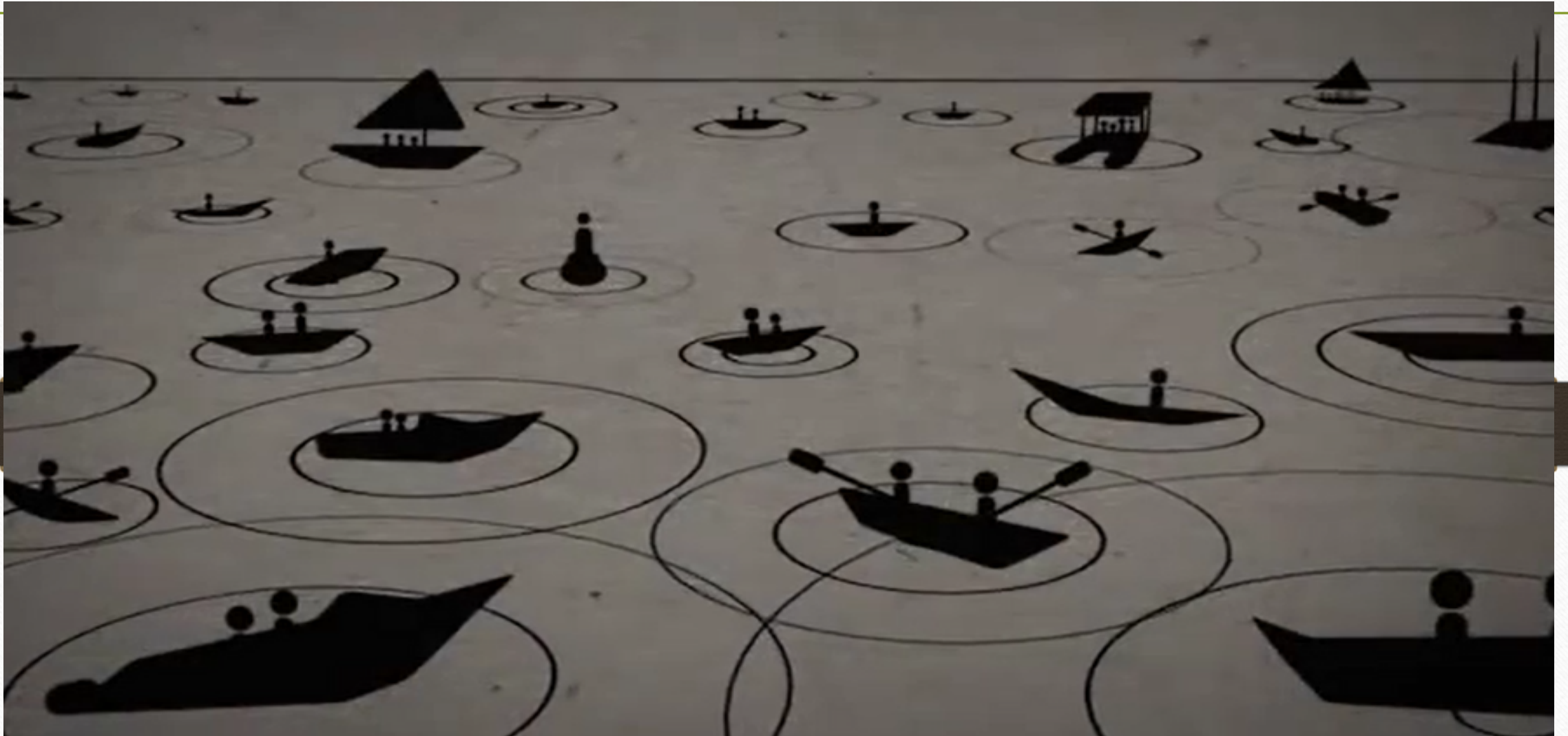


EC Workforce Challenges through a Collective Impact Lens

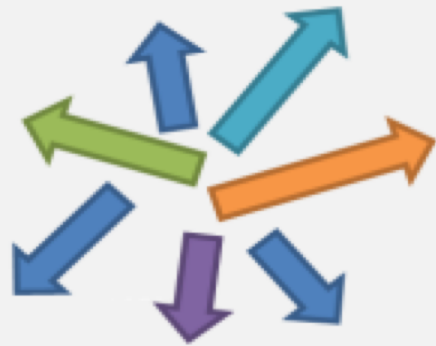




<https://www.bing.com/videos/search?q=collective+impact&&view=detail&list=sM1myTc38wqENQ&listindex=1&FORM=VRPPLV>



**DISORDER &
CONFUSION**



INDIVIDUAL IMPACT
in isolation



COORDINATED IMPACT
with alignment



COLLECTIVE IMPACT
with collaborative action

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 appreciate common motivation.

Backbone Support

Creating and managing collective impact requires a dedicated staff and a specific set of skills to **serve as the backbone for the entire initiative and coordinate participating organizations and agencies.**

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Collective Impact Efforts Tend to Develop Over Three Key Phases

<i>Components for Success</i>	Phase I Initiate Action	Phase II Organize for Impact	Phase III Sustain Action and Impact
<i>Governance & Infrastructure</i>	Develop group; structure communication and decision making	Create infrastructure/ backbone and processes	Facilitate and refine
<i>Strategic Planning</i>	Map the landscape and use data to make case	Create common agenda (common goals, strategy)	Support implementation; alignment to goal/strategies
<i>Community Involvement</i>	Facilitate community outreach	Engage community, build public will	Continue engagement, conduct advocacy
<i>Evaluation & Improvement</i>	Analyze baseline data to ID key issues and gaps	Establish shared metrics, indicators, measurement approach	Collect/track/report progress; process to learn and improve

CAUSE INNOVATION
TEAM PROCESS
REFINED...

① CREATE

② SHARE

③ MAKE
IDEAS
HAPPEN

SUPERPOWERS

INSPECT

DEMO
DISCOVERY
A GAP

EXPAND

★ MISSING
Skills

IGNITE

TETHER

LAUNCH

THEMES:
DEMO DISCOVERY
CELEBRITY
Individual Fund
Dance Experience
Product Background
Digital & Social

CONTENT
EXPERTS

RESEARCH
★

Look for
CLUES

IDENTIFY
IDEAS
IDENTIFY
IDEAS
IDENTIFY
IDEAS
IDENTIFY
IDEAS

Facilitator
SUPERPOWER

Project
SUPERPOWER

PR
SUPERPOWER

TRANSITION
IDEA

PAIN POINTS

Identify
Problems
to solve

GET
OUT

Insights
SUPERPOWER

monthly
idea
sessions
in staff
meeting
solving
for?

online
tool

Project
SUPERPOWER

hospital
relations
SUPERPOWER

US +
hospitals

DEFINE
OPPORTUNITY

EXEC
+
BOARD

Add:
User
Centered
designer

User Centered
design
SUPERPOWER

Working
Concept

EXPLORE
TRANSITION
OPS

REPORT
OUT TO
EXEC

Issue
Challenge

HMO BIG ISSUES
HMO
HMO
ie trans-
formational
gift type

GOE... back to
demo
discovery
theme

PUSH
THINKING

WRITE
BRIEFS

PROTOTYPE

PRESENT
POTENTIAL

TRANSITION
PLAN

6 PER
YEAR

1 per team...
Individual
accountability

less team,
more
individual

Internal
relations
SUPERPOWER

Pitch
SUPERPOWER

Writing
SUPERPOWER

CONCEPT
TO
EXEC

TRANSITION
PLAN

like
WMT IT
Innov

engage
hospitals
here

Web
Platform
tool

Ind. IGNITE
HMO "IGNITE"
own THIS
SPACE...

CONCEPT
TO
EXEC

CONCEPT
TO
EXEC

CONCEPT
TO
EXEC

CONCEPT
TO
EXEC

CONCEPT
TO
EXEC

"Problem
Pillars"
1, 2 or 3

engage
hospitals
here

Web
Platform
tool

Ind. IGNITE
HMO "IGNITE"
own THIS
SPACE...

CONCEPT
TO
EXEC

CONCEPT
TO
EXEC

CONCEPT
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CONCEPT
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EXEC

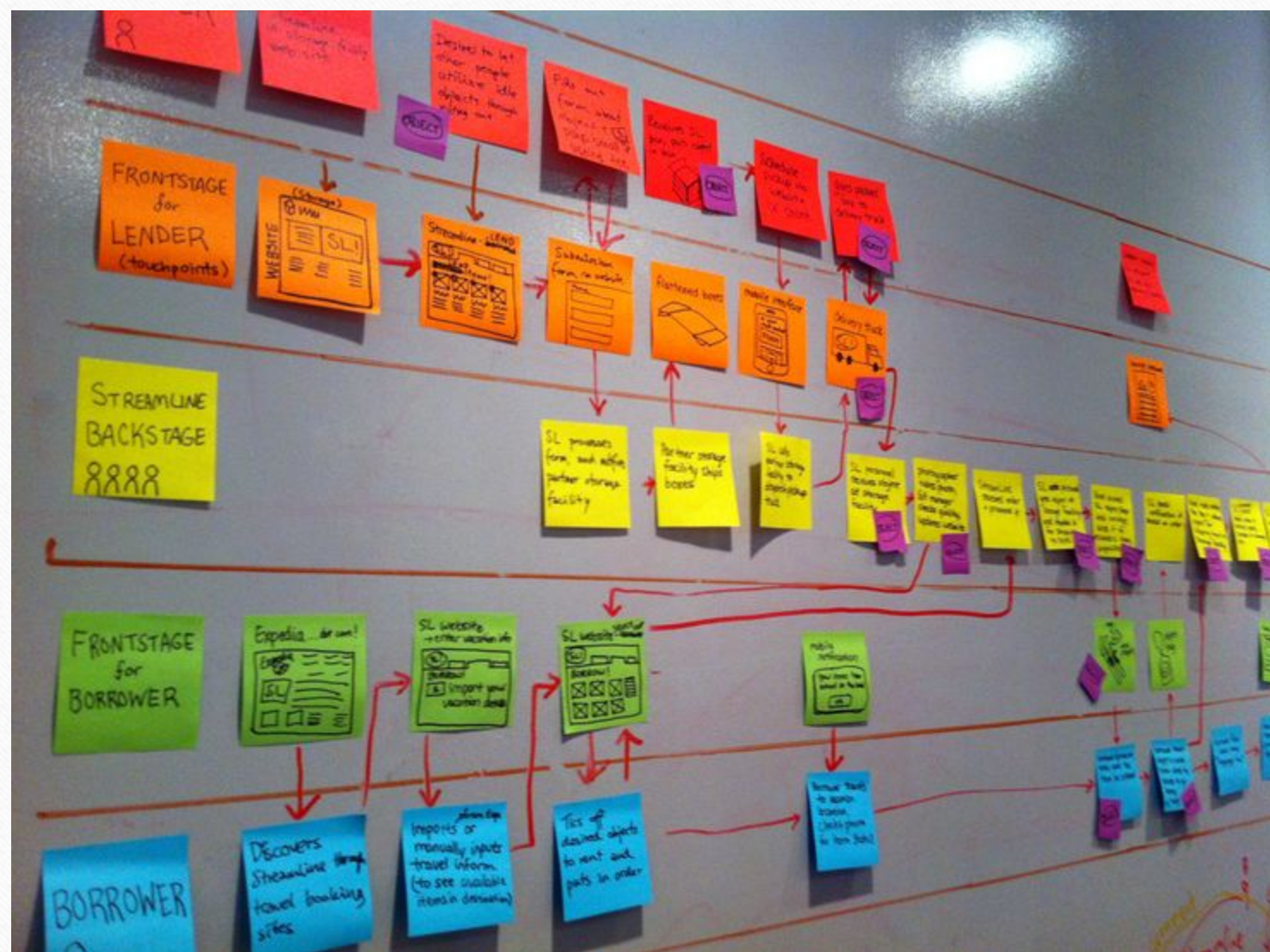




Do we sometimes think that our role or work culture shapes our behavior?

Do we try to tackle the problem ourselves or with just a few selected individuals?

What if we think about everyone who is effected by the issue and engage them in the solution as well as leverage our influence that can bear resources to help?



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Buffett
Early Childhood
Institute

at the University of Nebraska

[About Us](#) [About the Early Years](#) [Our Work](#) [Our People](#) [Ne](#)

EARLY CHILDHOOD WORKFORCE COMMISSION

<https://buffettinstitute.nebraska.edu/our-work/early-childhood-workforce-commission>



EARLY MILESTONES
COLORADO

Transforming the _____
Early Childhood Workforce
_____ *in Colorado*



<https://ecworkforcemn.org/minnesotas-workforce-report-details/>

<https://earlymilestones.org/transforming-ec-workforce/>

what's the plan?

**we wait until they
shut the door**

**then we meow to
go back inside**



DailyPics.com



We want to make you laugh.

How can we help each other with
EC Workforce Planning?



What can NAECS-SDE do to
support state efforts?

Extra slides if needed





Collective Impact - Definition

- “The process and results of collective impact are emergent rather than predetermined, the necessary resources and innovations often already exist but have not yet been recognized, learning is continuous, and adoption happens simultaneously among many different organizations.”
- “The power of collective impact lies in the heightened vigilance that comes from multiple organizations looking for resources and innovations through the same lens, the rapid learning that comes from continuous feedback loops, and the immediacy of action that comes from a unified and simultaneous response among all participants.”

Kania, J., & Kramer, M. (2013, January 21). Embracing Emergence: How Collective Impact Addresses Complexity (SSIR). *Embracing Emergence: How Collective Impact Addresses Complexity*. Retrieved June 2, 2014, from http://www.ssireview.org/blog/entry/embracing_emergence_how_collective_impact_addresses_complexity

<https://www.bing.com/videos/search?q=collective+impact&&view=detail&mid=601B1756D16117B197D4601B1756D16117B197D4&&FORM=VRDGAR> Practitioner's Insights: Why Collective Impact