

Live Webinar

Improve Collective Impact - Keys to Engagement, Alignment and Results

Tuesday, July 25th
2:00 PM - 3:00 PM CDT

INSIGHT *FORMATION* INC.



INSIGHT *FORMATION* INC.

Bill Barberg, President & Founder

Agenda

- The Need for “System Leadership” for Collective Impact
- Important Upgrades for the Five Conditions for Collective Impact
- A Learning & Doing Program to build your coalition capacity
- Question & Answers + Discussion

The Desire for Transformative Change on Complex Issues



Opportunities for Improvement

In spite of many coalitions embracing Collective Impact

- Most population level outcomes are barely better or worse
- Little progress on going from “silos to systems”
 - Fragmentation in funding and function—even with a “common agenda”
 - **Collective impact** is more of an aspiration than a lived reality
- Far too much *re-inventing the wheel* among similar situations
 - Within states
 - Among states and regions working on similar problems
 - Across the country
- Promising innovations spread slowly
- Struggles with measurement, monitoring, and effective partnering

The more we can address these challenges, the better the outcomes

Opportunities: New Funding, Tech & Tools

Exceptional pathways to improve Collective Impact efforts

- **New Funding Sources “Many pots of one-time money”**
 - PH Infrastructure and workforce dollars
 - ESSER money for school districts
 - CDBG and other local funding for housing, SDoH (Local Housing Policy Grants)
 - Broadband infrastructure dollars open many new opportunities
- **New technologies (compared to 5 years ago!)**
 - Telehealth
 - eLearning courses & programs
 - Collaboration with peers across the nation via platforms like Zoom
- **New talent willing to consider new way of achieving impact**
 - Lots of changes in the public health and social sector workforce

A recognized need for Innovation & Transformation

How Do You Deal with the Complexity!



The Right Tools are Key to Success!

- Different Tools for Different Purposes

- Auto Mechanic
- Carpenter
- Surgeon
- Dentist



- Many Different Tools Used to address social problems

- Academic Research Tools (RCTs, statistical models)
- Program Evaluation Tools (Logic Models, SMART Goals, Work plans, Annual Reports)
- Quality Improvement (QI) Tools (Six Sigma, PDSA, Run Charts, etc.)
- Public Health Epidemiology
- Clinical Information Tools (Electronic Medical Records, Health Information Exchanges)
- *Organizational* Strategic Planning

Developing Strategic Skills & System Thinking

Building Skills for a More Strategic Public Health Workforce: A Call to Action

National Consortium for Public Health
Workforce Development



Elevate strategic skills to equal status with specialized skills.
Build systems, not silos.

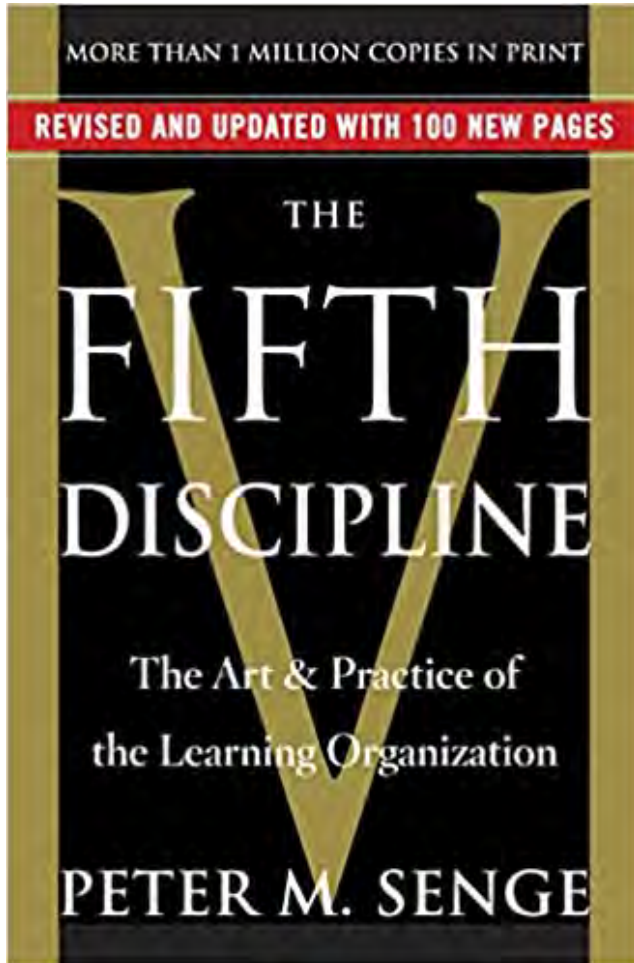
FIGURE 2.

The Public Health T—Complementing Specialized with Strategic Skills

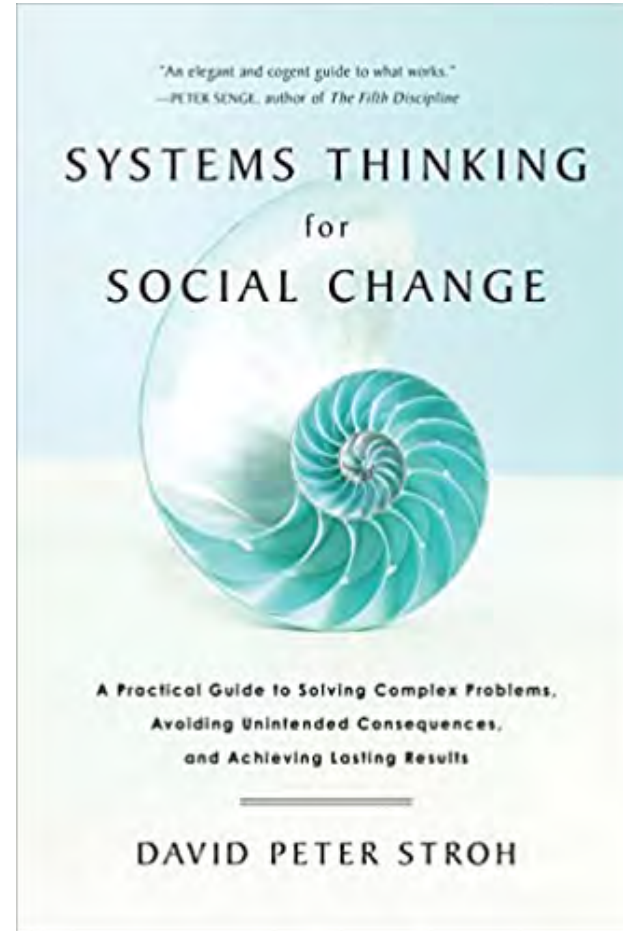


Systems Thinking

System Thinking



1990



2015

The Need for System Leadership

Stanford SOCIAL
INNOVATION Review
Informing and inspiring leaders of social change

SOCIAL ISSUES SECTORS SOLUTIONS MAGAZINE MORE

Essentials of Social Innovation

The Dawn of System Leadership

The deep changes necessary to accelerate progress against society's most intractable problems require someone who catalyzes collective leadership.

Peter Senge, Hal Hamilton and John Kania

Winter of 2015

“Sensing this need, countless collaborative initiatives have arisen in the past decade—locally, regionally, and even globally. Yet more often than not they have floundered—in part because they failed to foster collective leadership within and across the collaborating organizations.”

“For undoubtedly, we are at the beginning of the beginning in learning how to catalyze and guide systemic change at a scale commensurate with the scale of problems we face, and all of us see but dimly.”

Characteristics of the New Tools

- Aspiration-based rather than problem-focused
- System Thinking
- Community Strategic Planning (rather than organizational)
- A Robust Framework rather than a narrow focus
- The Ability to Zoom in and Zoom out

I can only show a sample of the tools in 1 hour

Looking Back for Inspiration on New Tools

The Tupelo Miracle

Lee County,
Mississippi
1938 to 2003

THE TUPELO MIRACLE— ECONOMIC REVITALIZATION AND COMMUNITY TRANSFORMATION

By Bill Barberg and Shayna Gleason, Insightformation, Inc. 2017

INSIGHTFORMATION INC.

“Collective Impact” introduced in 2011

The Five Conditions of Collective Impact

Common Agenda	All participants have a shared vision for change including a common understanding of the problem and a joint approach to solving it through agreed upon actions.
Shared Measurement	Collecting data and measuring results consistently across all participants ensures efforts remain aligned and participants hold each other accountable.
Mutually Reinforcing Activities	Participant activities must be differentiated while still being coordinated through a mutually reinforcing plan of action.
Continuous Communication	Consistent and open communication is needed across the many players to build trust, assure mutual objectives, and create common motivation.
Backbone Support	Creating and managing collective impact requires a separate organization(s) with staff and a specific set of skills to serve as the backbone for the entire initiative and coordinate participating organizations and agencies.

Source:

Channeling Change:

Making Collective Impact Work

By Fay Hanleybrown, John Kania, & Mark Kramer

Poll #1:

Are you in a coalition embracing the “Collective Impact” approach?

- I am not in a coalition that is (or was) emphasizing it.
- We were. Our emphasis on Collective Impact has faded.
- We talk about it, but we're not sure how to do it well.
- We're making a good effort, but we're struggling to do it well
- We're “all in” on CI and we're satisfied with how it's going

Agenda

- ✓ The Need for “System Leadership” for Collective Impact
- Important Upgrades for the Five Conditions for Collective Impact
- A Learning & Doing Program to build your coalition capacity
- Question & Answers + Discussion

Getting Better at Collective Impact



Upgrade how coalitions develop a ***Common Agenda***



Upgrade from shared outcome measures to a ***Shared Measurement System*** based on strategic measurement practices.



Intentionally nurturing ***Mutually Reinforcing Activities*** by coordinating Alignment and “Assists”



Streamlining & simplifying ***Continuous Communication***, especially long-term ***information management*** for the next 5-10 years



Enhancing ***Backbone Support*** with appropriate technology that allows for distributing backbone support among many partners

A 12-Month Learning & Doing Program



Community Strategy Engagement Accelerator

August 1, 2023 - July 31, 2024

Get the Tools and Coaching Your Community Needs to Implement a Collective Impact Model.

*Engage and equip your coalition with game-changing resources in this powerful **12-month program** that helps you break down silos and begin working as a collaborating, cohesive community to address your most complex priority issues.*

The CSEA 2023 Program will run from:
August 1, 2023 to July 31, 2024



Watch this 60-second video

Getting Better at Collective Impact



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Practical Steps for Creating a Common Agenda

- **Start:** by agreeing on the **CONCEPT** of a Common Agenda and a Co-Created Shared **Strategic Framework**



- **Benefits:** Enhance Communication. Reduce fragmentation. Improve Collaboration. Save Money. Simplify Life.

A Common *Goal* is NOT Enough



Teamwork: Different Players in Different Roles



Working together to leverage each other's strengths

... Because they understand a shared strategy



Rethinking STRATEGY

- **From: Organizational Mindset** of “The few things we will **pick to do** with our limited resources”
- **To: Community Mindset** of “A **framework** that will enable alignment and success—which we will work with the community to figure out how to do.”

Once the **Community Strategic Framework** is in place, different organizations can **align their organizational strategies** and pick the few things they will do with their limited resources.

MQP on Theory of Change vs. Theory of Transformation



Fill out the post-webinar survey to get this sample from the eLearning course that is part of **CSEA-23**

Upgrading United Way Community Impact & Evaluation Practices



UWCA CI&P Evaluation Framework

CI&P = Community Impact & Partnership

Emphasizing a Theory of Transformation

Theory of Transformation vs. Theory of Change

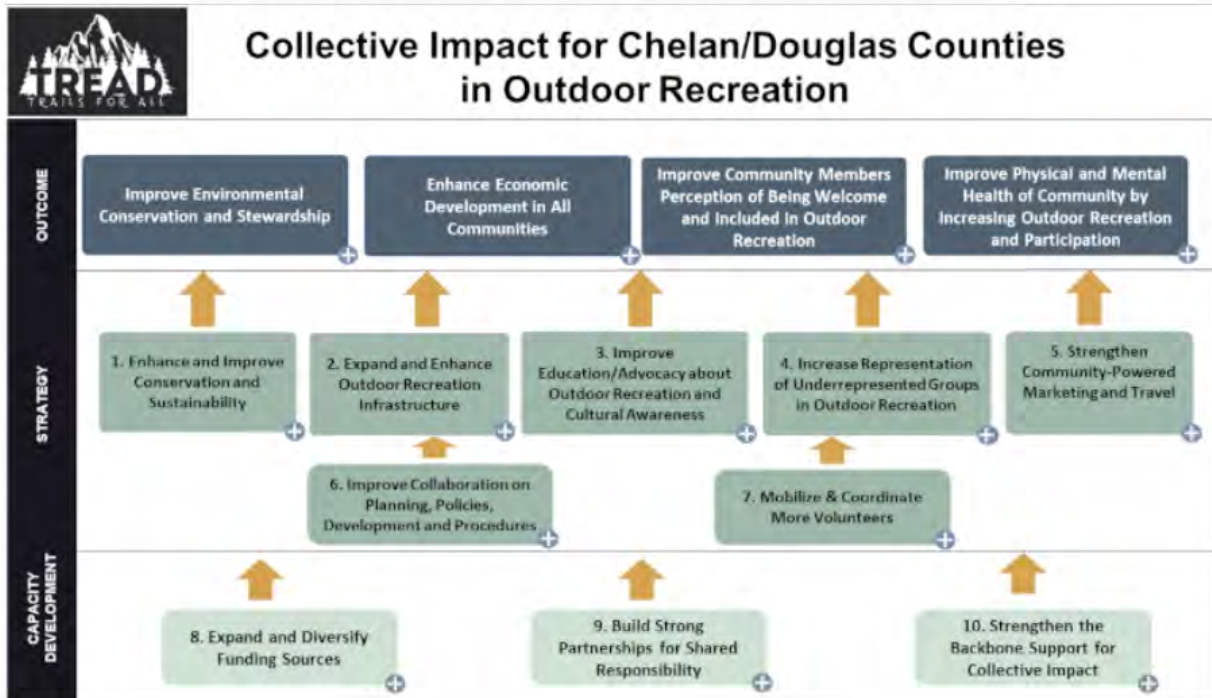
- A Theory of Transformation explores how multiple actors contribute to a shared collective goal.
- A technique to structure and use information to help understand what contributes to impact.



	Theory of Change	Theory of Transformation
Focus	Single: Specific to how a project or program achieves outcomes.	Multiple: Knits together multiple Theories of Change and intended outcomes. Can handle complexity of upstream/downstream interventions and systems change.
Visualization	Logic Model: Best used for a single project or program that is well-defined. Includes inputs, activities, outputs, and outcomes (usually from short to long-term) showing a linear and logical progression of outcomes.	Strategy map: Best used to handle multiple Theories of Change and systems complexity requiring actions from multiple organizations that are best represented as a network or a map of objectives and actions that drive or mutually reinforce each other.
Goal setting	SMART: Specific, Measurable, Achievable, Relevant, Time-bound.	OMTA: Objectives, Measures, Targets, Actions.

Two Integrated Topics

Strategy Mapping



Upgrading from a Theory of Change to
A Theory of Transformation

OMTA Model

Objectives
Measures
Targets
Actions

A powerful upgrade from
SMART Objectives

The Books that Define Strategy Management

Measurement &
Reporting

Strategic
Communication

Strategic
Management

Organizational
Alignment

Execution

1992

1996

2000

2003

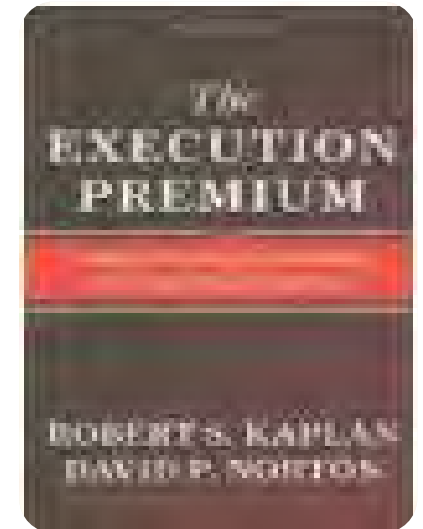
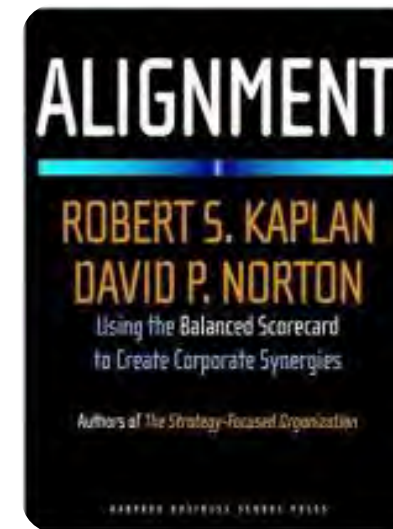
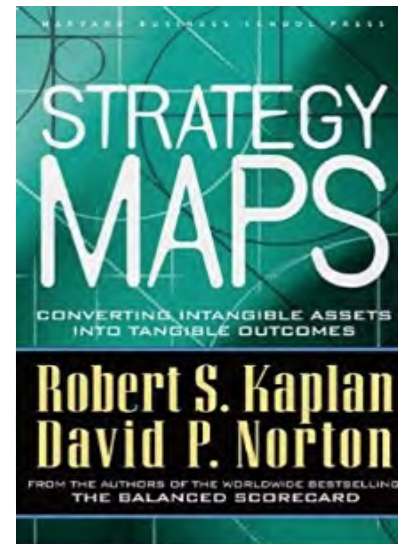
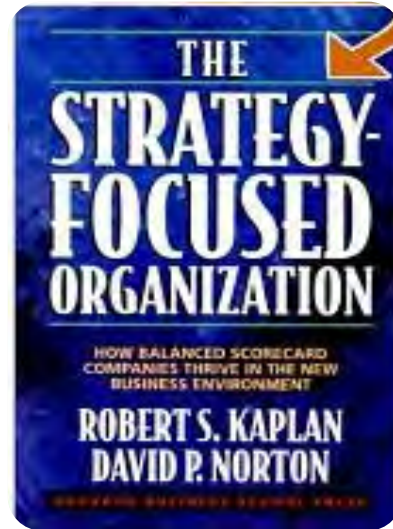
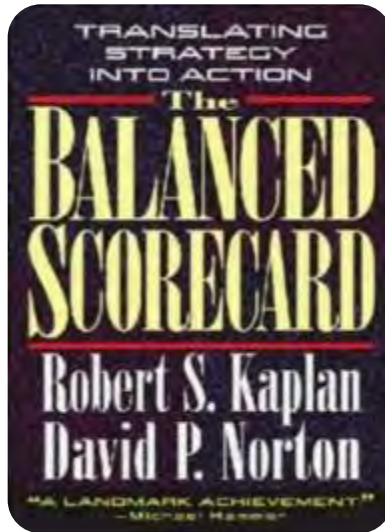
2006

2008

Harvard Business Review Articles

“The Balanced
Scorecard—Measures
that Drive Performance”
Jan-Feb 1992

“Putting the Balanced
Scorecard to Work”
Sept-Oct 1993



Core Books of the Strategy Management Field

A Rich History of Research Supporting these Techniques

A History of Achieving Breakthrough Results

Palladium Balanced Scorecard Hall of Fame for Executing Strategy

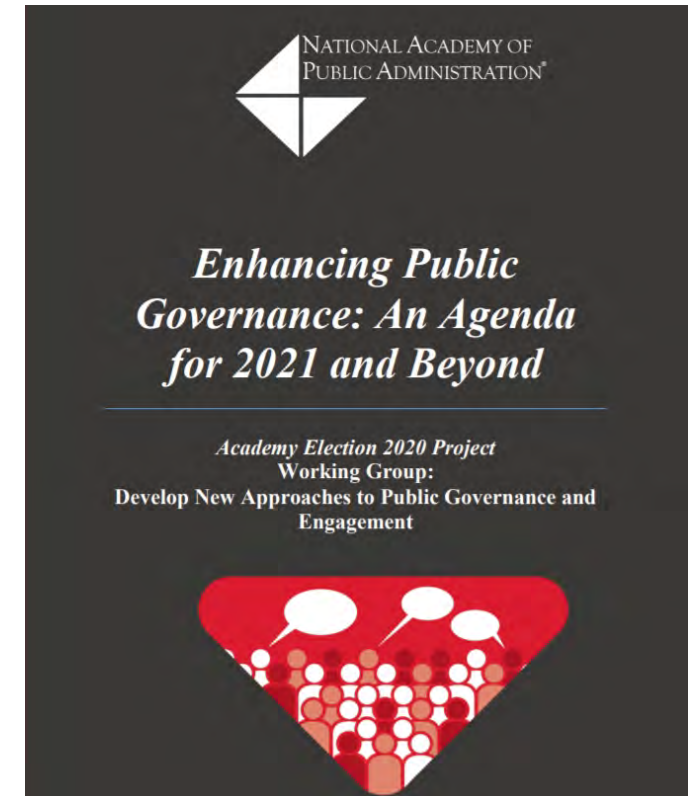
A collection of over
**180 stories of
success.**

An unparalleled
source of **best
practices.**






Growing Emphasis on Strategy Mapping

Ch. 22: Implementing Population Health Strategies



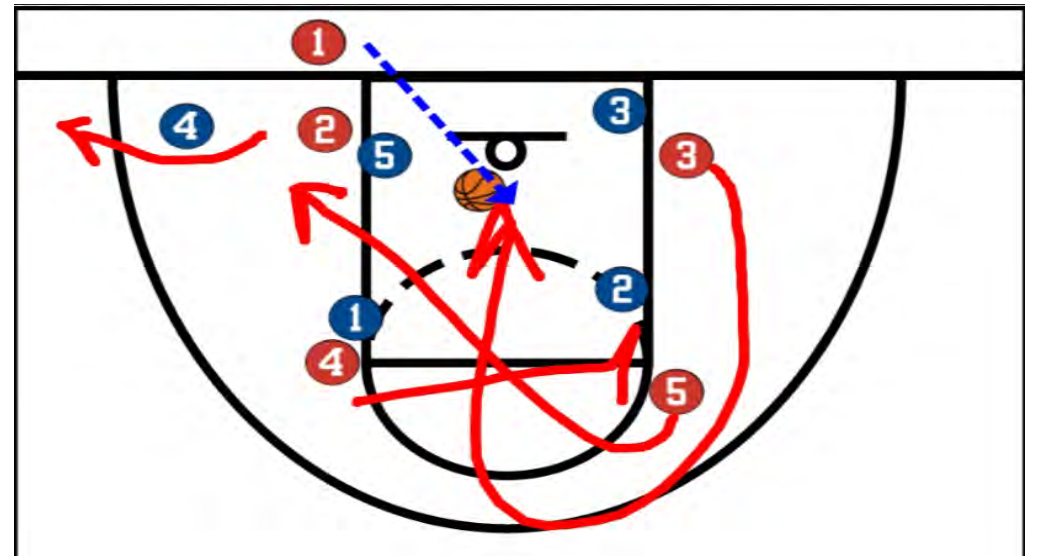
Research Article

Leading Social Transformations: Creating Public Value and Advancing the Common Good

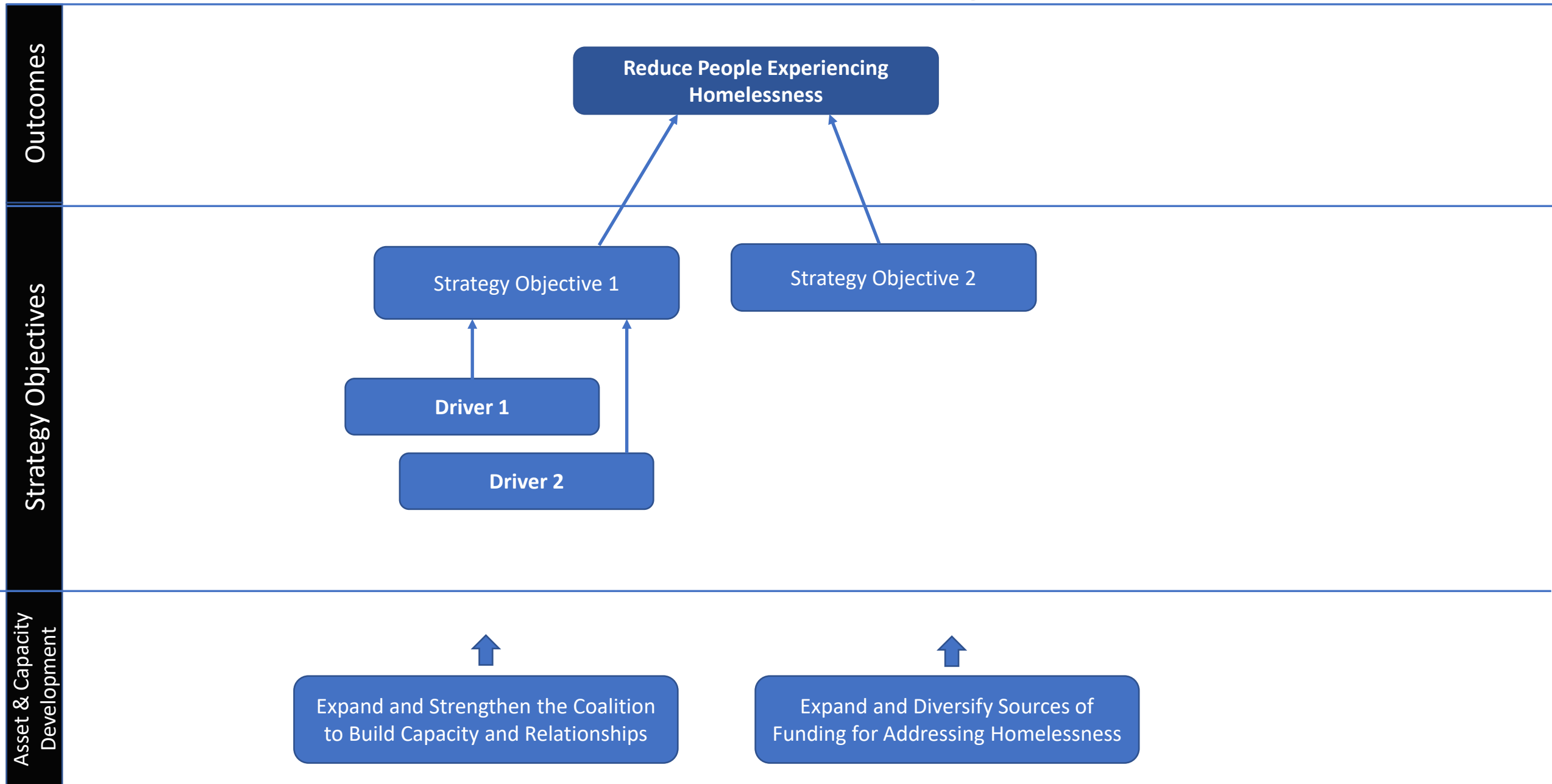
John M. Bryson  , Bill Barberg, Barbara C. Crosby & Michael Quinn Patton 

Published online: 04 May 2021

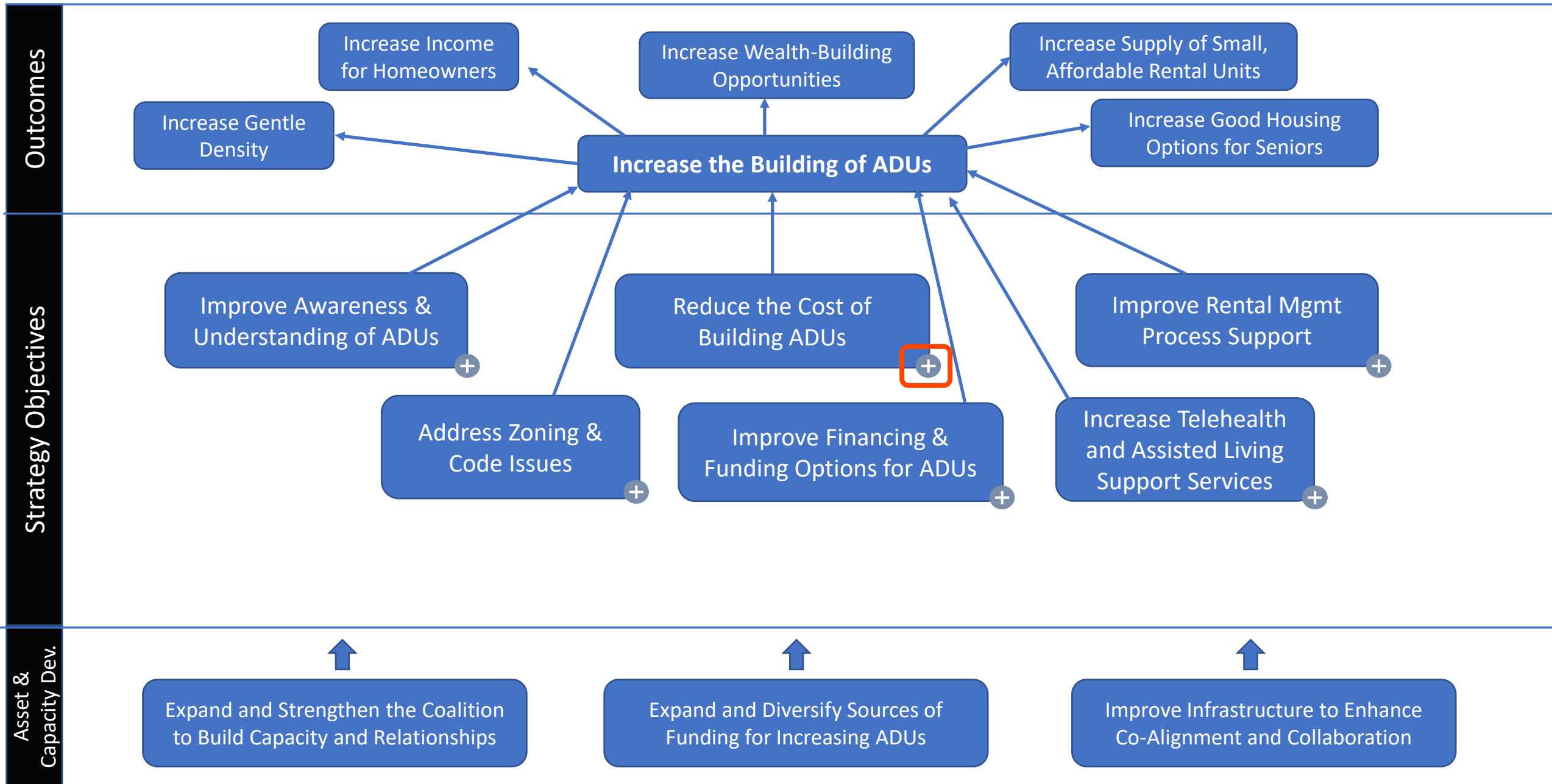
Learning a New Game



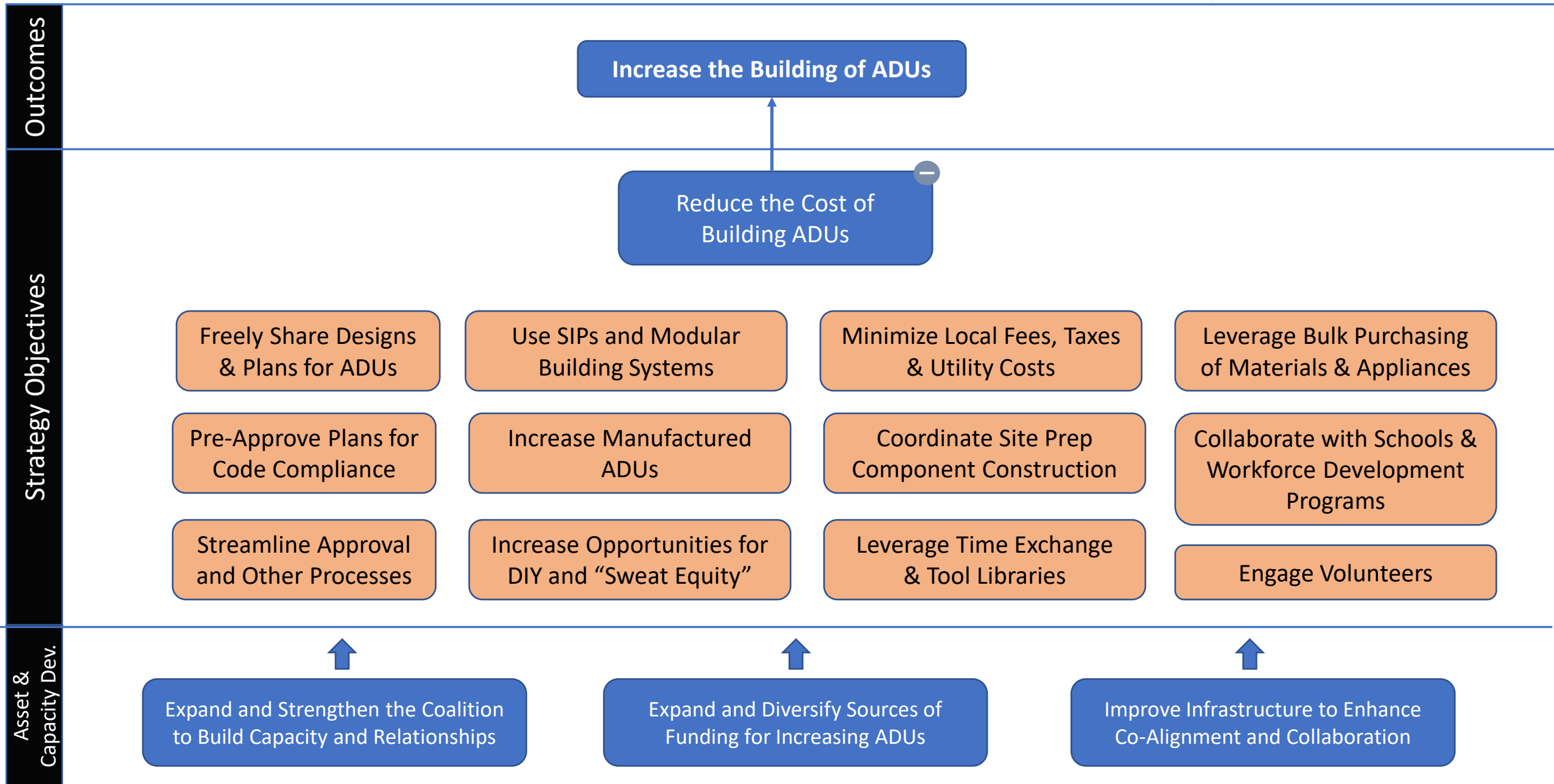
Structure of a Strategy Map



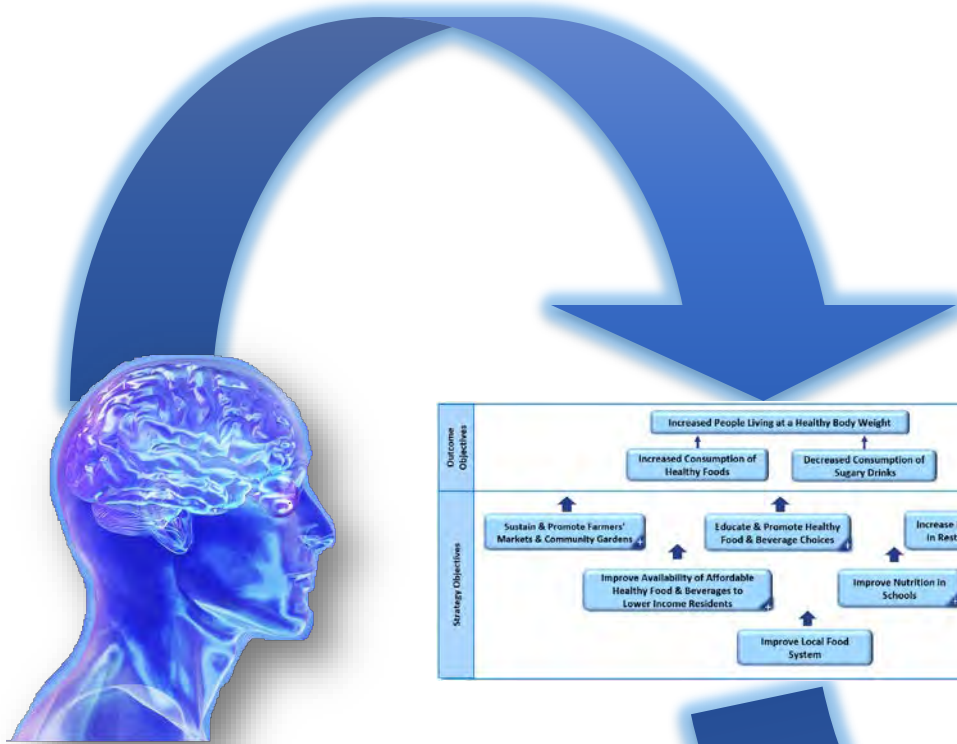
Strategy for Increasing Accessory Dwelling Units (ADUs)



Zoom: Reduce the Cost of Building ADUs



Use Strategy Maps to Clarify & Communicate



**The Best Collective Thinking of
Steering Committee Leaders**



**Staff and Community
Partners**

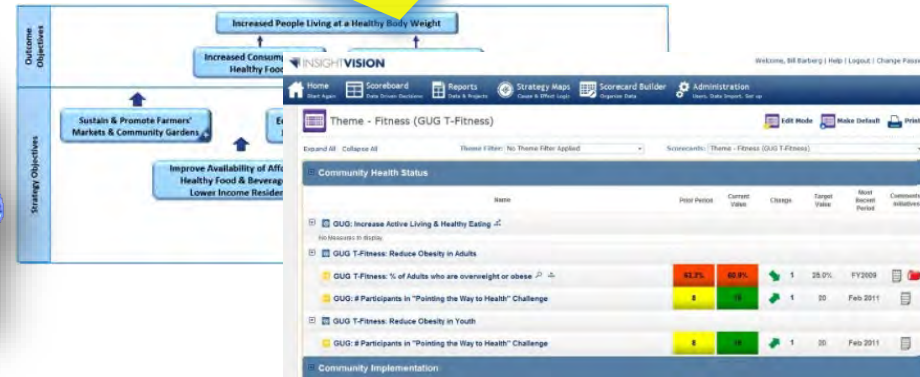


Strategy Maps & Scorecards Promote Communication

Effectively engage community organizations & individuals for input and engagement



Steering Committee Leaders



Staff and Community Partners



Poll #2:

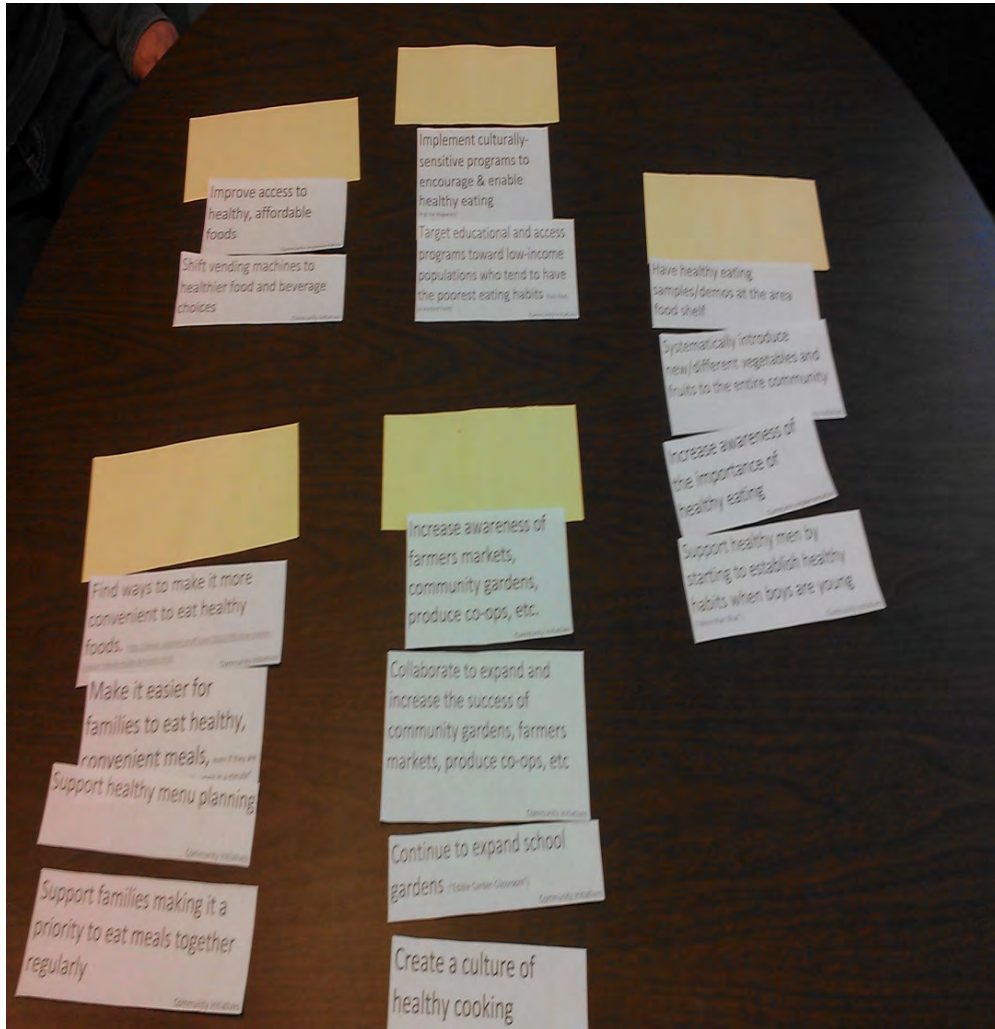
What is your exposure to and/or experience with Strategy Mapping?

- I'm not familiar with strategy mapping.
- I've read about it or seen it in webinars (but not real deep understanding)
- I have a solid understanding, but not experience in using them.
- I have a solid understanding and significant experience with strategy maps

Small Groups Cluster and Prioritize Topics



Clustering Input on a Sticky Wall



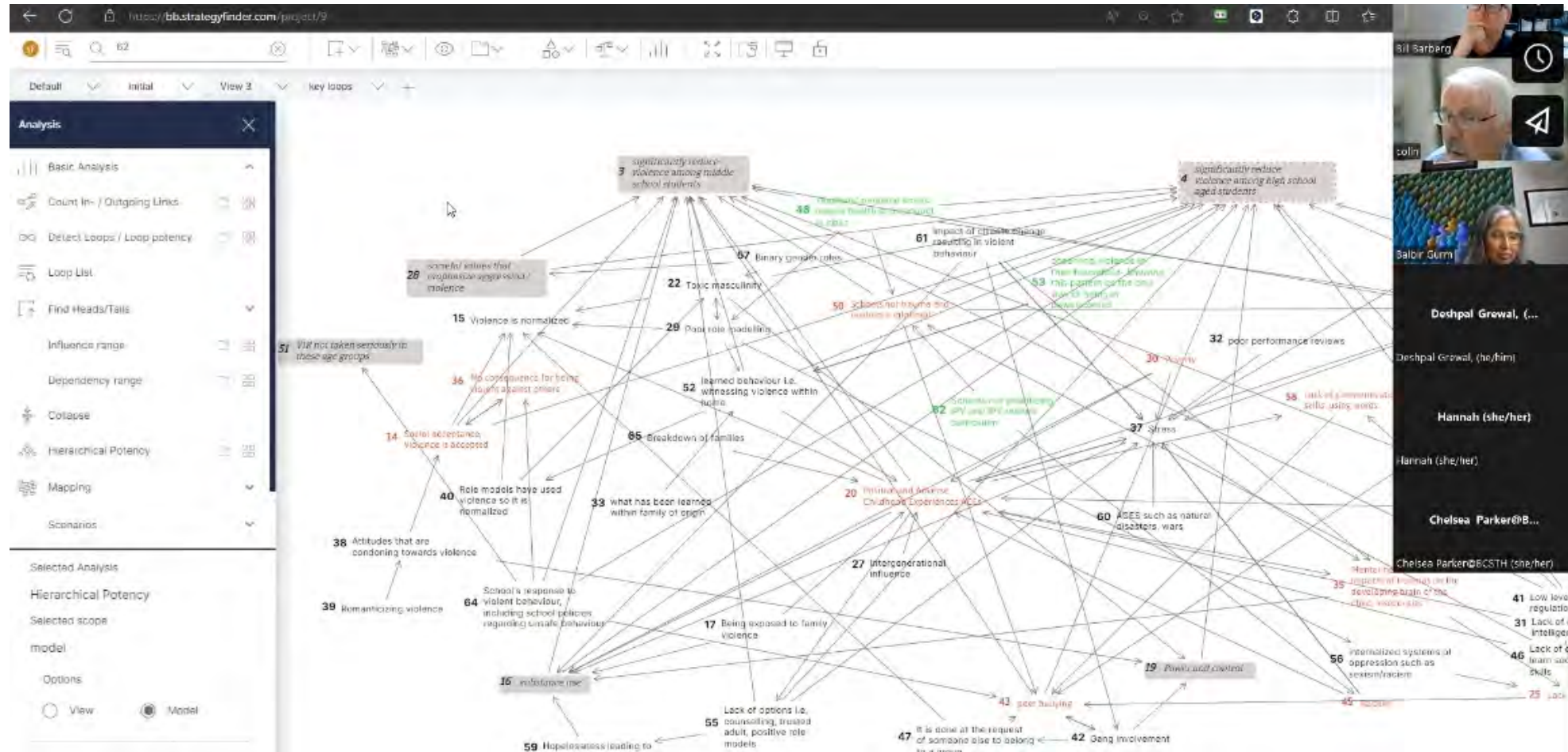
Groups gather similar ideas together

Create one statement to encompass all ideas in the Cluster

Tap into the Collective Wisdom and Build “*Buy In*”



Live Collaboration Aided by Technology



Using Strategyfinder Software along with Zoom

Benefits of Strategy Maps



A way to develop and communicate a “system thinking” approach



A Framework to “Co-Align” the efforts of many organizations that support the desired changes



It allows different organizations to focus on what they are best at—be part of team



A communication tool to get (and keep) people on the same page



A structure to organize strategic measures and dynamic action plans

Growing Momentum for Strategy Mapping

IBM Center for The Business of Government

Complex and Cross-Boundary Challenges in Government:

The Value of Strategy Mapping

January 2023

EXECUTIVE SUMMARY

Communities, regions, and nations increasingly face boundary-crossing challenges that require the efforts of many organizations and groups to address them effectively.

John M. Bryson, with Bill Barberg, Anne Carroll, Colin Eden, Bert George,
Jose J. Gonzalez, Jessica Rochester, Laure Vandersmissen, and Bishoy Zaki

Poll Question



Do you think that having “Zoomable” Strategy Maps or would improve your efforts to achieve Collective Impact?

1. Little to no value. Not worth trying.
2. It might be valuable, but too complex to attempt.
3. Valuable and something we should seriously consider
4. Very valuable. We should actively pursue doing this
5. N/A - I'm not part of a Collective Impact coalition

The Power of Alignment in a Community

“It used to be like people having discussions in a crowded restaurant... lots of noise.

Now, it’s like being in a theater with surround sound.”

Dr. Mark Wallace, CEO of the North Colorado Health Alliance,
Leader of the Weld County Health Department
Sept. 2014 at the PH in the Rockies Conference

Elevating the Conditions for Collective Impact

Upgrade how coalitions develop a *Common Agenda*



Upgrade from shared outcome measures to a ***Shared Measurement System*** based on strategic measurement practices.



Intentionally nurturing ***Mutually Reinforcing Activities*** by coordinating Alignment and “Assists”



Streamlining & simplifying ***Continuous Communication***, especially long-term information management for the next 5-10 years

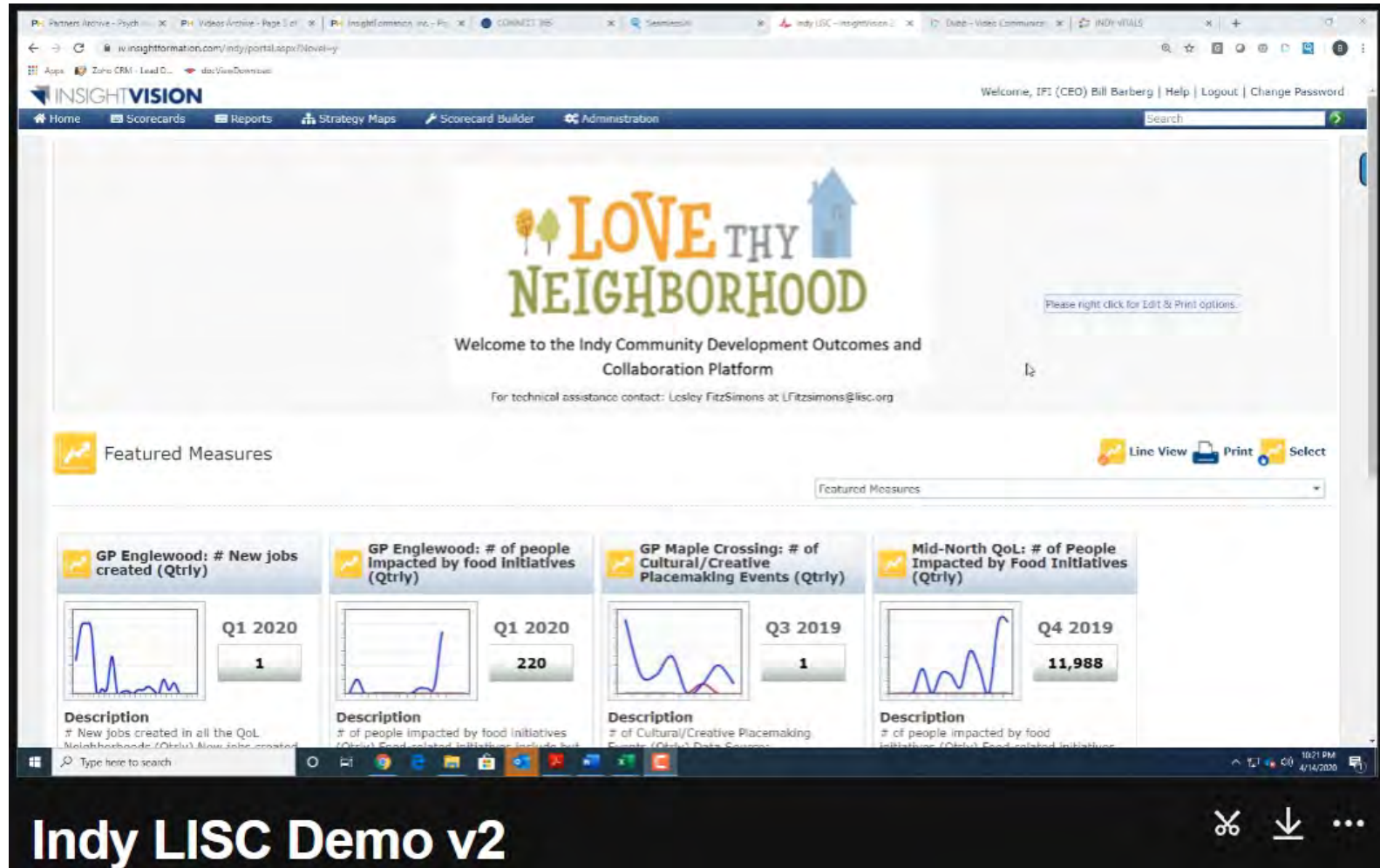


Enhancing ***Backbone Support*** with appropriate technology that allows for distributing backbone support among many partners

Measuring and Managing Strategy

Evaluation-Focused	Managing a Collaborative Strategy & Learning
Measure specific programs or actions and their impacts	Measuring progress on Strategic Objectives
Can significantly add to the effort required	Less burdensome
Focus on looking good to funders	Focus on seeing where and how to make improvements; learning and adjusting
Required by funders to use measures that grantees can be held accountable for	Use measures for “Drivers” that require collaboration among many organizations over multiple years (but more “moveable” than the Outcome objectives)
Measurement systems mainly collect data for funders or researchers	Measurement systems are primarily to benefit those doing the work and providing backbone support

Watch an 11-minute InsightVision demo on Measures



Fill out **post-webinar survey** to get 11-minute demo

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Nurturing Alignment and Assists

- Identifying the “From-To Gaps”
- Understanding who is already working to close them
- Identify organizations and people who could potentially provide “assists”
- Look for promising innovations
- Find national “multiplying resources” to avoid reinventing the wheel.
- Provide high-leverage funding to harness under-utilized resources
- Develop (and delegate) relatively small Actions with short deadlines
- Monitor progress using a strategy management system

Community Coalition Accelerator in Saginaw, MI

65 people from
many different
organizations

Six breakout groups

Facilitate the
“Copernican Shift”
from organizational
to community
strategy.

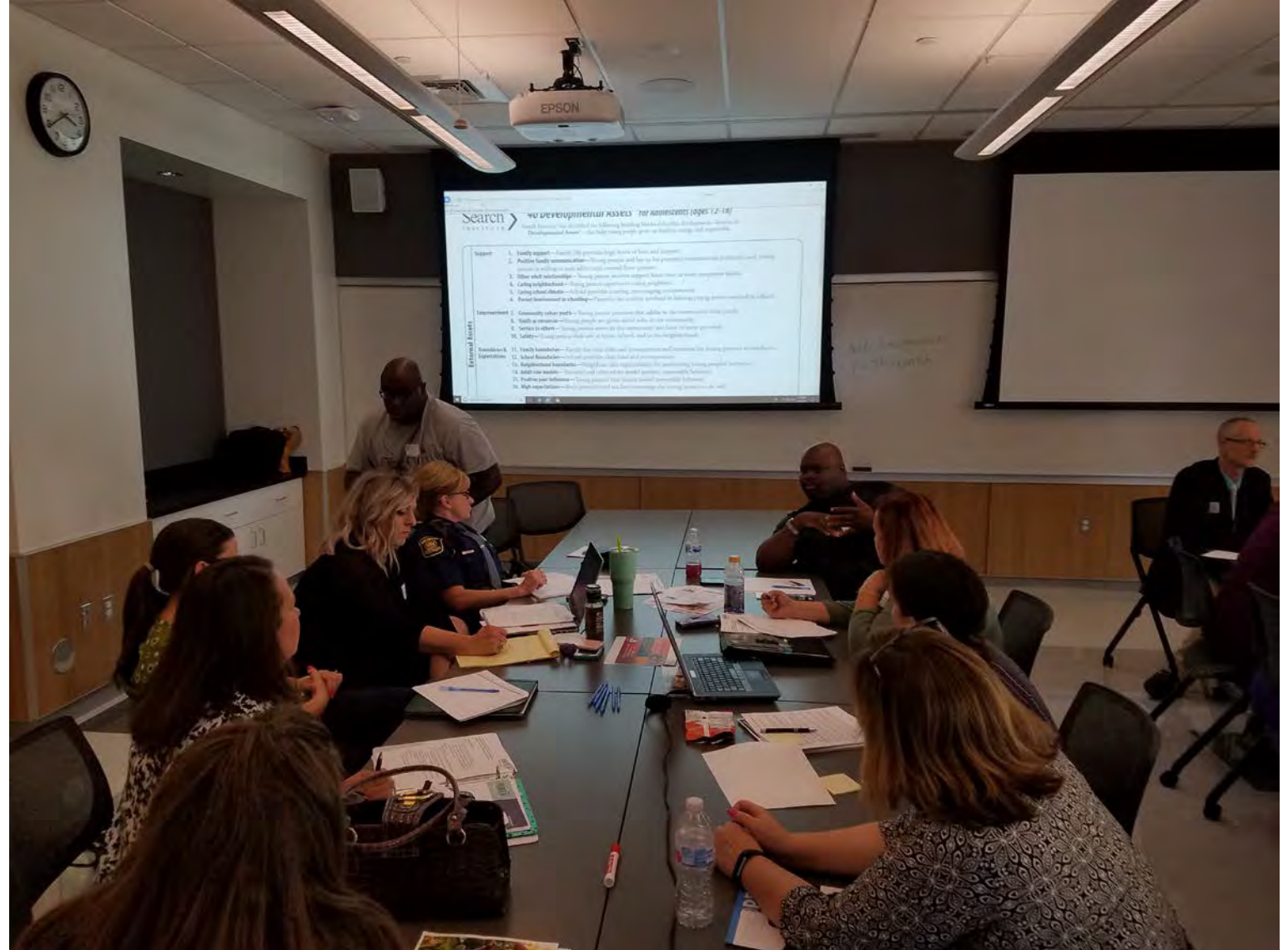


First Breakout Session (6 Topics)

Discuss Community
“Drivers”

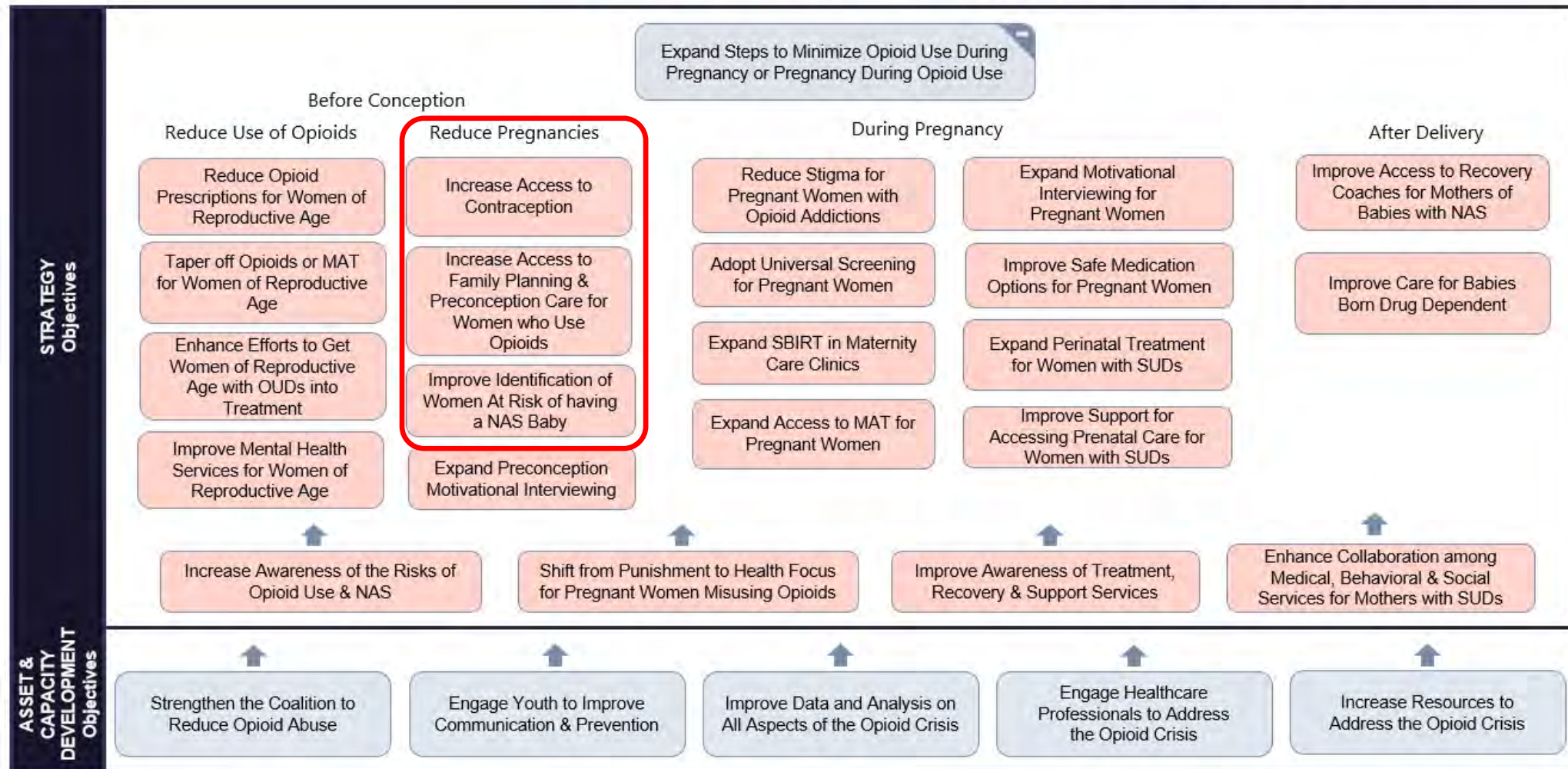
Discuss existing efforts

Pick 3 or 4 key “driver
Objectives” to focus on.



Key “Driver Objectives” (from the Template)

STRATEGY to expand steps to minimize **opioid use during pregnancy** or pregnancy during opioid use



Picking Three “Driver Objectives”

Reduce Pregnancies

Increase Access to
Contraception

Especially LARCs (IUDs)

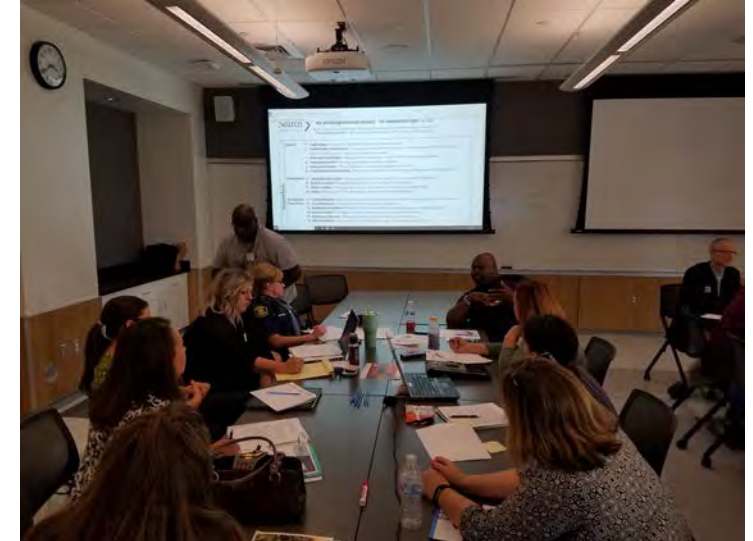
Increase Access to
Family Planning &
Preconception Care for
Women who Use
Opioids

Improve Identification of
Women At Risk of
Having a NAS Baby

Barriers to women getting and
properly using contraception
options

Big need to educate and counsel
women with highest risks

Many missed opportunities to help women
who are misusing opioids think about
family planning and birth control



CCA Secret Sauce: Facilitating “Assists”



Each breakout group sends up a representative to share the “Driver Objectives.”

We asked if any participants in the workshop either could directly help accomplish those Objectives or if they could make an introduction to an organization that could.

Who can Provide an “Assist” for this Objective?



Identifying women at risk of having a baby with NAS

Law Enforcement & First Responders responding to overdoses or crimes related to opioid use

Healthcare organizations involved with overdoses or having positive screens for opioid misuse

Treatment & Recovery programs, especially those providing methadone

Harm Reduction programs, like needle exchanges

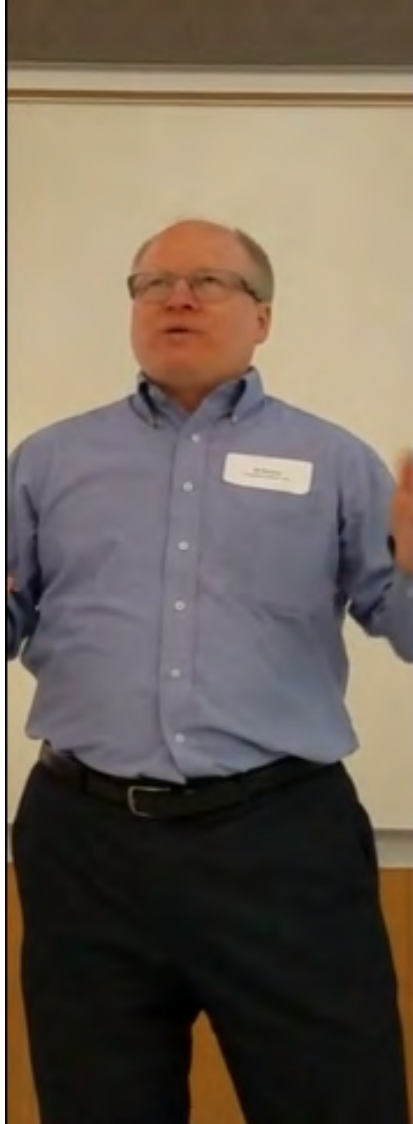
Needs:

The other two “mutually reinforcing “Driver Objectives”

Leadership support, training and internal guidelines

A process for referrals or “warm hand-offs”

Who can Provide an “Assist” for this Objective?



Education & Counseling on Family Planning & Birth Control

Local community organization already funded and staffed to provide high-quality education and counseling

Needs:

The other two mutually-reinforcing “Driver” Objectives

A process or platform for referrals or “warm hand-offs”

Who can Provide an “Assist” for this Objective?



Ability to Provide Free LARCs

County health department had program and resources to provide LARCs or other forms of birth control to at-risk women who wanted them.

Needs:

The other two mutually-reinforcing “Driver” Objectives
A process or platform for referrals or “warm hand-offs”

Second Breakout Session

Clarify more details on their
“Driver Objectives”

Who else should be
recruited for this Objective
or any of the Driver
Objectives?

60-day and 180-day Action
Plans



Clarifying Details on the Driver Objectives

Short-Term Actions

30-day (or 60-day) Actions

- Contact & recruit key allies
- Seek leadership support
- Create lists of organizations
- Study the OCRH for ideas & tools
- Identify obstacles to overcome
- Start working on a budget

90-day (or 180-day) Wins

- Select (and use) key resources from the OCRH
- Provide training to targeted audiences
- Solidify a team to work on this Objective
- Gain leadership support from key organizations
- Begin to get resources (or apply for funding)
- Make progress on key processes

For Each “Driver” Objective:

Improve Identification of
Women At Risk of having
a NAS Baby

Long-Term Vision

More detailed description of the strategy

- Borrow from the examples in the OCRH
- Get input and buy-in from key people
- Explore measures & data sources

Fill in the From-To Gap template

- Describe “Current State” and the “Desired State” in 3-5 years

- See examples in the OCRH
- Get input and buy-in from key people

A framework to organize many sprints and other strategies and partner efforts.

Similar to a “Sprint” in the Agile methodology

Bonus Video on Facilitating Assists

Managing a strategy to scale up crossword puzzles



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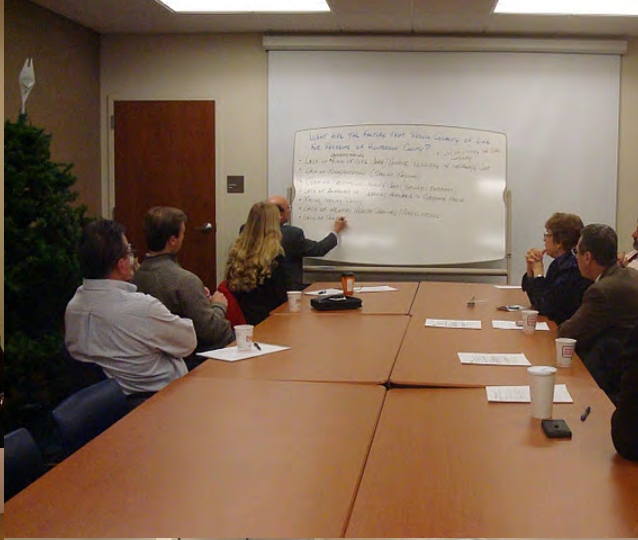
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What happens to all those great idea?



Strategic Plan Documents Are Not Enough



M.B.B.D.

**Managing
By
Big
Documents**

Doesn't Work!

- Too big for most people to read or regularly review
- Yet without enough details for most staff
- Overwhelming without a clear pathway for action
- Static & unable to communicate updates (PDF or Paper)

Carefully Designed Interactive Courses



Learn from top experts in system thinking, strategy design and implementation, Collective Impact, evaluation and system change.

REGISTER FOR THE "COMMUNITY STRATEGY ENGAGEMENT" OVERVIEW COURSE

Get access to the first ¼ of the course by filling out the post-webinar survey

Mobilizing Collaborative Strategies in Communities



CSEA Participation include all the recordings

JULY 27

Homelessness

AUGUST 24

Rapidly Expanding
Home Sharing

SEPTEMBER 21

Increasing Housing
Supply with ADUs

OCTOBER 19

Housing Finance &
Ownership Innovations

DECEMBER 16

Implementing
Collaborative Strategies

Elevating the Conditions for Collective Impact

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Videos of InsightVision in Action

InsightVision Demonstrations

- [An early stage collective impact success story using InsightVision \(30:33\)](#)
- [Indianapolis: Managing a wide range of measures using InsightVision \(11:07\)](#)
- [Moving to Actions and Mobilizing Assists using InsightVision \(4:55\)](#)

We have full webinar recording on InsightVision as a “digital backbone” for Collective Impact.

What is the **CSEA-23**

- **C**ommunity
 - Designed for multi-sector coalitions
(or for backbone organizations or consultants leading them)
- **S**trategy
 - Based on strategy mapping, alignment
- **E**ngagement
 - Involving many organizations as a team
- **A**ccelerator
 - Get more done, faster & easier
- **-23**
 - 2023 is the 4th iteration of this program

Capacity-Building Features & Benefits



- E-Learning Course: **Overview on Community Strategy Management**
 - About 4-6 hours, self-paced. 18 short video modules plus 2 papers.
 - Normally \$95 per person (or \$4,500 + T&E for customized, live & local)
 - Share with anyone in your coalition
- E-Learning Course: **Mastery Course in Community Strategy Management**
 - 12-18 hours in self-paced content
 - 12 additional workshop hours (1 hour per month)
 - Normally \$650/person.
 - Enroll up to 10 people. (Recommended for 2-3 people providing backbone support)

Access to Training for 2 years

Great Benefit for Recruiting Students & Volunteers

Capacity-Building Features & Benefits



- **Learning by Doing – focusing on your coalition’s topic**
 - Putting the teaching into practice
 - Learn from extensive group coaching each month
 - Valuable peer interaction
- **Individual Coaching for Your Coalition**
 - 18+ hours of dedicated time from Bill Barberg for your team (+ monthly support)
 - Multiple ways to configure that time (90-minute and 30-minute sessions)
 - Possibly cluster up with peers
- **Office Hours each Month**

Better than Recordings! Content put into an E-Learning Platform

Live Webinar

CSEA-23 Program - Overview Plus Question and Answer Webinar

Monday, July 10th
2:00 PM CDT

Now Available
On Demand

INSIGHT *FORMATION* INC.



How to Participate in **CSEA-23**

- **As a Coalition**
 - Re-energize and equip a local coalition on any topic
 - Help to successfully launch or re-launch a coalition
 - Build out an under-developed part of a strategy for a well-functioning coalition
 - Strengthen your chances for winning more competitive funding
- **As an Organization** (e.g. a United Way not working with a Collective Impact team)
 - Be teamed up with another coalition to go through the journey with them
 - Get to experience the learning and doing, but not all the customized help from Bill and his team
 - Possibly cluster up with peer organizations
- **As an individual**
 - Great training for a collective impact leader (working with another team)
 - Build your consulting toolkit (and possibly become part of our consulting team)

Flexible Options to have your organization or coalition team up with others

Live Webinar

Five Challenges Facing United Ways *(and how to address them)*

Thursday, July 27th
2:00 PM - 3:00 PM CDT

Now Available
On Demand

REGISTER NOW

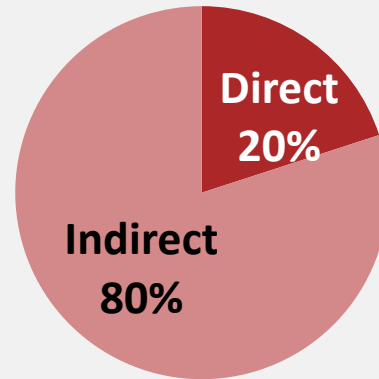


INSIGHT FORMATION INC.



Bonus Video on Facilitating Assists

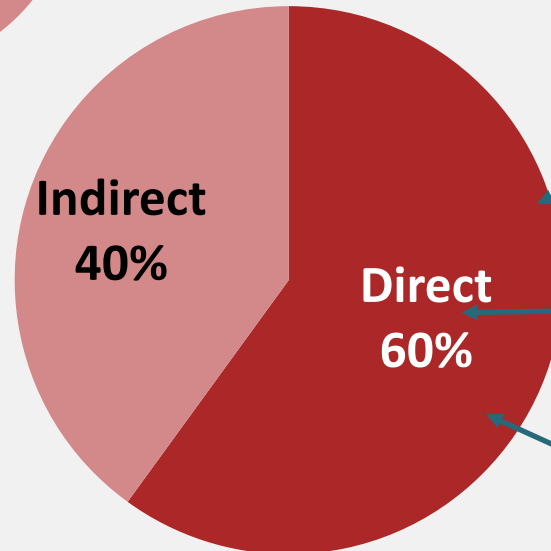
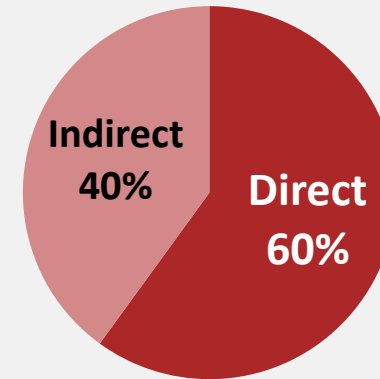
Before



- Meetings
- Gathering status information and data
- Seeking funding
- Creating reports & presentations
- Program ramp-up and ramp-down

After

3x
Productivity



More Partners

More Successful
Fund-Raising

Better Use of
Fragmented Assets

Imagine it's 5 years from now...

- How well did you accomplish your vision for Collective Impact?
- Did you make the most of the opportunity to do it well?

We don't get an option for a "Do Over."

Invite Your Local United Way to Thursday's webinar

7-25-23 Post-webinar Materials & Resources

Example of email to send to your local United Way:

Hi ,

I attended a webinar by Bill Barberg of InsightFormation today on enhancing collective impact practices. He shared a lot of valuable information.

Bill Barberg and InsightFormation are presenting another very similar webinar for United Ways on this Thursday the 27th.

I'd like to connect with you post-webinar(s), so we can discuss the way we can improve outcomes on our common priorities using InsightFormation's approach.

Details & registration for Thursday's webinar here: <https://www.insightformation.com/5-challenges-united-ways>

Thanks,

Next Steps...



Fill out the Post-Webinar Survey



Talk with your coalition / United Way / Local Government about ways to participate and share the cost



Share the recording (tomorrow) with people who would appreciate this.



Contact Liz.Gallagher@insightformation.com if you have questions.

For More Information...

INSIGHT *FORMATION* INC.

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Search for me on LinkedIn and invite me to link!

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