erica, OPPE
Community Activity Coordination	CBO, CBO, Principals	6/30	Principals, Erica
Send survey well survey @ all CS Saturday Academics	SF	Monthly	ZL

How might this tool help you meet deadlines and get things done?

Sequencing

TOOLS...and TECHNIQUES

Dynamic Balance

Teach Practice Apply

<p>CLARIFY</p> <ul style="list-style-type: none"> Vision Boarding WIBNI Creative Questions Mind Mapping Why? What's Stopping you? <p>DEVELOP</p> <ul style="list-style-type: none"> PPCO Card Sort Evaluation Matrix Targeting 	<p>IDEATE</p> <ul style="list-style-type: none"> Brainstorming Brainwriting Forced Connections Excursion Word Dance SCAMPER <p>IMPLEMENT</p> <ul style="list-style-type: none"> Assisters & Resisters Paired Comparison Stakeholder Analysis Sequencing 	
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Highlighting

Creativity Etiquette Tip #5

#5: Ensure proper restating

Ideate for Ideas

Restate essence as verb (action)

Restating

Ideate to Clarify

Restate essence as a creative question: H2, HM, IWW, WMBAT

Taking It Home

New	Potential Uses
Interesting	Applications
Useful	
Intriguing	

Next Sessions

- Stakeholder input
- April 23: Developing a Project Management mindset
- May 15: Work session with facilitation



Thank You!

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NYS WBE
2019 SBA Home-Based Business of the Year

