<table>
<thead>
<tr>
<th>Time</th>
<th>Session</th>
<th>Presenter/Institution</th>
</tr>
</thead>
<tbody>
<tr>
<td>8:00</td>
<td>Welcome and Reflections on Yesterday</td>
<td>Tim Cole</td>
</tr>
<tr>
<td>8:10</td>
<td>Presentation: A Community College Perspective on CBI-S</td>
<td>Dr Linda Lujan, President, Lamar Community College, Colorado Community College System</td>
</tr>
<tr>
<td>8:40</td>
<td>Discussion</td>
<td>All</td>
</tr>
<tr>
<td>9:00</td>
<td>Activity 3: Advancing VBCPS Sustainability Goals - 10 ideas, 10 teams, 10 legendary forward idea flow maps! (ideas, teams, materials, get settled)</td>
<td>All</td>
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<tr>
<td>9:15</td>
<td>Activity 3: Go do it (40 mins)</td>
<td>All</td>
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<tr>
<td>10:15</td>
<td>Pitch your Forward Idea Flow Maps</td>
<td>All</td>
</tr>
<tr>
<td>11:05</td>
<td>Break</td>
<td>All</td>
</tr>
<tr>
<td>11:15</td>
<td>Short Presentation: Advanced Concepts in Core Business Innovation for Sustainability (CBI-S) – The Art of Translating Between OS’s. A New Shared Literacy</td>
<td>Leith</td>
</tr>
<tr>
<td>11:30</td>
<td>Activity: Reflection and Synthesis of the Group Intelligence and Next Moves</td>
<td>Jenny Seydel, Executive Director Green Schools National Network</td>
</tr>
<tr>
<td>12:20</td>
<td>Wrap up</td>
<td>All</td>
</tr>
<tr>
<td>12:30</td>
<td>End</td>
<td>Superintendent Dr Aaron Spence and Tim Cole</td>
</tr>
</tbody>
</table>
Module 4: Advanced Concepts

Leith Sharp
Leith_sharp@harvard.edu
Sharp.leith@gmail.com
Translation & Integration Ideas
We Need to Learn What Each Operating System Does Best

Process Knowledge Spectrum
from Edmondson, “Teaming,” p 32
Creating a Shared Literacy of Both Operating Systems Throughout Our Organizations Unleashing New Levels of Innovation and Agility
We Need to Become Ambidextrous

No them and us…..all us…using both operating systems

"We Need Become Ambidextrous" by Leith Sharp, is licensed for open sharing and adapting under Creative Commons CC BY-AS 4.0
Optimize Synergy Between Operating Systems

- Good Ideas
- Engagement
- Reduced risk

- Permission
- Resourcing
- Decision-making agility

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No Translator and No Literacy of Both OS’s
= Higher Risk of this kind of misfire at all levels and scales

Idea Flow is Unleashed When Both OSs are Engaged
Pattern: Flow Happens When There is Adequate Translation & Iteration

The CCOS Works Through How to integrate Something New into All That is

The AOS Primarily Works Through How a New Idea can Work

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Implications on Governance
Millennials - Polarization OR Synergy?
Create New Expectations of the Journey and Governance that Supports Iteration Between OS’s
Made in Millersville
Project Timeline

Milestones | # Students
---|---
1. Early Years – Student Research and Creativity Conference | 25
2. Dr. Munoz Joins Committee | |
3. Change Name to Made in Millersville | |
4. Library staff join Committee | |
5. 1st Made in Millersville | 70
6. Establish Committee Co-director | |
7. Updated Committee Governance and Policies | |
8. 2nd Made in Millersville | 150
9. Establish Subcommittees | |
10. 3rd Made in Millersville | 350
A New Shared Literacy
Defining a New MODE OF Sustainability Leadership: Core Business Innovation for Sustainability CBI-S

CBI-S positions sustainability as a DRIVER of ORGANIZATIONAL DESIGN & IDEA FLOW to unleash new levels of engagement, agility and innovation.

At this event we are calling this Core School Innovation for Sustainability CSI-S.
Adaptive Operating System
Command Control Operating System
Dual Operating System
Sensing
De-risking
Emergence
Code switching
Translating
Idea Flow
Idea Flow Mapping
Change leadership = Fostering Stability
Organizational Ecosystem
Social Dynamics
Psychological safety
Emotional Intelligence
Core Business Innovation for Sustainability (CBI-S)
This new shared language allows us to make sense of the Actual Story of how new ideas experience their life cycle in our organizations – this opens the way for more empathy, inclusion and organizational health.

“Disconnect between how new things get done and the Official Story” by lsharp is licensed for open sharing and adapting under Creative Commons CC BY-AS 4.0
We can now design for healthy Idea Flow – where the initial plan closely reflects the actual experience and the official story.

“Healthy Idea Flow creates alignment between Original Plan, Actual Experience and the Official Story” by lsharp is licensed for open sharing and adapting under Creative Commons CC BY-AS 4.0.
Ideal Flow can accelerate many types of purpose.
Arenas for Future Development
- Shared literacy/training
- Targeting piloting with projects/programs
- Governance design for targeted institutional priorities
- Additional capacity building for senior leadership
Final Activity Questions – Harvesting The Groups Thoughts on the Content

1. Why is education for sustainability important?

2. What operating system do you spend most of your day working in?

3. Who else should learn this? (AOS, CCOS, idea flow)

4. What ideas do you have that could help others to learn this?

5. One way you’ll use this to drive more sustainability innovation?

1. What else do you need to help you use this most powerfully?

1. Your favorite Aha from last 1.5 days?