



Theory U





What is Theory U?

- A **framework / lens / language** for seeing and talking about deeper layers of experience
- A **methodology** for shifting from Intention to Action
- It is a way of showing up as leaders or change-makers so that we can **lead from the emerging future** rather than merely repeating patterns of the past



Theory U

Shared Intent

What is the shared intent of our work?
Build relationships, learn and refine focus

Gaining a System Perspective

Deepening our understanding of the systems
we are working in

Meaning Making

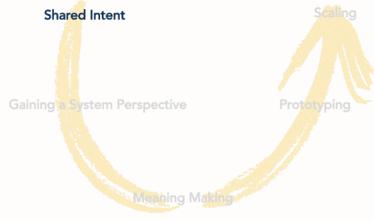
What is the future wanting to emerge?
What are we learning?
What is ripe for Prototyping Action?

Scaling

Reflection to integrate learning, what
new approach will we take?
what recommendations will work to
move forward?

Prototyping

Prototyping and experimenting with
potential solutions, iterating and
pivoting when needed



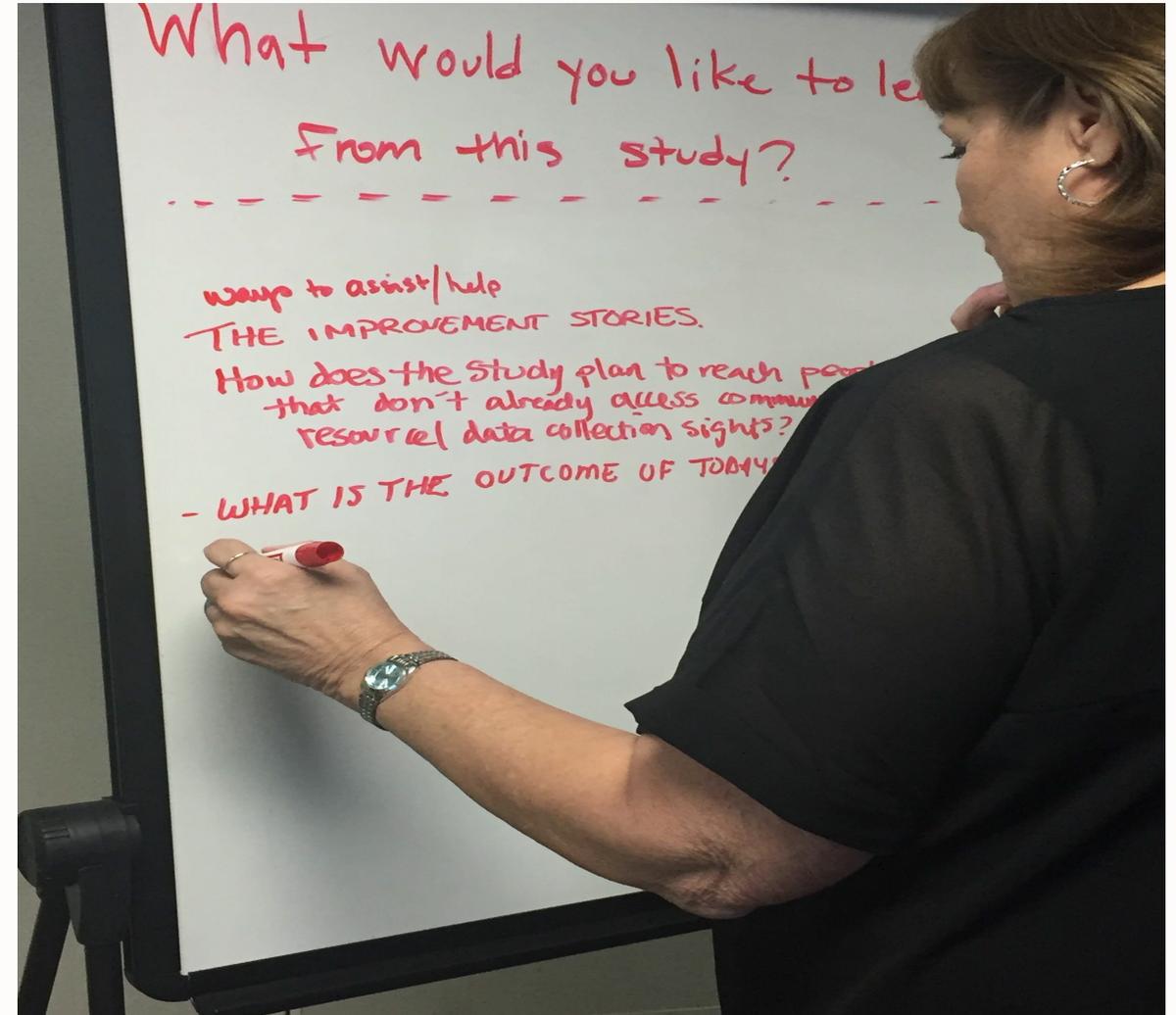
Shared Intent: Uncovering common intention

Practices:

- Check in questions
- Reflection time on Stewardship Group agenda
- Listening session – World Café

Outcomes

- Shared intention of what you want to create
- A core group to guide the work
- An effective support structure
- Deep listening practices
- A beginning set of questions to explore





Gaining a Systems Perspective: Getting out of your bubble

Practices

- Learning journeys
- Stakeholder interviews
- Iceberg model

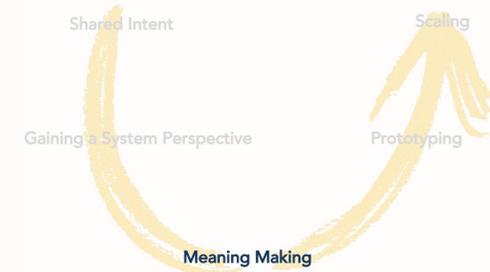
Outcomes

- A system view from the user perspective
- Mapping of system barriers
- Improved ability to build relationships

"Childhood sucked; it was horrible. Until I discovered alcohol, by the time I was 12 years old I was drinking every day...it was my medicine. I totally understood at that age, that this is what I need to do to feel normal."

Meaning Making

Spend time beginning to understand what is emerging and what is possible.



Practices

- System mapping
- Beginning understanding of what is keeping systems stuck
- Personas or Avatars
- Retreat and reflect

Outcomes

- A beginning set of initiatives to prototype
- A core team that cares about the issue to prototype
- Identified stakeholders for each prototype
- Milestones for progress and learning

NAPA COUNTY

FOOD ASSISTANCE PROGRAMS
Adults experiencing homelessness

STIGMA

People are afraid to talk to us

Staring and Judging

Anxiety
Depression

Mental illness

We are not muggers

FEAR

Getting through the crowd is tough

USING THE FOOD



No proof of residence to register

No place to store cold food

Food goes bad fast



Can't prepare nor store food

No outside food in the shelter



Can't eat some of the food



TRANSPORTATION

WELCOME TOURISTS

Public transportation less available when events in town

Substantially less public transportation available on Sundays

Difficult to carry food



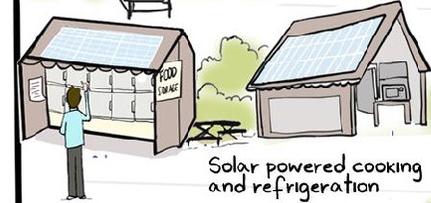
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SOLUTIONS



Educate the public about homelessness

Place to cook and enjoy a meal



Solar powered cooking and refrigeration



Sponsor homeless person program

Include those who have experienced homelessness to be part of the solution



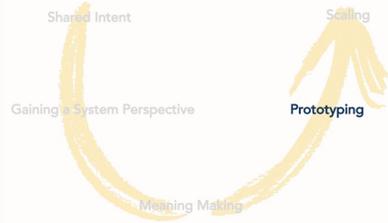
Persona Cards and Circle

I am experiencing homelessness
I am at risk for food insecurity
I speak English

Q: What would help you be able to eat what you want?

A: Living in a place with a refrigerator and critter proof.
Not in a vehicle or a tent





Prototyping: Build landing strips for the future through prototypes

Practices

- Build prototypes informed by previous learnings
- Fast track feedback
- Iterate, iterate, iterate

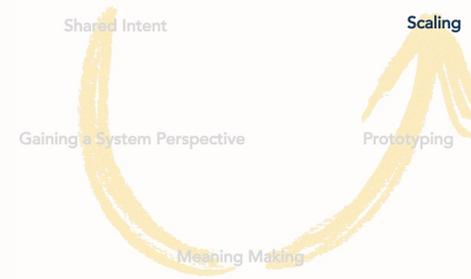
Outcomes

- A set of refined prototypes
- Increased ability to experiment and sit in uncertainty
- New connections with the community relevant to the prototype



Scaling

Ideas tested and improved in the prototyping phase can be translated into a detailed set of strategies.



Practices

- Identifying prototypes to advance to test
- Evaluation(s) of the test
- Identification of resources needed to sustain
- Sharing learnings

Outcomes

- Review prototype initiatives
- Engaged community
- Systems improvement
- New skill sets for experimentation