BRAIN &
BIOLOGICAL
DEVELOPMENT:
A SCIENCE IN
SOCIETY SYMPOSIUM

EARLY

MOBILIZING COMMUNITIES OF PURPOSE AROUND STRETCH OUTCOMES

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family
wellness
Alberta
initiative

Norlien Foundation

Today's Objectives

- Reflect on progress-to-date

- Offer some models for innovation

- Stimulate thinking about your own roles going forward

Developmental Evaluation

What?

So what?

Now what?

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Progress to Date

- ✔ Knowledge access

- ✔ Social capital

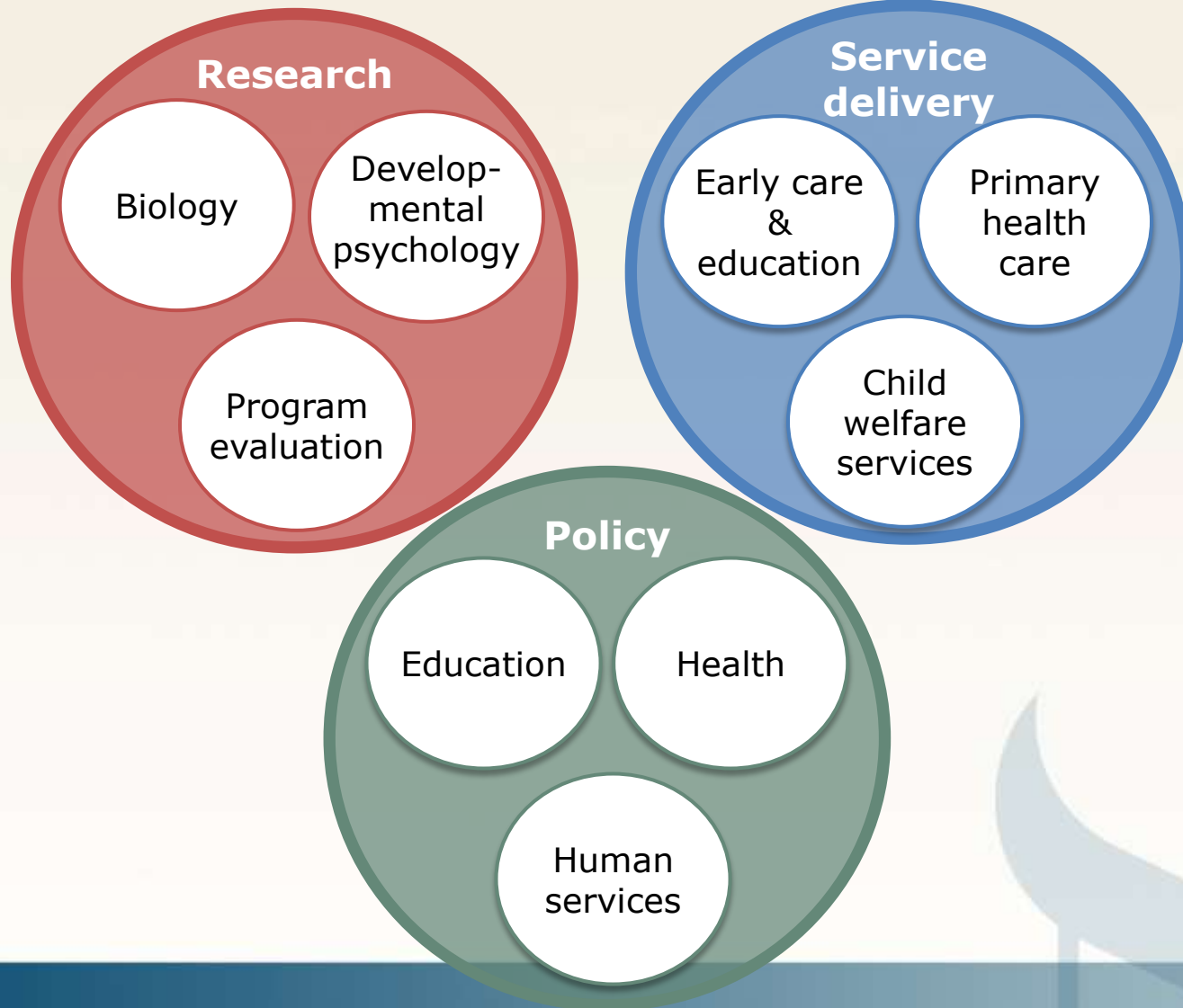- ✔ Emerging applications of science to policy and practice

Social Capital

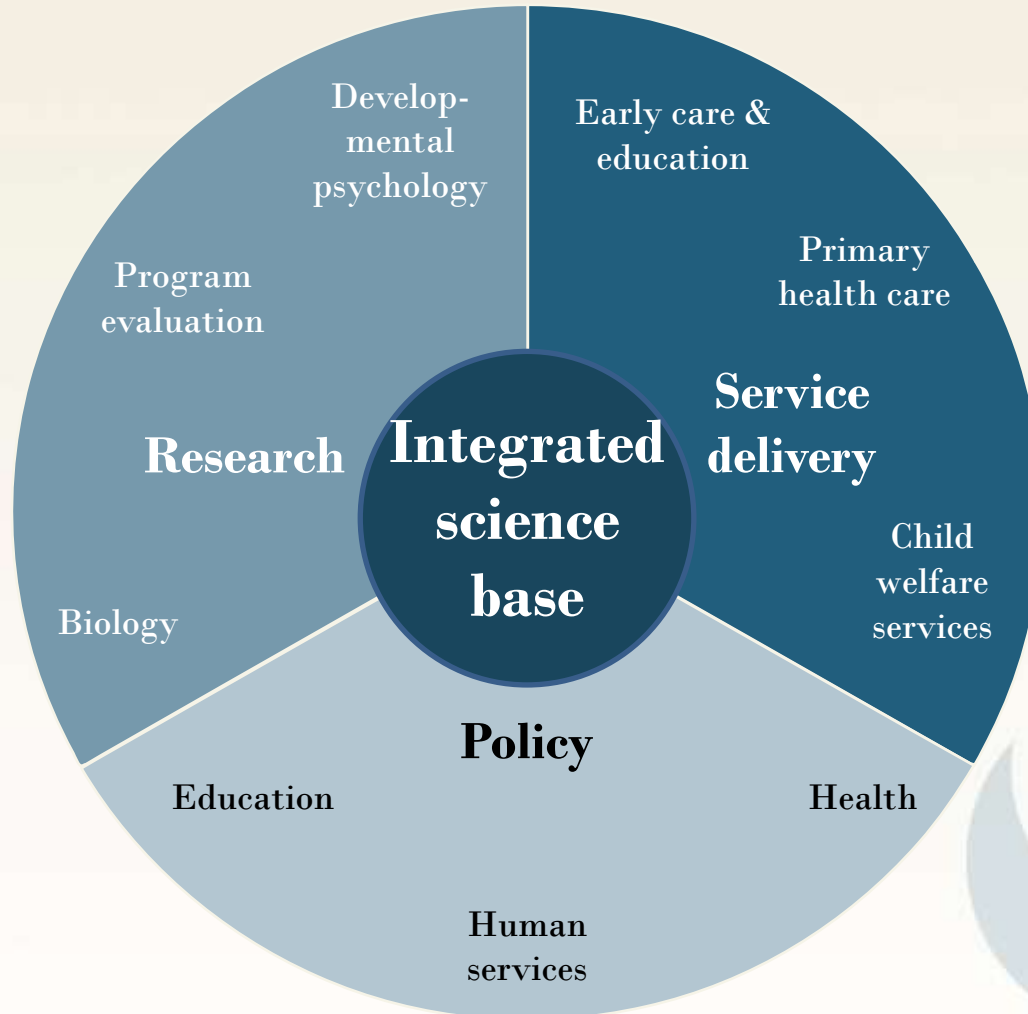- Shared language and knowledge base

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Transcending Professional Barriers

Research
- Developmental psychology
- Program evaluation
- Biology

Service delivery
- Early care & education
- Primary health care
- Child welfare services

Policy
- Education
- Human services
- Health

Integrated science base

Social Capital

- Shared language and knowledge base
- Cross-boundary relationships and trust
- Institutional commitment
- Simultaneous, multilevel engagement

Emerging Applications

- Alberta Health Services/Alberta Health: *Creating Connections: Alberta's Addiction and Mental Health Strategy*

- Alberta Health, Chief Medical Officer of Health: *Let's Talk about the Early Years*

- Association of Faculties of Medicine: Curriculum Resources

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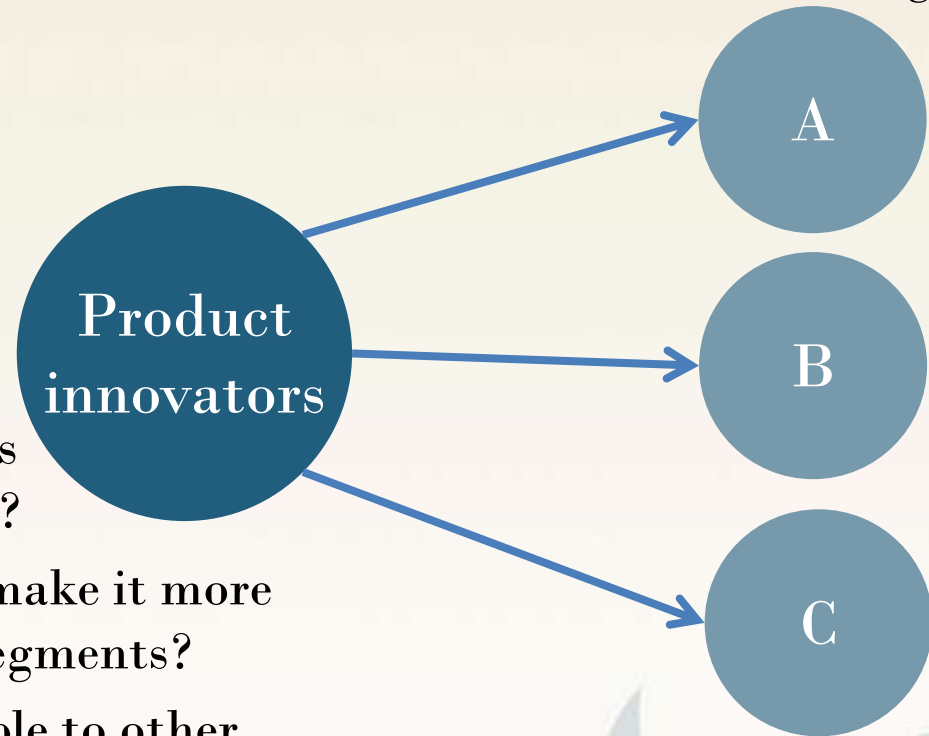SOCIETY SYMPOSIUM

An Ecology of Innovation

CLIMATE: the policy, professional, and funding environment that creates incentives and influences the allocation of resources

SOIL: a rich combination of people and contexts that cultivates promising seeds, maximizes the opportunity of favorable climate, and catalyzes broader impact

SEEDS: breakthrough ideas that offer the potential for substantially more effective policies and practices that are affordable, replicable, scalable, and sustainable
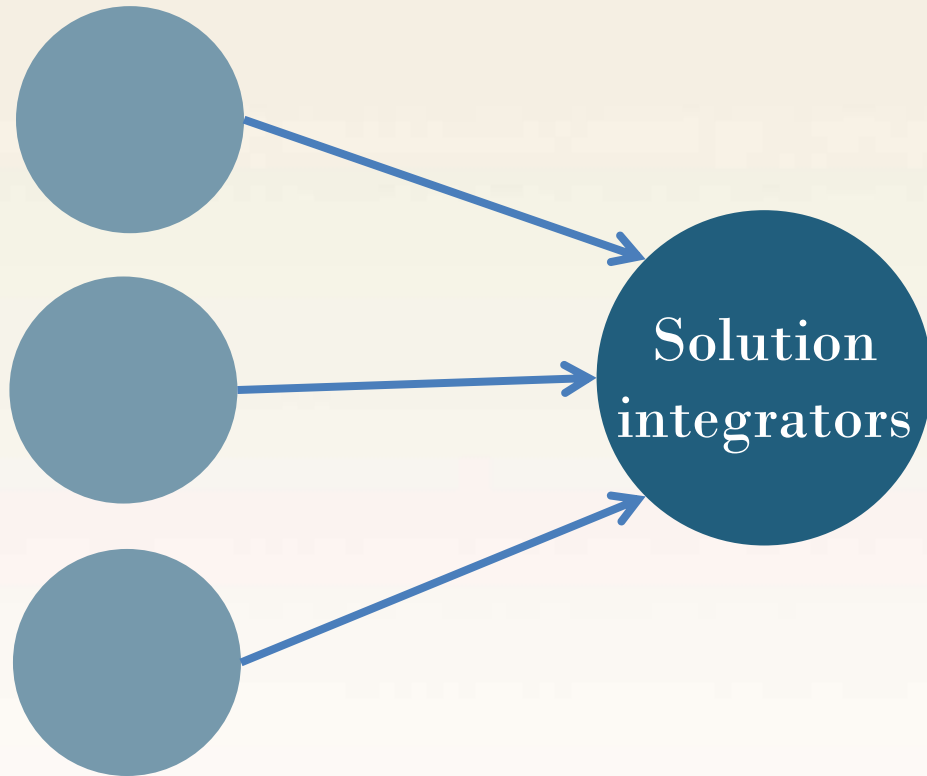
Innovation Ecosystems

Customers/customer segments

Product innovators → A
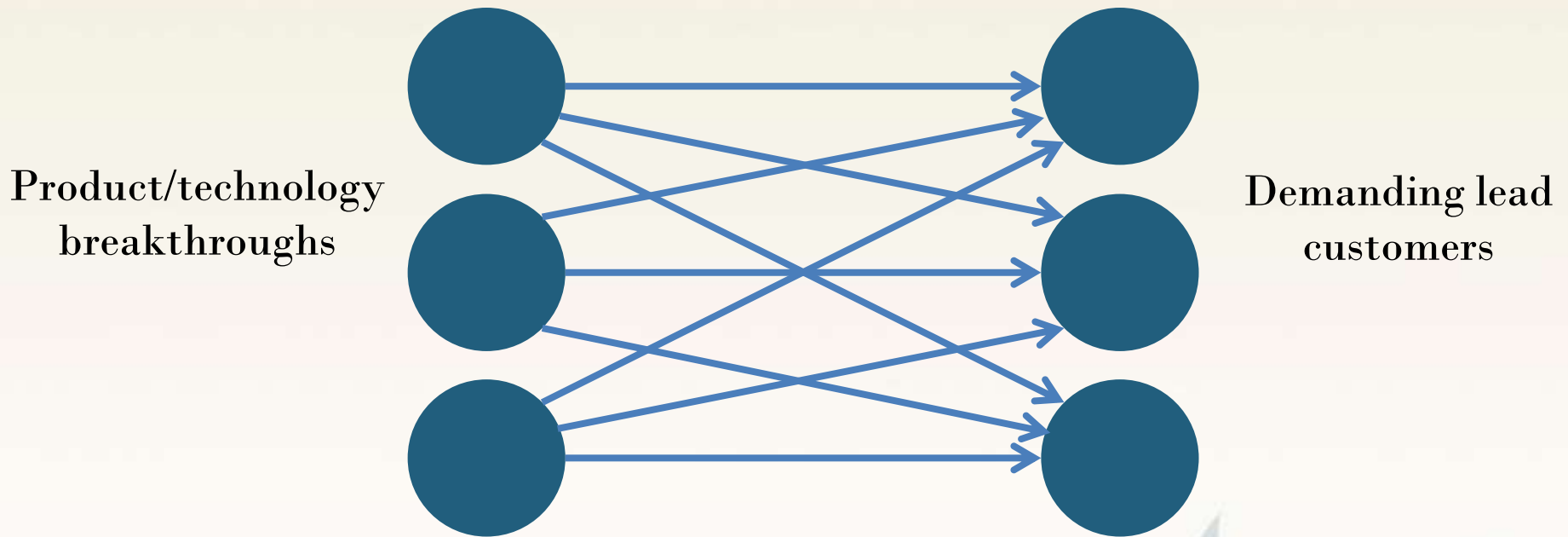
Product innovators → B

Product innovators → C

- For what customers or segments is my product valuable – i.e., achieves outcomes superior to competitive offerings?

- How to improve the product to make it more valuable to those customers or segments?

- How to make the product valuable to other customers or segments?

- What new products to develop that would be valuable to current or new customers or segments?

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Innovation Ecosystems

Solution integrators

- What outcomes am I trying to achieve?
- What are most important challenges to address to improve outcomes?
- To meet these challenges …
  – How to upgrade existing solution elements?
  – What new elements to incorporate?
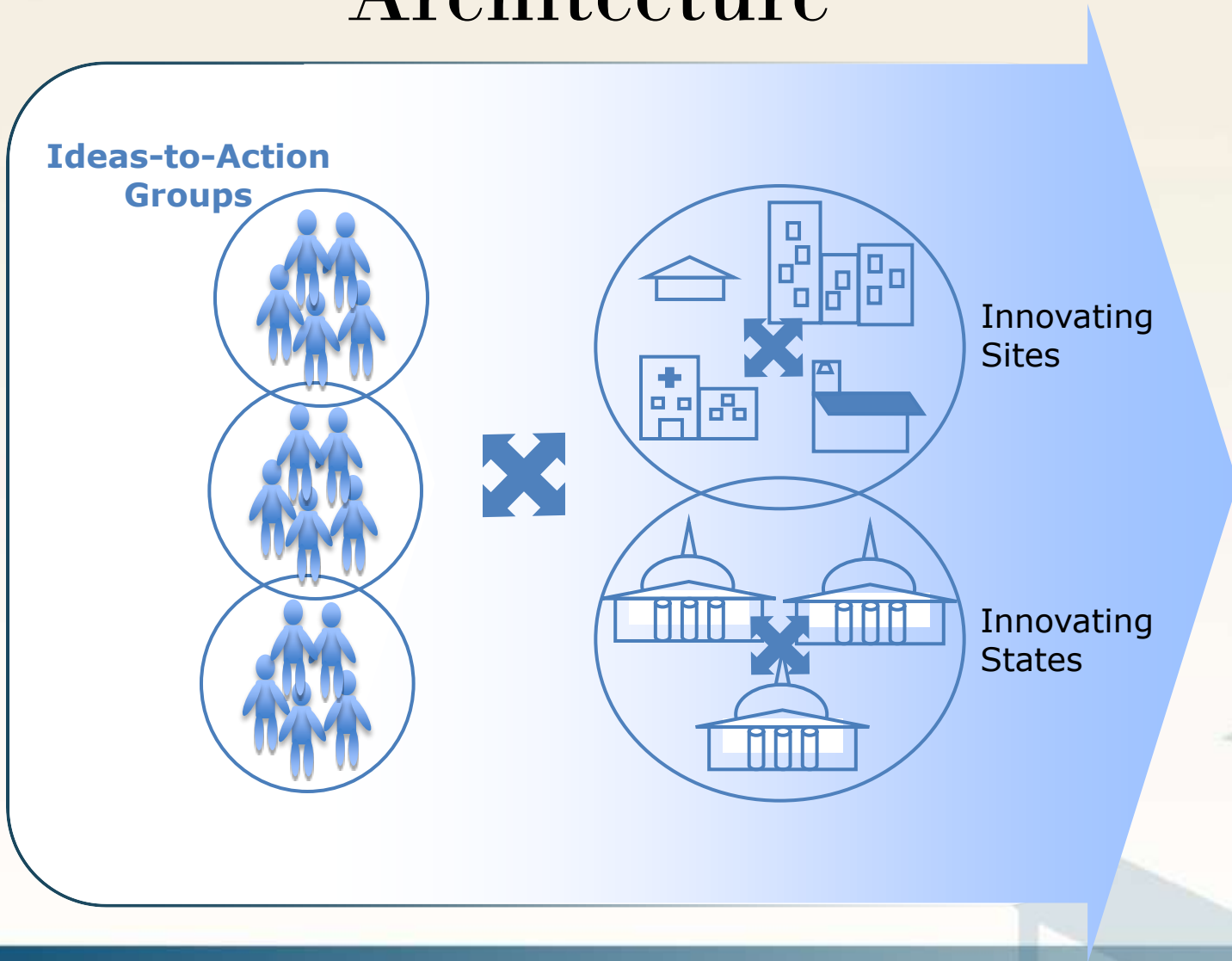 – How to integrate elements more effectively

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Drive for Improved Outcomes Energizes and Focuses Innovation

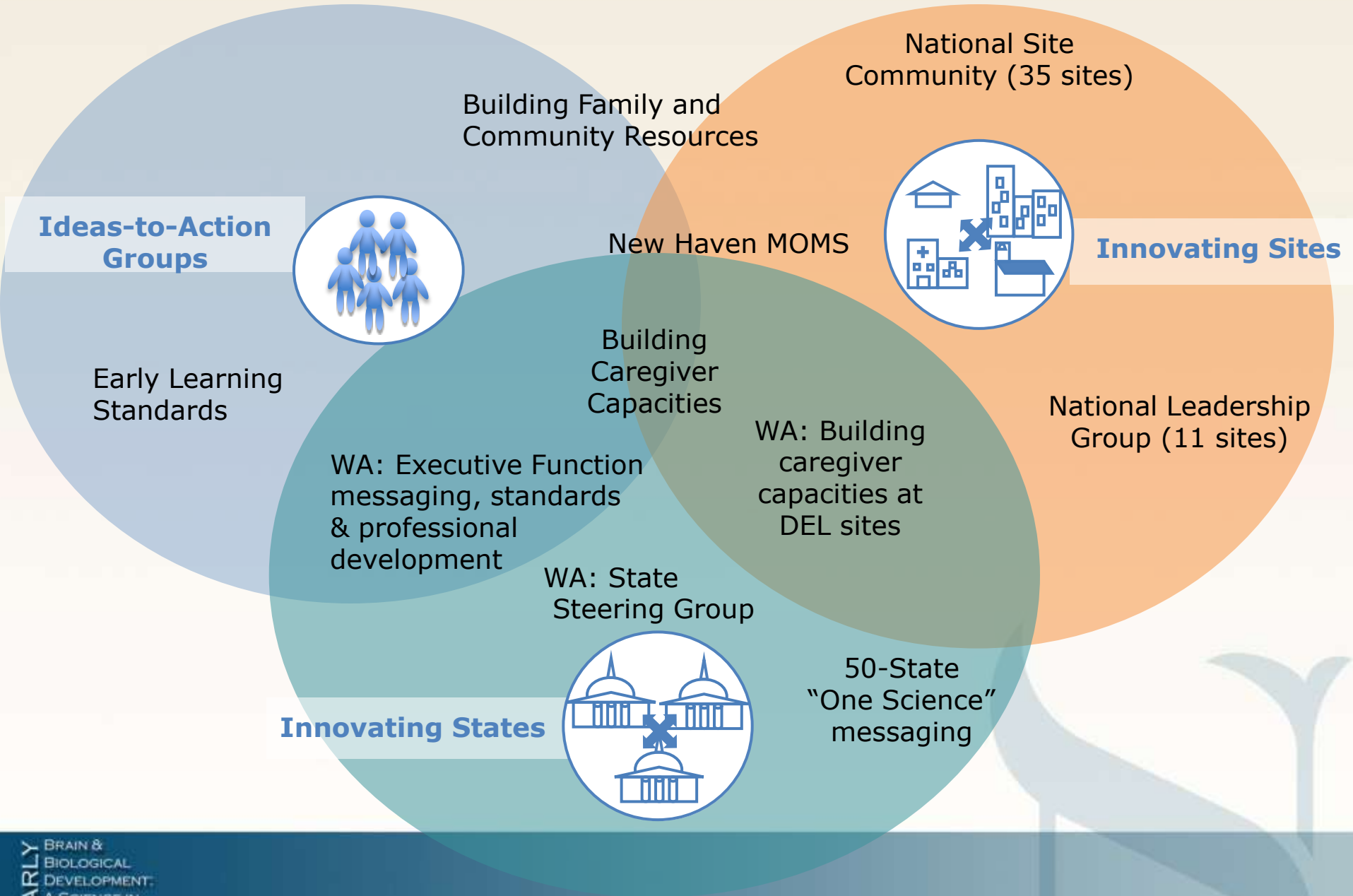Product/technology breakthroughs

Demanding lead customers

Transformational objectives, e.g.

- Put a man on the moon
- Save 100,000 lives

Emerging Frontiers of Innovation (FOI) Architecture

FOI Architecture: WA Example

Ideas-to-Action Groups

Innovating Sites

Innovating States

Building Family and Community Resources

National Site Community (35 sites)

New Haven MOMS

Early Learning Standards

Building Caregiver Capacities

WA: Executive Function messaging, standards & professional development

WA: Building caregiver capacities at DEL sites

National Leadership Group (11 sites)

WA: State Steering Group

50-State "One Science" messaging

Success Factors for Innovating State/Province

- Breakthrough goals for improved outcomes
- Commitment from critical mass of state/province leadership
- Explicit impact strategy and innovation agenda
- Transparency in sharing progress
- Shared aspiration for mutual success and collective impact

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Implications for the Path Ahead

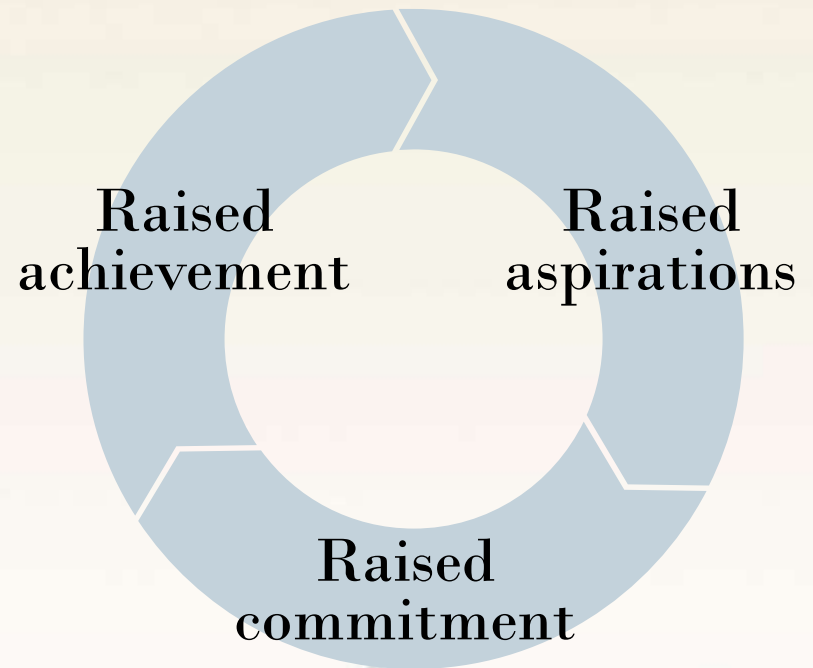Knowledge focus → Outcomes focus

Shared science understanding → Shared theory of change

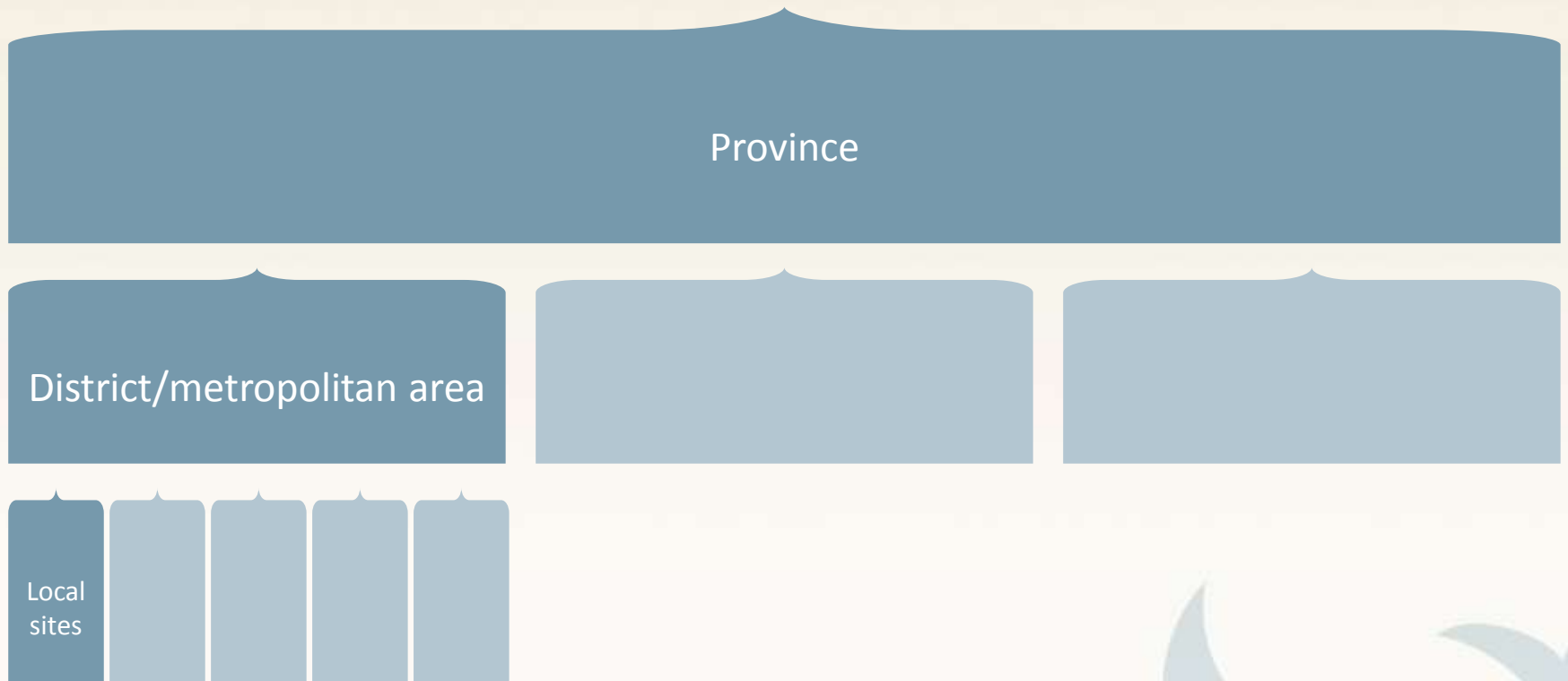Social capital → Communities of purpose

Communities of Purpose

- Community out of diversity
- Meaningful shared purpose and inspiring goals
- Mutual commitment to perform and to learn
- 'Bifocal' drive for both short- and long-term results
- Shared language and distinctive levels of trust

Raised achievement

Raised aspirations

Raised commitment

Source: <u>Higher Ambition: How Great Leaders Create Economic **and** Social Value</u>, Beer, Eisenstat, Foote, Fredberg and Norrgren (HBR Press: 2011)

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Transformational Outcomes via Reinforcing Communities at Multiple Levels

Province

District/metropolitan area

Local sites

Implications for the Path Ahead

Knowledge focus → Outcomes focus

Shared science understanding → Shared theory of change

Social capital → Communities of purpose

Questions for Personal Reflection

- For what population(s) of children can my work improve outcomes?
- How to incorporate a stronger outcomes focus?
- Who else is part of improving outcomes for this target population?
- How can we come together around a joint commitment to improved outcomes?
- What agenda will best accelerate progress?
- How to facilitate on-going collaboration?
- Where can we look for resources and help?

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