Capability Design Canvas™ — Detailed Working Instrument

Companion to Becoming a Catalyst | John Coné

Capability: _____ Date: _____ Prepared by: _____

A. Desired capability

What must the organization become able to do? Why does it matter? What observable evidence would demonstrate it?

_____

B. Infrastructure

What existing tools, resources, technology, information, structures and connections should we retain or strengthen? What is missing? What should be embedded in work?

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C. Experiences

What experiences will develop capability? How can normal work become developmental? How will people practice, receive feedback, reflect and learn from others?

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D. Conditions

What conditions enable and sustain capability? What expectations, consequences, leadership behaviors, time, trust and boundaries should change?

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E. Interactions and orchestration

How will Infrastructure, Experiences and Conditions reinforce one another? What contradictions or dependencies must we address? Who influences each element? Who needs to design together?

_____

F. First experiment

What is the smallest useful combination of changes? What assumptions are we testing? What safeguards must remain? Who owns it, what evidence will we gather, and when will we review?

_____

G. Continuous refinement

How will experience generate learning? How will discoveries travel and improve the system? Who can refine it? How will it become less dependent on the Catalyst?

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