

Beloved Economies...

Transforming How We Work

Revealing practices that strengthen meaning,
purpose, and collective well-being...

Organizational Development

Creating Breakout Innovation

Nonprofits, community groups, and philanthropists are embracing cocreation as a way to engage a wider community in tackling pressing problems. But only a small percentage of these efforts are resulting in bold innovation and powerful solutions. What does it take to deliver breakout innovation?

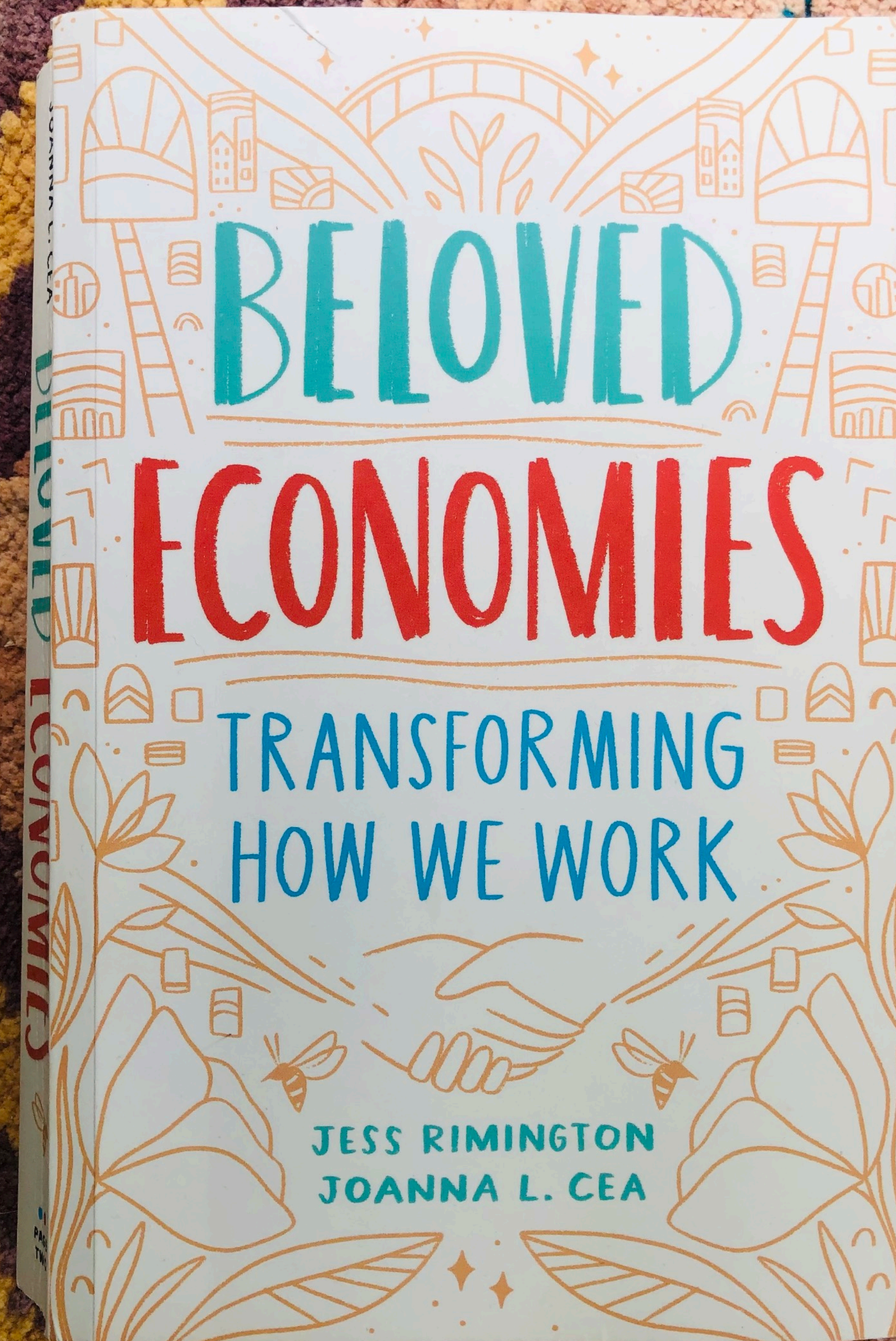
SHARE COMMENT DOWNLOAD PRINT ORDER REPRINTS

By Joanna Levitt Cea & Jess Rimington | Summer 2017

2017

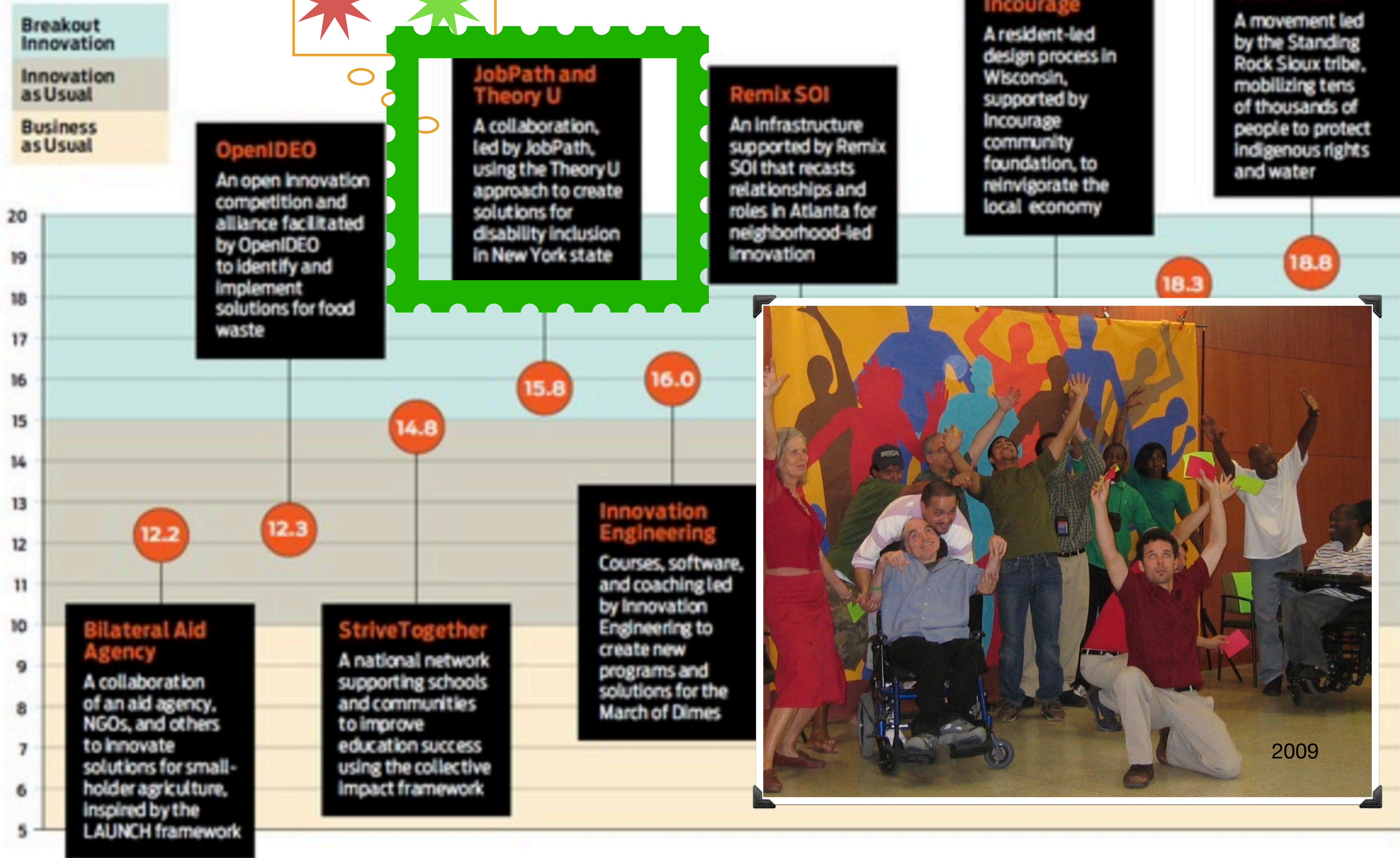
Prioritizing different
ways of interacting
and creating together

Jess Rimington and Joanna
Cea, 2022

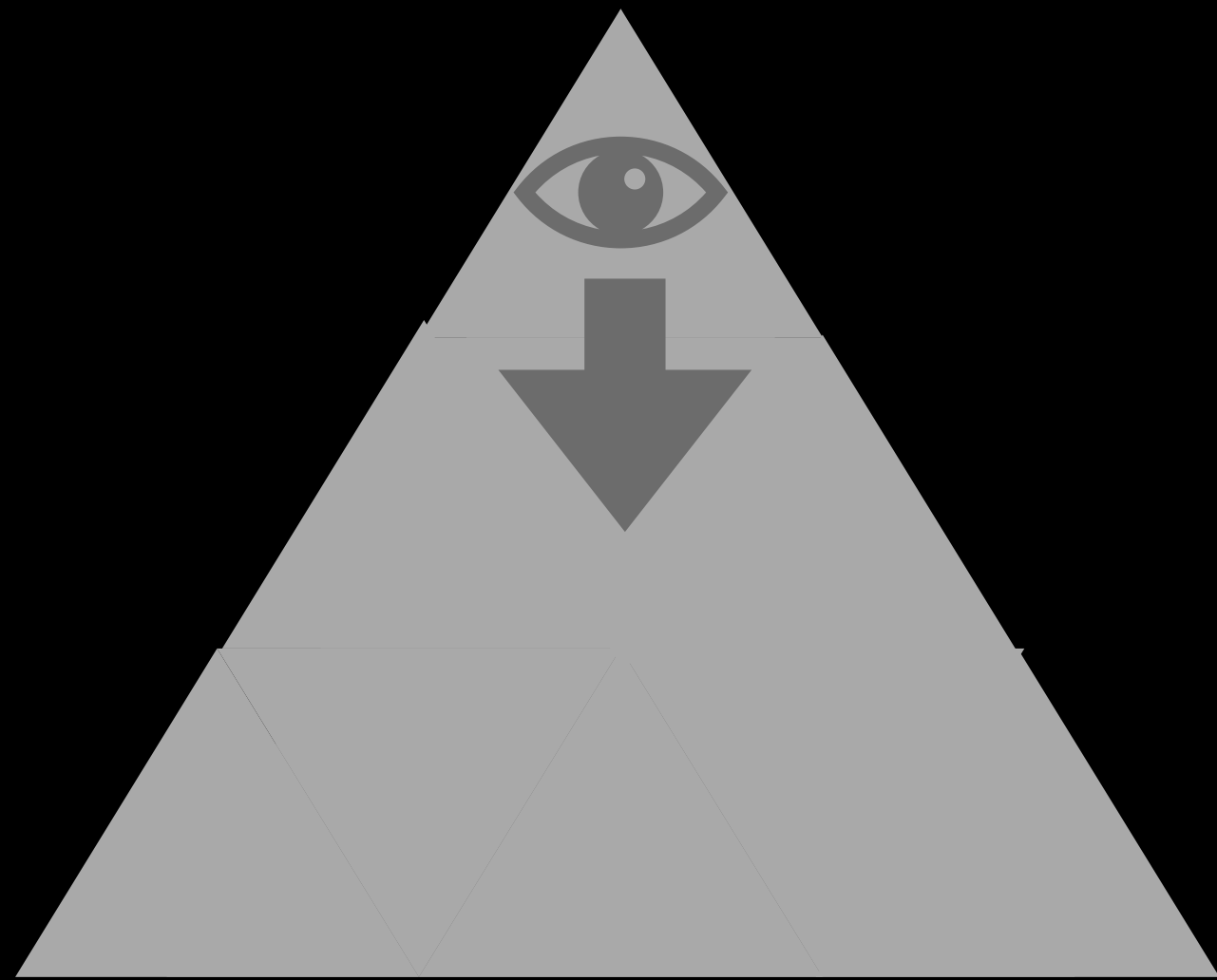


Identifying Breakout Innovation

Stanford Innovation Review, 2017

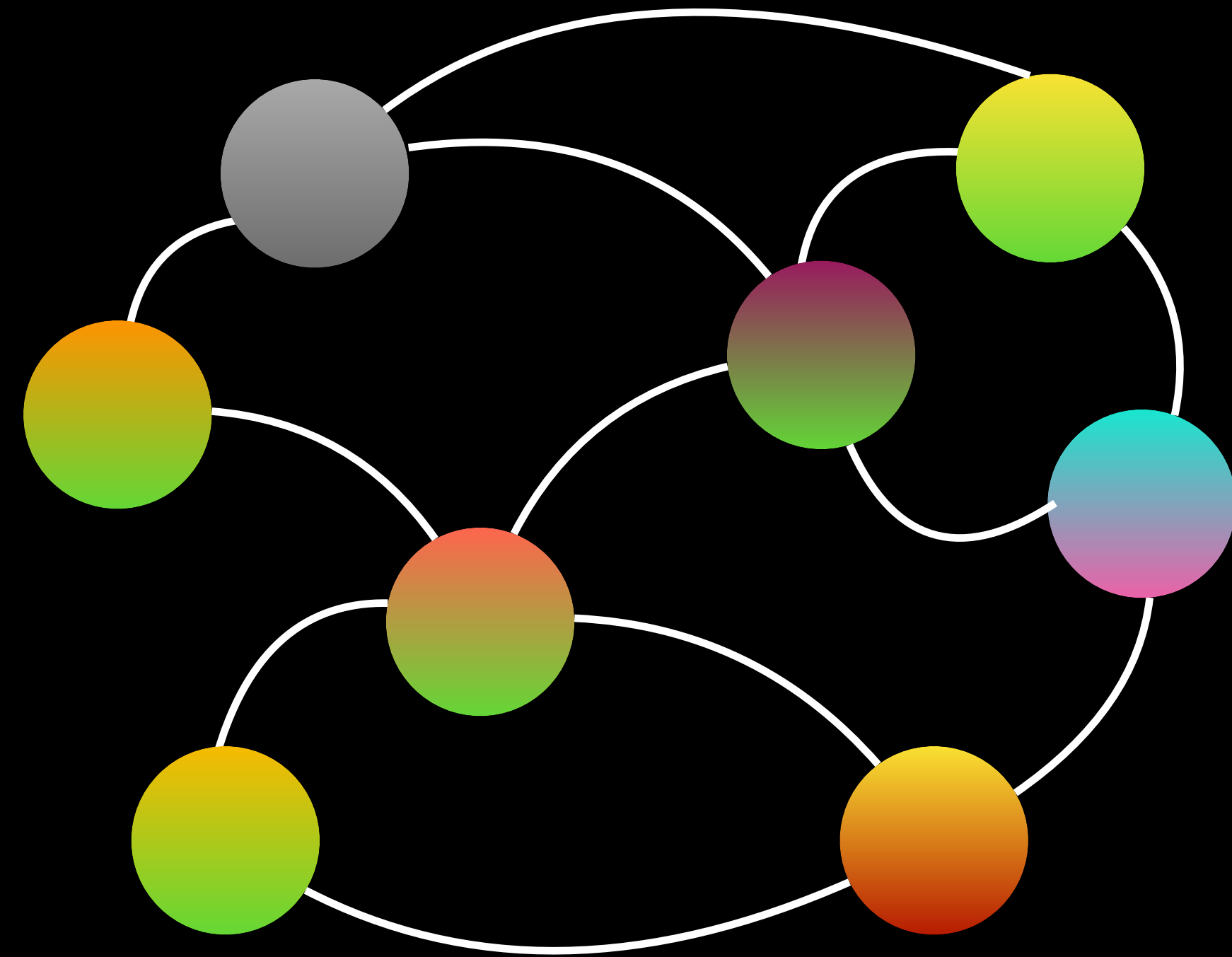


We exercise our right to design when we
imagine, decide & build together



Consolidated
Right to Design

Moving from...Business as Usual...
Consolidated Right to Design...a
loveless economy=
toxic, extracting, wired for inequity.

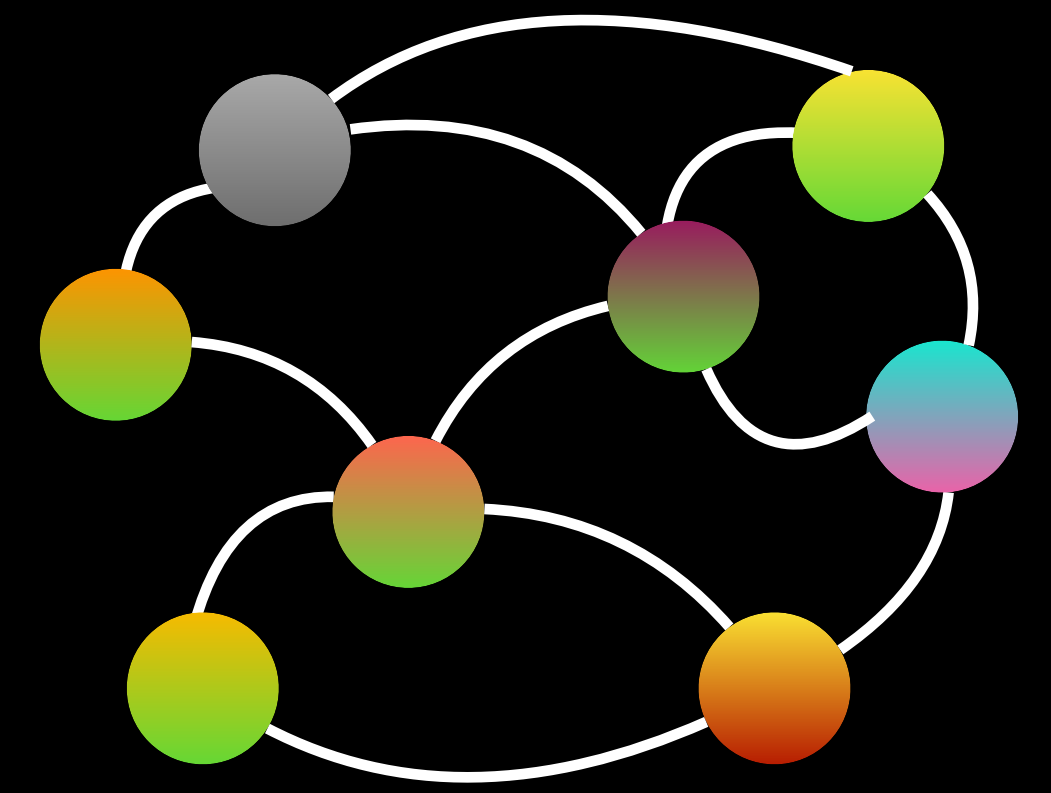


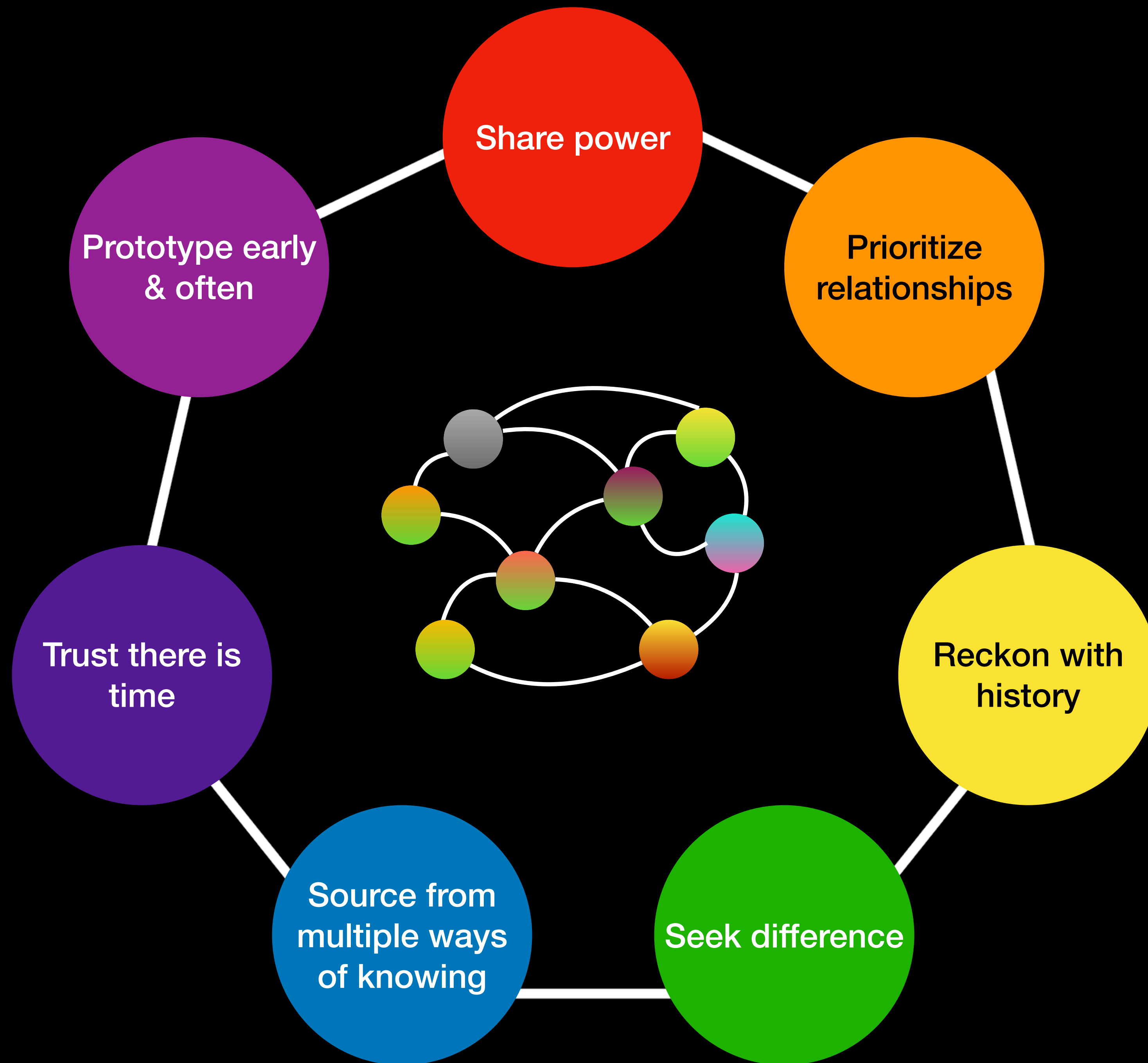
deconsolidated
right to design

Moving towards a vision of a world in
which the relationship between work,
the environment, and human flourishing
is one of harmony and wellbeing.

We exercise our rights to design when we imagine, decide, and build together –when we hold the designer’s pencil and sketch our individual and collective futures.

These rights are rooted in our universal ability to generate insight on *what is* (the circumstances around us), to imagine possibilities for the *not yet* (potential circumstances that do not currently exist), and to play a role in deciding if and how to bring such possibilities to life.





Share
decision
making
power

Operate as peers across teams & groups. Trust one another to hold decision making authority. Impart insight. Share the risks & rewards of our work

Prototype
early & often

Share
decision
making
power

Prioritize
relationships

Trust there is
time

Reckon with
history

Source in
multiple ways
of knowing

Seek
difference

Prioritize
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Dedicate time & care to connect as human beings in our everyday interactions with team members & people in the community whom our work affects.

Reckon with
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Source in
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Seek
difference

Intentionally create time,
space, & processes to
unpack & address the
past in ways relevant to
the work at hand.

Seek
difference

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Refuse to accept business-as-usual assumptions about who should be at the table. Cultivate multiple, meaningful forms of diversity among our groups

Source
multiple ways
of knowing

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Seek
difference

Consider, value & attune
to multiple types of
knowledge ranging from
technical training to lived
experience to spirituality
to what we sense from
the living world.

Trust that
there is time

Choose to believe that there is always time available to prioritize authentic connection, reflection & care in how we work, including by following these 7 practices.

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early & often

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Seek
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Prototype
early & often

Share & test ideas at
each step of a process &
decide together what
best next steps to take
from what we learn.

Prototype
early & often

Share
decision
making
power

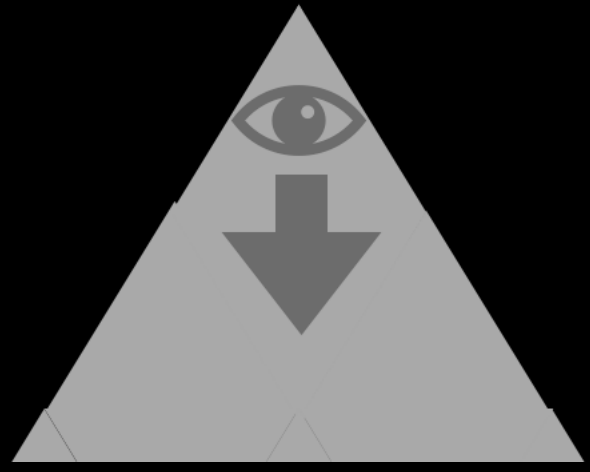
Prioritize
relationships

Trust there is
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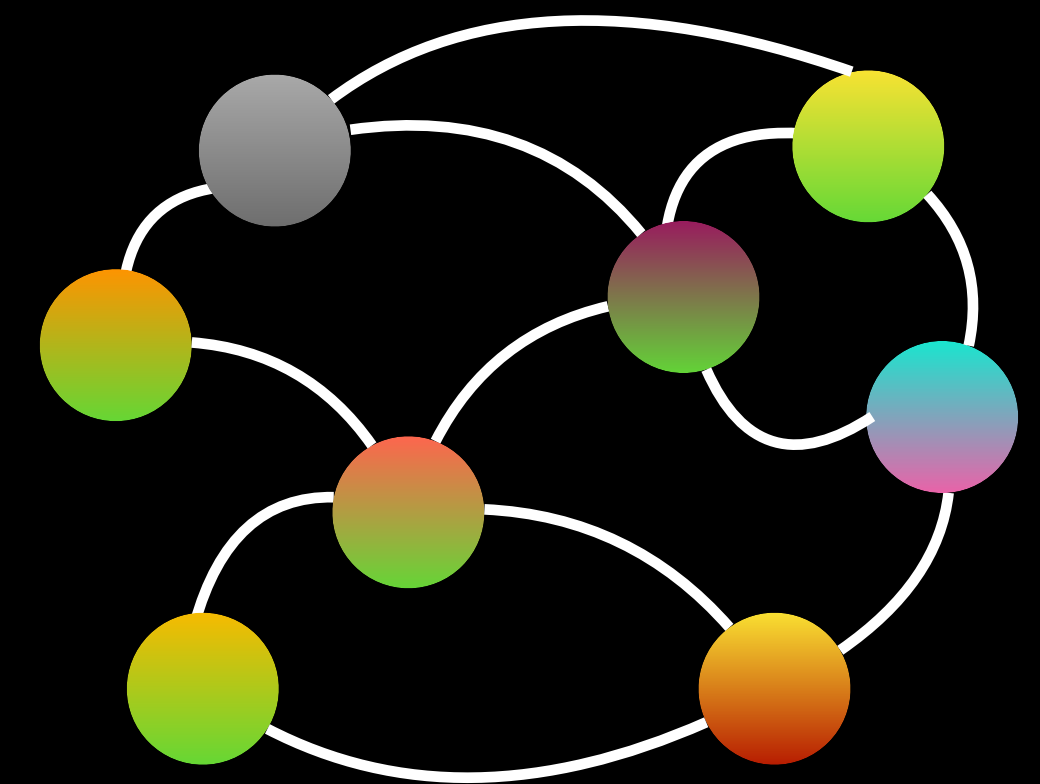
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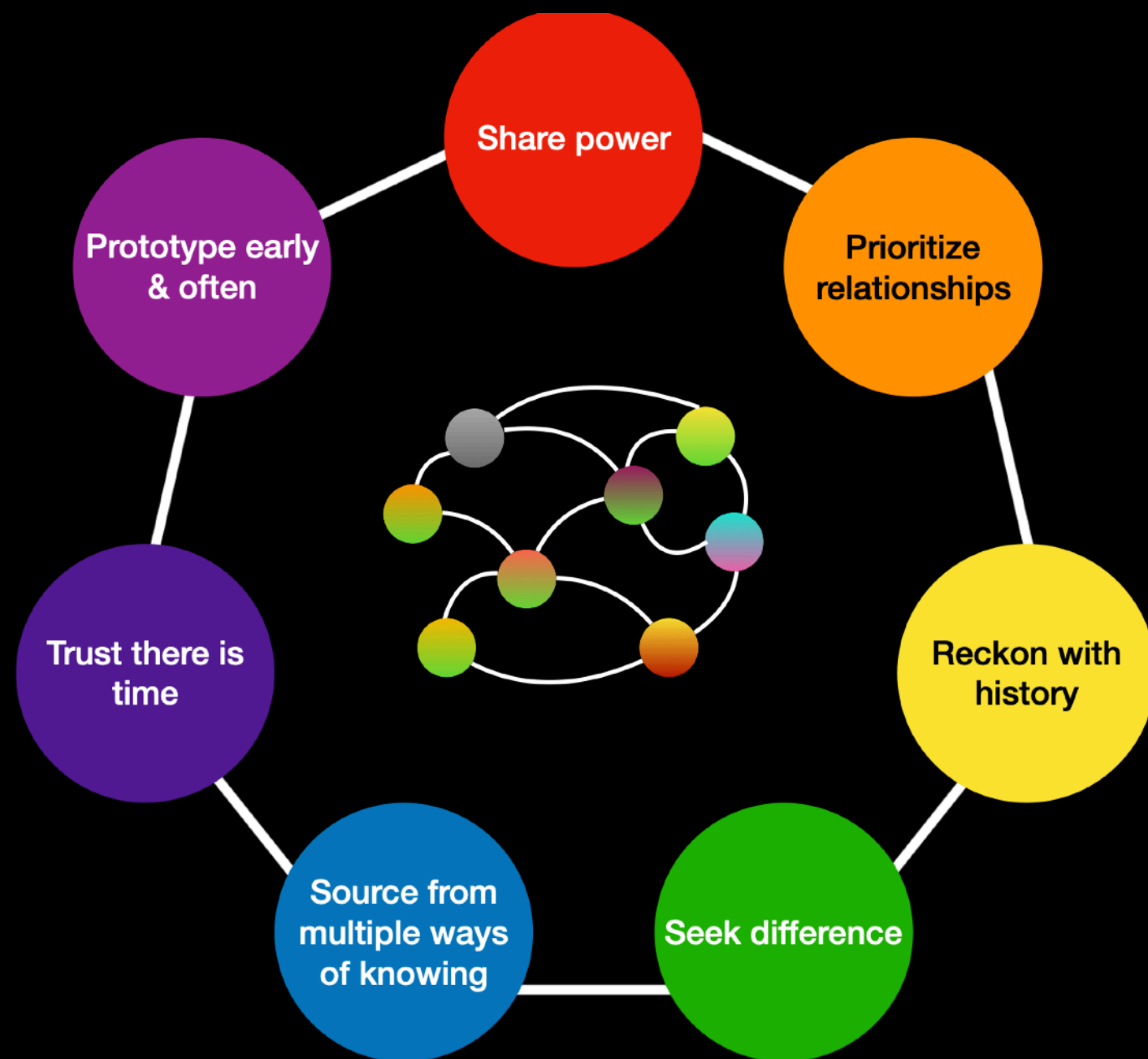
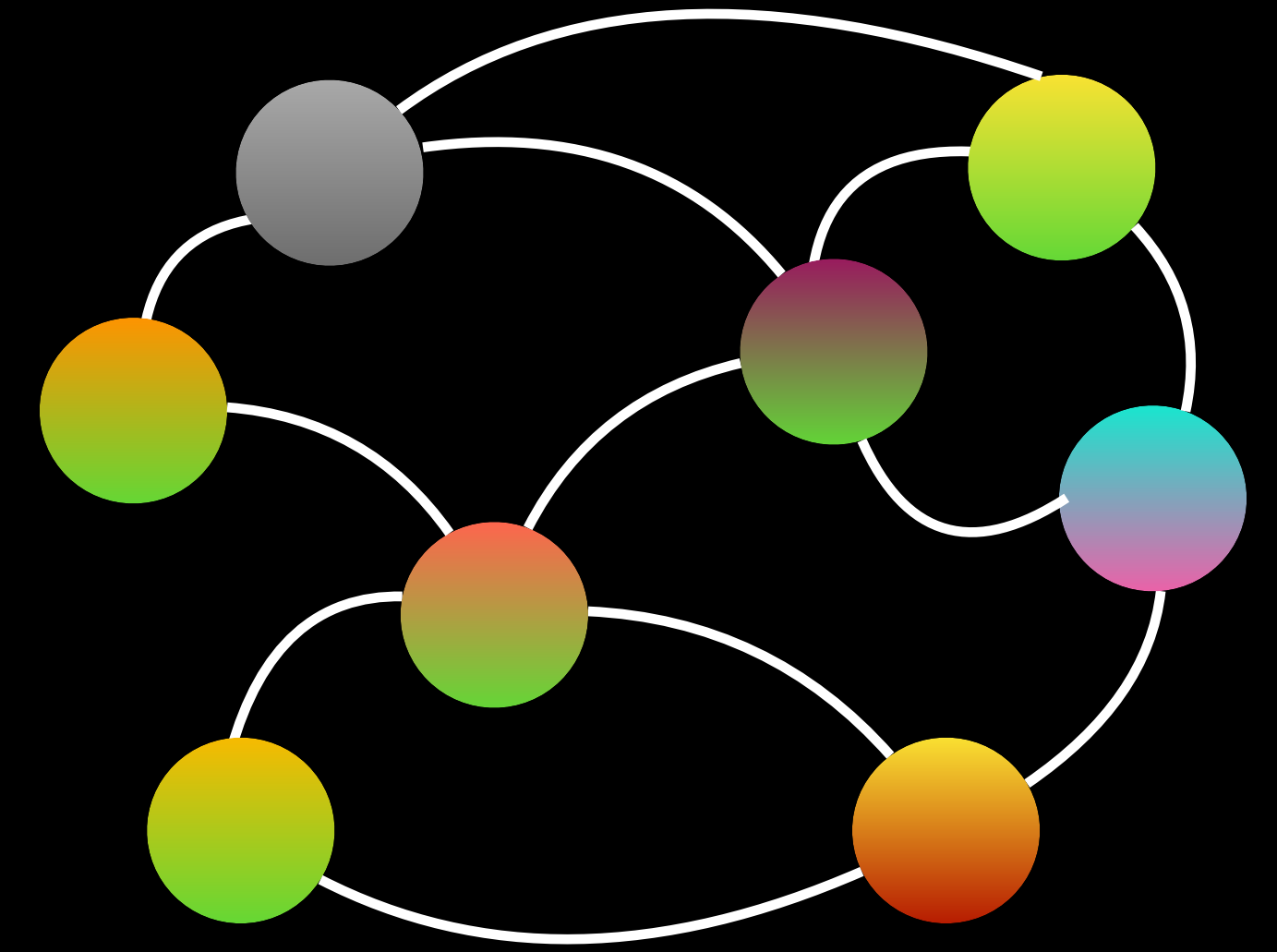
By releasing the designer's pen back into the hands of more people, breakout actors unleash wild and vibrant imagination. When you repair the connective channels between us, allowing us all to learn and grow from what one another contributes, transformative ideas surface. When we deconsolidate the rights to design, we welcome in all of our imaginations to dream daringly.

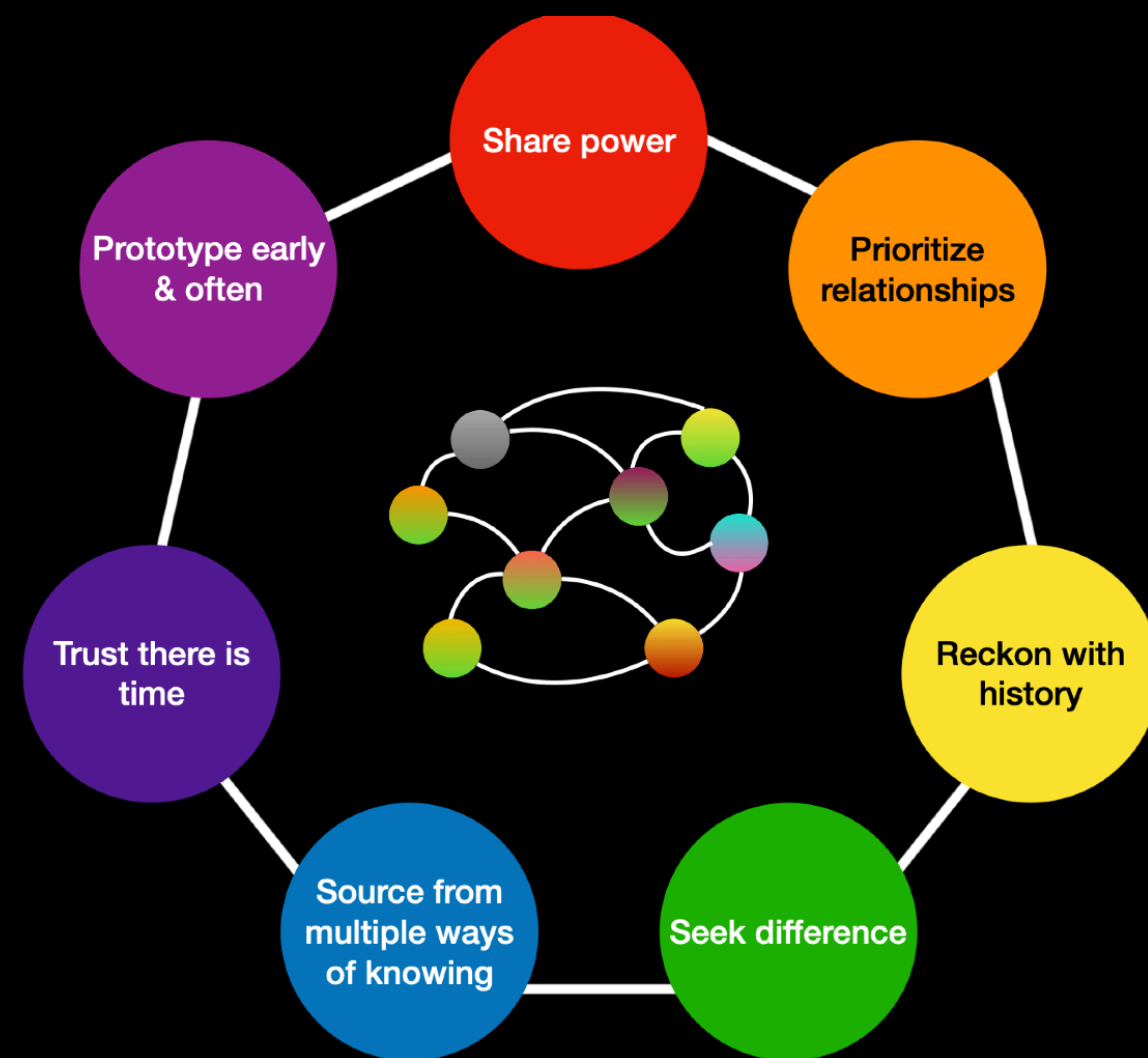


The Family Leadership Network

Carol Combs and
Ashsah Fitzhugh

Starfire





Where are we with
distributing Rights
to Design?

Where do we see
edges for more?

What would we have
to let go of?

Where are the next steps that might
strengthen the co-creation of what more is
possible?

Belonging is being invited to the designer's table, alongside everyone else, and with a pen in your hand, as well as in the hand of your neighbors. And the re-animation of the world is the key to our belonging, because it is key to understanding all of with whom we co-create our reality through designing together. In its truest sense, belonging, is about individually expressing inherent agency in a distributed web of power. The experiences of work that breakout actors described were qualities of people who seemed to feel *held* in a shared, resilient network –who know who they are in relationship, who *fit* in their community.