



Knowledge Designs to Change Certificate Series

Knowledge work is not new, but it is an increasingly recognizable field within philanthropy and grant funded change efforts. The work is grounded in the history of social research demonstration projects, learning and evaluation efforts, and information management and technology. Today knowledge practitioners are embracing a more engaged approach that centers *shared meaning making* as the heart of knowledge work.

The *Knowledge Designs to Change* Certificate series builds on the practical desires of change agents involved in grant-funded efforts. The certificate embraces a partnership & coaching approach where individuals develop both awareness and hands-on skills in their own organization, community, or network. Participants can also tap into co-facilitation and analysis support, on an as-needed basis, if the work they are envisioning requires additional support.

Through the partnership, participants build capacity as we, together, and with a growing community of practice, activate a more grounded alignment of knowledge activities and equitable change intentions.


Whether you are new to knowledge work or looking to reflect and refresh your approach, this development series can support you in expanding, deepening, and strengthening your knowledge practice with a deep commitment to building equity potential.



The certification series is outlined below with benefits to participants and sponsoring organizations.


	<p>Introduction to Knowledge Designs to Change in the Social Sector Focus: Awareness</p>	<p>Free webinar to support awareness and discussion of knowledge work in your organization or network.</p> <p>(Complimentary)</p>
	<p>Knowledge Designs Stage One Focus: Embodying</p>	<p>Online course and basic certification providing key concepts, understandings and entry points to maximize the investment in knowledge work.</p> <p>(Fee: \$450.00)</p>
	<p>Knowledge Designs Stage Two Focus: Engaged Analysis</p>	<p>Joint online tutorial and one-on-one coaching through a <i>Knowledge Opportunity Scan™</i> in a designated program or organization with attention to your specific mission and target change area.</p> <p>(Cost starting at \$3,000.00 — adjusted to project size and number of coaching sessions)</p>
	<p>Knowledge Designs Stage Three Focus: Embracing</p>	<p>Individual coaching (and co-facilitation as needed) process for shared inquiry with partners, emphasizing lived experience analysis.</p> <p>(Cost based on scope of project)</p>
	<p>Knowledge Designs Stage Four Focus: Activating</p>	<p>Partnership to publicly share promising knowledge practice as aligned with equity commitments.</p> <p>(Cost based on scope of partnership)</p>



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Certificate Series**

KD Offering	Description	Benefits	Format & More Info	Resources
<p align="center">Introduction to Knowledge Designs for Change in the Social Sector Focus: Awareness.</p>	<p>This “Beyond the Buzz” presentation provides a brief history of knowledge work in the social sector and introduces concepts and framing that are aligned with equitable intentions, engaged approaches to research, and contemporary change efforts. We start with the essence of knowledge work as “shared meaning making” and increase awareness of the value of knowledge work to the mission and target areas of philanthropic investments.</p>	<p>This presentation is designed for grants professionals interested in beginning or refreshing their knowledge work. It provides an opportunity to introduce colleagues inside your organization or across your network to knowledge work and encourage questions in a low risk “we are all learning together” setting.</p>	<p>Host organized virtual presentation with discussion option for groups of 5 to 20 colleagues.</p>	<p>Case studies and articles of past organizational efforts.</p>
<p>Knowledge Designs Stage One Focus: Embodying</p> 	<p><i>Embodying Equity Inside and Out: a Knowledge Strategy Course for Changemakers</i> is designed to support grants professionals in understanding knowledge practice and grounding their knowledge work in equity principles.</p>	<p>Individuals will: 1) learn about the concepts and context of knowledge work in philanthropy; 2) explore ways to align knowledge activities with equitable change efforts; and 3) engage in a reflection process to help embed equity intentions in your current practice.</p> <p>Organizations will: 1) tap into the growing field of knowledge work for</p>	<p>Self-paced online course with option for cohort meetings (after each module) when a minimum of five course participants commit to attendance.</p> <p>Core concept: “Legacy is not only what you have done. It is what you make possible!”</p>	<p>Quarterly community of practice discussions for course alumni and by invitation.</p> <p>Biannual topic specific “clinics” based on community interest.</p>

		successful philanthropy; 2) position knowledge work for best alignment with mission and strategy; 3) enhance equity commitments.		
<p>Knowledge Designs Stage Two Focus: Engaged Analysis</p> 	<p>A <i>Knowledge Opportunity Scan™</i> helps to identify the most promising knowledge opportunities in your current context. Through the process, you will utilize an analysis format based in over 25 years of on the ground experience.</p>	<p>Individuals will: 1) co-design and conduct a guided <i>Knowledge Opportunity Scan™</i> with step-by-step support; 2) outline target shifts to make through the knowledge work; 3) identify next steps for engaged analysis with key partners and as aligned with organizational parameters.</p> <p>Organizations will: 1) benefit from a mapping of key organizational structures related to knowledge work; 2) deepen an understanding of the spaces where relationships can develop in relation to mission; and 3) clarify pathways for change that can benefit from targeted knowledge work.</p>	<p>Combination of online tutorial resources and coaching-based process. Includes eight coaching meetings and up to two hours of on-call support throughout the process.</p> <p><i>Knowledge Opportunity Scanning™</i> involves exploring: Current context; structures; spaces; pathways; beliefs, archetypes, and narratives relevant to a specific issue area; opportunities for encouraging shared meaning making; and next steps.</p>	<p>Video and print tutorials.</p> <p>For organizations interested in using this process as a formal aspect of organizational planning and development, additional levels of co-facilitation and co-analysis can be provided on a contracted basis.</p>
<p>Knowledge Designs Stage Three Focus: Embracing</p> 	<p>Embracing involves co-designing and implementing a targeted knowledge activity or that taps the entry points and possibilities that emerged through your <i>Knowledge Opportunity Scan™</i>.</p>	<p>Individuals will: 1) utilize the <i>Knowledge Opportunity Scan™</i> to develop trajectory intentions for knowledge work; 2) design a targeted process for engaged inquiry with key partners; 3) implement a shared inquiry process around a key issue relevant to organizational mission and context.</p>	<p>Coaching based process focused on designing and implementing a shared inquiry process with key partners.</p> <p>Whether you call this activity research, evaluation, emergent learning, or another term, you will craft a</p>	<p>Resource guides will be available on topics such as:</p> <ul style="list-style-type: none"> • trajectory thinking • setting boundaries of inclusion • lived experience methods

		<p>Organizations will: 1) inform a rigorous mission specific knowledge activity with partners; 2) develop internal capacity for shared inquiry which can inform future data, evaluation and learning efforts; 3) build deeper knowledge-based relationships with partners.</p>	<p>methodology using various concepts and tools grounded in an engaged approach to shared meaning making.</p>	<ul style="list-style-type: none"> • datamaking -- data as decision • change construct analysis • refining questions for equity • cross disciplinary questioning • lifecycle analysis <p>Additional Facilitation/analysis supports available as contracted.</p>
<p>Knowledge Designs Stage Four Focus: Activating</p> 	<p>Knowledge work within philanthropy is an emerging field. Activation is about field building and requires us to share our learning and energize knowledge focused change efforts.</p>	<p>Individuals will: 1) explore the broader philanthropic sector as context for the emerging field of knowledge work; 2) identify a targeted opportunity for sharing the learning from your change approach; and 3) engage with additional colleagues doing knowledge work.</p> <p>Organizations will: 1) demonstrate their leadership in an issue area; 2) advocate for shared and public learning; and 3) promote promising practices in knowledge work.</p>	<p>Co-authoring partnership opportunity to co-design and implement a field building activity such as a conference presentation, workshop, article, webinar, network learning events etc.</p>	<p>To be determined based on the identified opportunity.</p>