Capability System Design Review

Companion to Becoming a Catalyst | John Coné

Is the desired capability observable?

Do we understand the existing system?

Have we considered Infrastructure, Experiences, and Conditions?

Have we designed their interactions?

Is real work a source of development?

Are the people who influence the system involved?

Have we identified what to retain as well as what to change?

Is the first experiment manageable?

Have we preserved legitimate safeguards?

Will we gather evidence of capability rather than participation?

Will discoveries move and inform continuous refinement?

Will the system become less dependent on the Catalyst?

Use these questions for reflection and conversation, not as a scored or validated assessment.

The design review is a conversation about the coherence of the system. Where an answer is uncertain, identify an assumption to test. Examine whether Infrastructure supports Experiences, whether Conditions permit those Experiences, and whether the resulting learning improves Infrastructure and Conditions.

© 2026 John Coné. All rights reserved. Permission is granted to individuals and organizations to download, reproduce, distribute internally, and adapt this resource for their own professional development and internal organizational use, provided that attribution to John Coné and CatalystLeadershipTools.com is retained. Commercial resale, commercial redistribution, and incorporation into products or services offered for sale require prior written permission from the copyright holder.