

Midwest Transportation Workforce Center



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December 7-8, 2015

Regional Summit

Madison, Wisconsin



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Strategic Approach





Isolated vs. Collective Impact

Isolated Impact

- Funders select individual grantees that offer them most promising solutions.
- Non-profits work separately and compete to product the greatest independent impact.
- Evaluation attempts to isolate a particular organization's impact.

Collective Impact

- Funders and implementers understand that social problems and their solutions arise from the interaction of many organizations within a larger system.
- Progress depends on working toward a common goal and using common measures.





Isolated vs. Collective Impact

Isolated Impact

- Large-scale change is assumed to depend on scaling a single organization
- Corporate and government sectors are often disconnected from the efforts of foundations and non-profits.

Collective Impact

- Large-scale impact depend on increasing cross-sector alignments and learning among many organizations.
- Corporate and government sectors are essential partners.
- Organizations actively coordinate their action and share lessons learned.





What's Our Collective Impact?

- As a group, what can we create together that would make a difference?
- As a group, what can we create together that cannot be created individually?



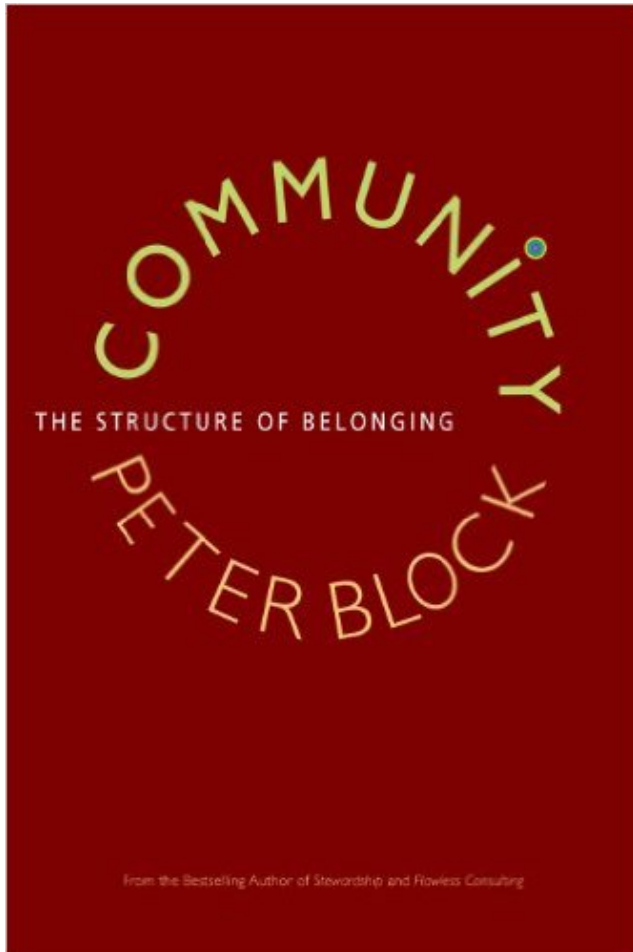


Individually answer by rating 1 to 7, low to high

1. How valuable an experience do you plan this Summit to be?
2. How participative do you plan to be?
3. How much effort are you willing to contribute to establishing partnerships with other Summit attendees?
4. To what extent are you invested in regional efforts for workforce development?

Pass your ratings to the center aisle





SUMMIT PROCESS



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Building Community

Overall Premise

- Shift our conversation from the problems to the possibilities
- We want to create an alternative future distinct from the past

Operating Guidelines

- Traditional presentations format, but not traditional Q&A.
- Hold Q&A for networking time during breaks, meals, and reception.

Power of the Small Group

- The unit of transformation
- Large scale transformation occurs when enough small groups shift in harmony
- Diversity of thinking





Change the Conversation

- Not Powerful Conversations
 - Telling the history of how we got here
 - Giving explanations and opinions
 - Blaming and Complaining
 - Making reports and descriptions
 - Carefully defining terms and conditions





Change the Conversation

- Possibility rather than problem solving
- Ownership rather than entitlement, blame, and denial
- Gifts rather than deficiencies
- Commitment rather than hedge and barter
- Dissent and Refusal rather than rebellion, resignation, and lip service





We will use Transformative Questions

- Transformative questions are ambiguous, personal and stressful
- We need to inoculate people against giving advice





The Possibility Conversation

Think about

- The crossroads at this stage of your work
- The possibilities that inspire you
- What “current reality” does the presentation address?
- What possibilities can you envision for an alternative future reality?





The Ownership Conversation

- How have you contributed to creating the “current reality”?
- What is the story about this current reality that you hear yourself telling most often?
- What is your attachment to this story costing you?
- What are the payoffs you receive from holding on to this story?





The Gifts Conversation

- What gift (of learning, idea, resource, etc.) did you receive from the presentation?
- What are the unique strengths or talents of the presenter(s)?
- What are your own gifts—the capabilities you bring to the group?





The Commitment Conversation

- As a group, what do you want to create together that would make a difference?
- As a group, what can you create together that cannot be created by individuals?
- What promise are you willing to make to help bring an alternative future into existence?





The Dissent Conversation

- What are your doubts and reservations about the possibilities you heard?
- Others in the group should:
 - Listen and try to understand
 - Not address the doubts or solve problems
 - Not give advice





Small Group Instructions

- 3-12 people in a small group
- One “Conversations Questionnaire” per person
- Complete each question individually, then share with group
- Completed questionnaires will be collected at the end of each session by the Note-Takers

