

Readiness for Developmental Evaluation

- Deliberately seeks out data on what is emerging
- Values candor, and genuine dialogue
- Invests time and energy to learn
- Acknowledges and learns from mistakes

- A tolerance for volatility, uncertainty, complexity and ambiguity (VUCA)
- The authority to adapt the ‘intervention’ to respond to shifts in context and learnings
- An openness to learning-by-doing and “safe-to-fail” ventures

- The challenge is complex
- The solutions are unknown and require experimentation
- The results are unpredictable
- The context is volatile
- Stakeholders may not be on the same page



Learning Culture?

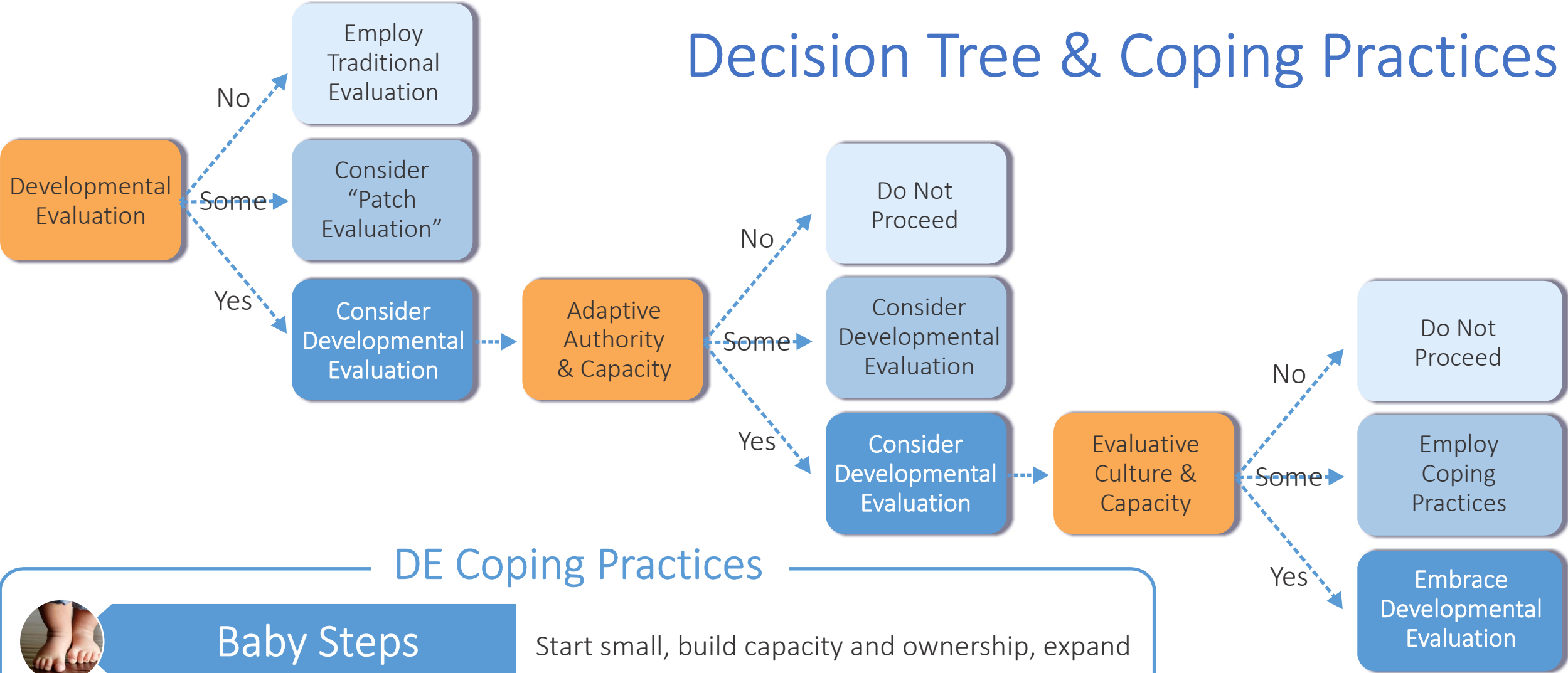


Adaptive Authority?



Developmental Situation?

Decision Tree & Coping Practices



DE Coping Practices



Baby Steps

Start small, build capacity and ownership, expand



Zucchini Muffins

Sprinkle a little bit of DE into traditional processes



Gimme Shelter

“Manage up” to create a space for DE work