

Stanford Social Innovation Review, Summer, 2017, Overview of Job Path/IDD Context

We are honored to be featured in a [cover story of Stanford Social Innovation Review](#) just released! The research is about a new way of working—of collaborating for solutions—that consistently delivers better results. Job Path has been part of the co-learning group shaping the research findings debuted in the piece and explored further in [a forthcoming book](#).

The link to the article is here: https://ssir.org/articles/entry/creating_breakout_innovation

The researchers conducted an extensive search for change projects that demonstrate patterns and practices related to “breakout innovation.” They conclude that only a small percentage of cocreation efforts are actually creating systems-changing solutions aligned with the stated needs and priorities of the participants. A consistent hallmark of breakout innovation is that its impact carries far beyond the actual plan, product, or program it created. The process itself transforms the people and systems involved and expands their creative capacity for future innovation.

Our initiative, “Job Path and Theory U; A collaboration, led by Job Path, using the Theory U approach to create solutions for disability inclusion in New York State,” was selected as one of the top ten examples of Breakout Innovation. The specific intervention was a collaboration between Beth Mount and Fredda Rosen, supported by the FAR Fund for Social Change, in partnership with Arawana Hayashi and Katrin Kauffer supported by Ann Hardiman of NYSACRA (The New York State Association of Community and Residential Agencies), and five New York provider organizations.

Throughout 2009, we collaborated to explore the use of Social Presencing Theater (SPT) as a way to initiate a series of dialogues between the actors (people with disabilities and their support professionals) and administrators (representing the New York State Office, and five provider organizations) that might illuminate and generate more pathways for social innovation. The SPT performance was followed by a series of cafe conversations between the top executives and the actors; people with disabilities and their support staff. SPT was woven throughout the two day Theory U workshop that engaged change teams from the five provider organizations.

This video captures the Job Path SPT performance:
https://www.youtube.com/watch?v=TI15c_0UOxE

Social Presencing Theater is an arts social technology being co-created by Otto Scharmer, Arawana Hayashi and others from the Presencing Institute in Cambridge, MA. Theory U and SPT is featured in the Stanford Review as a method that legitimizes all ways of knowing, both expert and informal knowledge such as unconscious, intuitive, and embodied insights which flow from meditation, time in nature, mindful breathing, prayer, and physical movement. Theory U methods strengthen our personal and collective capacity to connect to our deeper sources of knowing and insight by valuing all kinds of knowing. The SPT work with people with disabilities helped to express the deep wisdom inherent to all people, and to amplify these voices during conversations with high level decision makers.

The November, 2009 two day Theory U workshop, led by Arawana Hayashi and Katrin Kauefer, in Garrison, New York stimulated a lot of interest and investment in innovation using Theory U.....for awhile. The aggressive competing commitments of a highly regulated, command and control bureaucracy damages creative, and participatory spaces that generate innovation.

Never the less, inclusion activists* have continued to bring the Theory U/SPT work into various corners of New York State and other parts of the world. For example, design teams representing 15 German speaking countries recently completed a three year initiative funded by the EU designed to bring Theory U practice into the design of self-directed services throughout Europe.

We* have supported transformational change at the organizational level through ten iterations of a year long Learning Institute offered in a variety of contexts. We bring global Inclusion Activists together together to explore Theory U, SPT, and community building during the annual Toronto Summer Institute,

and we document living examples and hopeful practices through Inclusion Press. The 2015 Pathfinders* book features many of the prototypes and lessons learned from our global journey.

* “Pathfinders; People with Developmental Disabilities and Their Allies Building Communities That Work Better for Everybody,” by John O’Brien and Beth Mount, 2015, available from inclusionpress@inclusion.com. The Pathfinder prototypes are living examples of the application of the U process in creating new options for people and their families, stimulating innovation in the organizations that support them, and growing alliances in people’s neighborhoods. The Inclusion community is a global network of activists who find creative ways to search for and amplify the good in people and in their neighbors. We create new pathways so that people and their allies can join with others to make a difference in their communities.

For more information related to Social Presencing Theater, visit:

<http://www.presencing.com/embodiment>

<http://www.arawanahayashi.com>

For more information about Job Path, visit:

<http://www.jobpathnyc.org>

https://ssir.org/articles/entry/creating_breakout_innovation