FROM IDEA TO SOCIAL INNOVATION

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ABOUT US

The goal of this evaluation project is to **capture the learning** from the process of developing, resourcing and setting up a social innovation initiative called *Work for Humanity* so that it can be shared with others who are interested in starting their own initiatives in a similar context.

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**ParTeck &
The Human Data
Commons
Foundation**

EVALUATING SOCIAL INNOVATION

Developmental Evaluation (DE) Approach

"... provides evaluative information and feedback to social innovators to inform adaptive development in complex dynamic environments. DE brings to innovation and adaptation the processes of asking evaluative questions, applying evaluation logic, and gathering and reporting evaluative data to support project, program, initiative, product, and/or organizational development with timely feedback." - Michael Quinn Patton

Principles:

1. Utilization-focused
2. Evaluative rigour
3. Innovation niche within change process
4. Complexity-based
5. Systems thinking
6. Co-creation
7. Timely feedback

VALUES & PRINCIPLES DEVELOPED FOR THIS EVALUATION PROJECT

1. **Co-creation** - working together as equal partners on this project; involving other stakeholders as appropriate.
2. **Flexibility and adaptation** - being open to components of the evaluation plan changing, and adjusting accordingly.
3. **Integrity** - adhering to the values despite the pressures that might call for doing things out of alignment with them.
4. **Transparency** - being open about what worked, what didn't, why certain decisions were made.

ARRIVING AT 'LESSONS LEARNED'

1. Establishing a structured approach using our evaluation plan as a guide
2. Triangulating mixed methods to ensure research rigour: appreciative inquiry, observations, reflections, records
3. Keeping in mind the limitations: project scope, team size
4. Having fun!

WHERE IT ALL BEGAN: JUNE 2018

BLUE SKY RESULTS

JUNE 2018

WORK for HUMANITY

1. Work is rewarding and enjoyable
2. Work is high-value
3. Work is fluid
4. Work is flexible
5. Work is collaborative
6. Work is low-risk
7. Work supports the greater good

www.workforhumanity.com

KEY MILESTONES

Apr 2019
FFI
Collaboration

Aug 2019
SITAC
Collaboration

Nov 2019
First volunteers
Present FFI work

Jan 2020
Team strategy
meeting

Mar 2020
IHMC Pensacola
COVID crisis

May 2020
EDI Project
First pitches

Sep 2019
UIDP talk
Intro Agilist
concept

Dec 2019
UNCC talk
First champion

Feb 2020
IHMC Ocala
talk

Apr 2020
Pivot

Jun 2020
Fundraising

KEY METRICS: AUG 2019 - MAY 2020

- 8 keynote presentations/workshops
- 111 meetings - roughly 231 contact hours
- 3 contest entries for funding
- 2 proposals submitted for funding

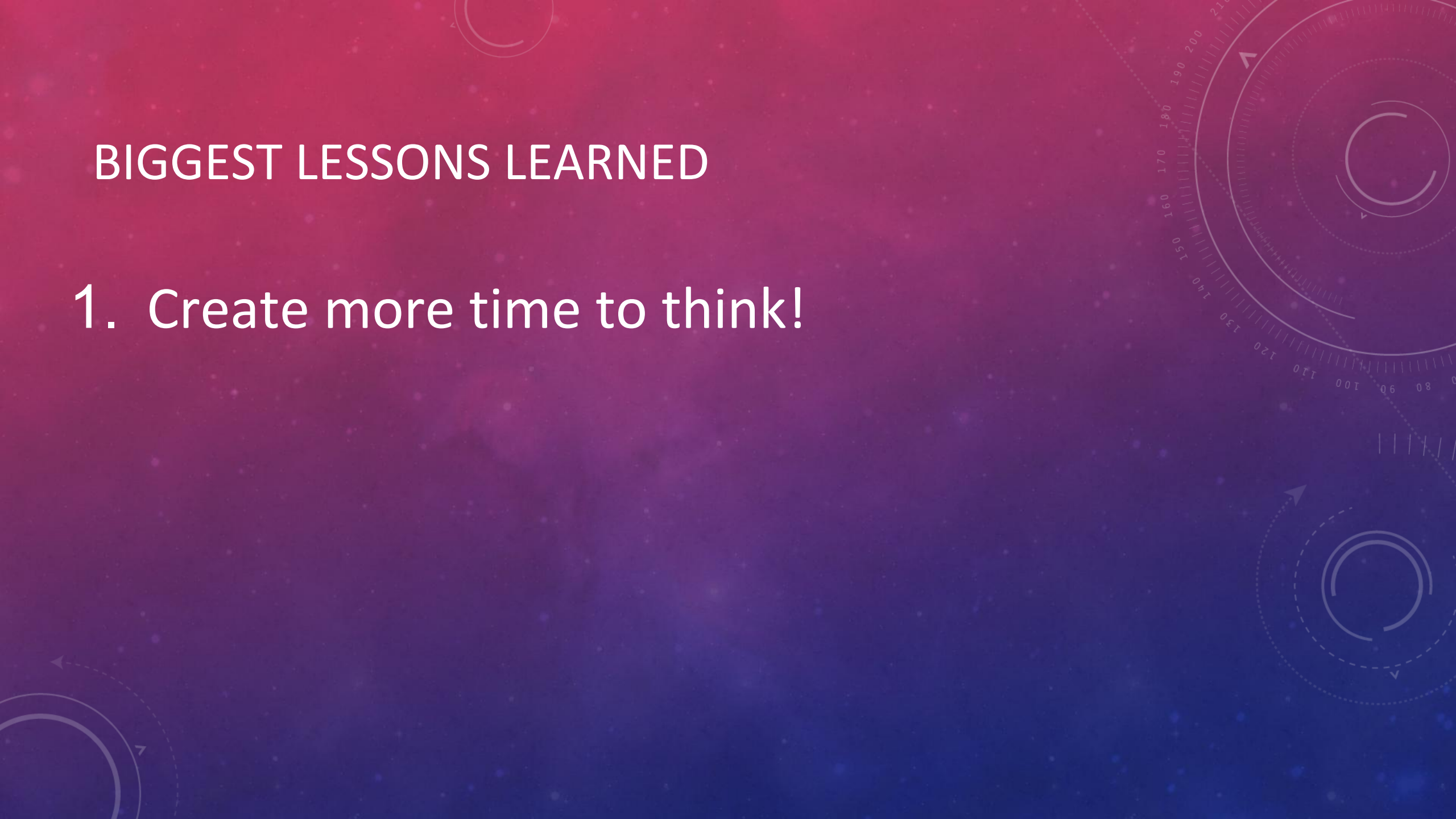| Attendee from conference/talk	Secondary connection	Original network
20	**22**	**11**

BIGGEST LESSONS LEARNED

1. Create more time to think!

PROBLEM TYPES

Complicated

- Easy to define
- Can be broken into smaller, independent problems
- Single solution possible
- Agreement on rules, constraints, and what success looks like

Complex

- Difficult to define problem and root causes
- Inter-connected set of problems
- Contradictory or changing requirements
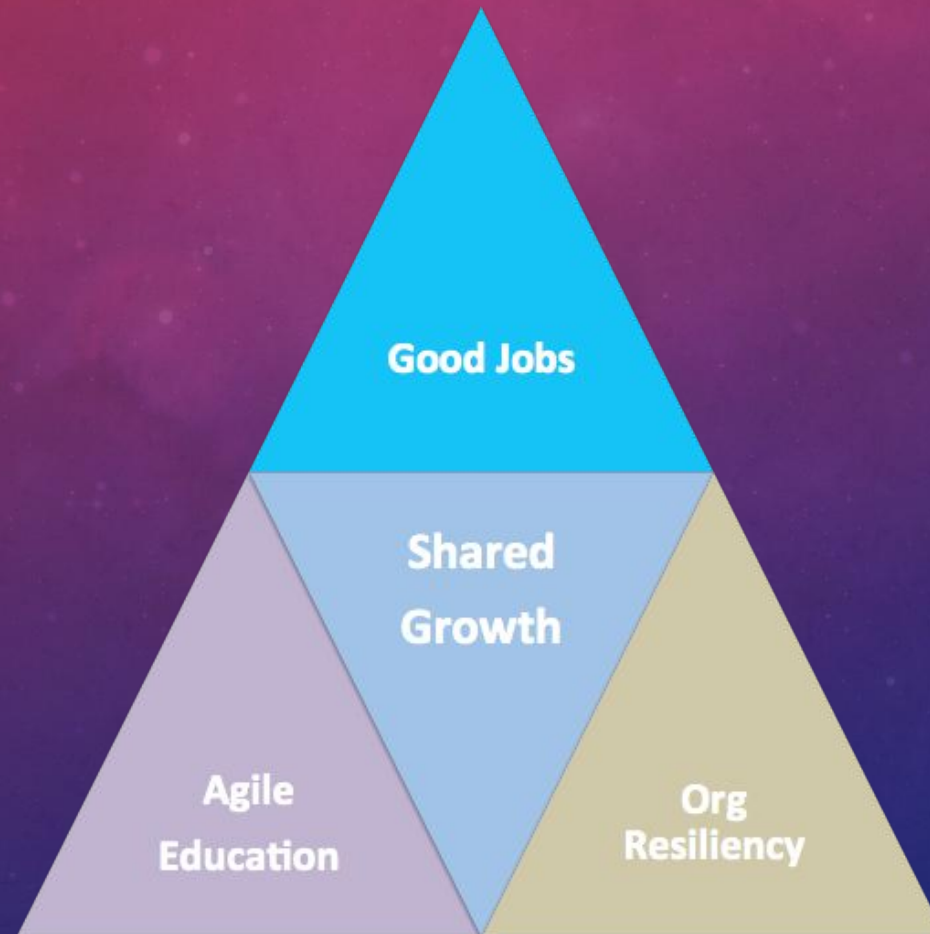- Difficult to concretely solve--solutions must evolve with the problem over time

THE "PIECES" OF SOCIAL INNOVATION
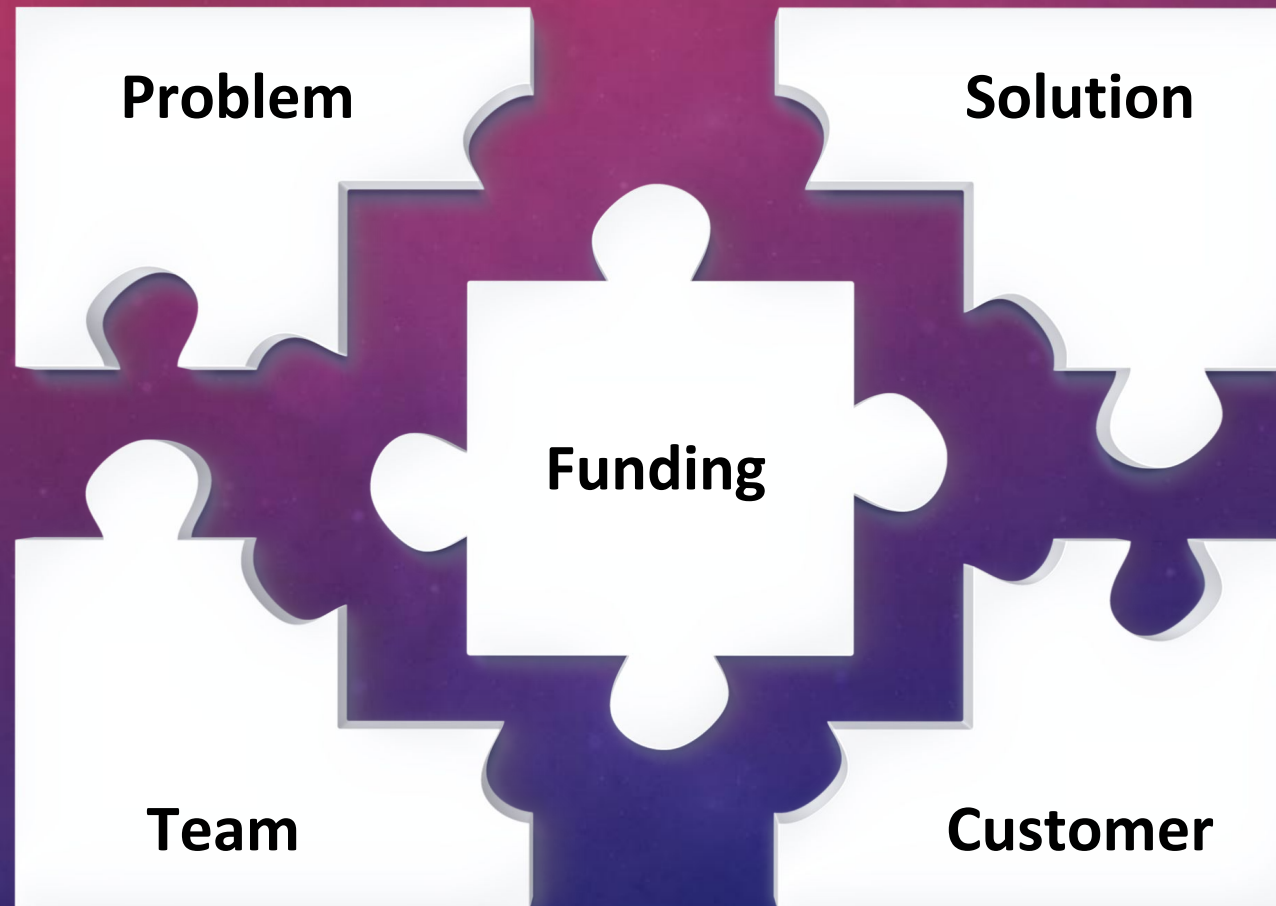
BIGGEST LESSONS LEARNED

1. Create more time to think
2. Success isn't linear and is often invisible
3. There's more than one way to get paid
4. Timing is important
5. Be clear on what you want to achieve from networking

WORK FOR HUMANITY THEORY OF CHANGE

WORK FOR HUMANITY - WAY AHEAD

VISION
A world where workers, organizations, and communities can thrive together.

INITIAL PROJECTS
- Work with businesses impacted by COVID crisis to develop the mindsets, skill sets, and processes to become stronger, better, and more adaptive.
- Develop app & community that encourages individuals become self-guided learners who can teach themselves nearly anything

THANK YOU!

CONNECT WITH US:

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