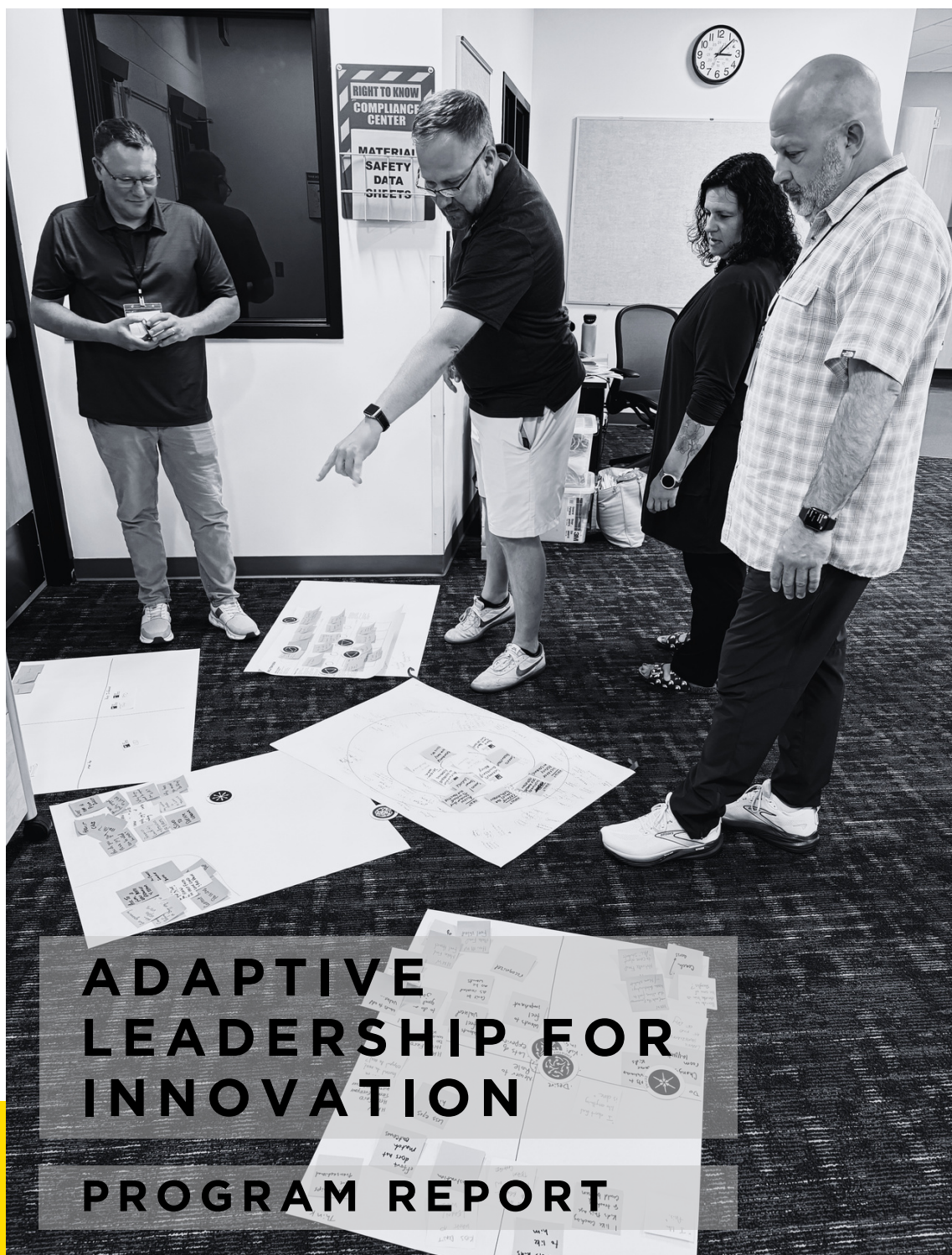




ADAPTIVE LEADERSHIP FOR INNOVATION PROGRAM REPORT

**MUSKEGON AREA INTERMEDIATE
SCHOOL DISTRICT**

JUNE 2026

HENRY FORD LEARNING INSTITUTE

HFLI DESIGN THINKING MINDSETS



Learn by Doing

Mindfully activate your intervention to make progress in its development.



Be Optimistic

Believe that positive progress is possible for even the most intractable problems.



Lean into Discomfort

Embrace ambiguity and adopt a growth mindset, key to developing stronger interventions.



Drive Toward Value

Focus on positive change to meet the needs of users/stakeholders.



Be Mindful

Pay attention to and think intentionally about what you are doing, and when, why and how you are doing it.



Be Human-Centered

Put the needs, feelings, perspectives and experiences of those you are designing for at the center of your process.



Explore Deeply

Learn about other people and the context of their experienced challenges in order to develop a truly valuable intervention.



Collaborate

Bring together people of different perspectives, experiences and expertise in order to create a breakthrough intervention.

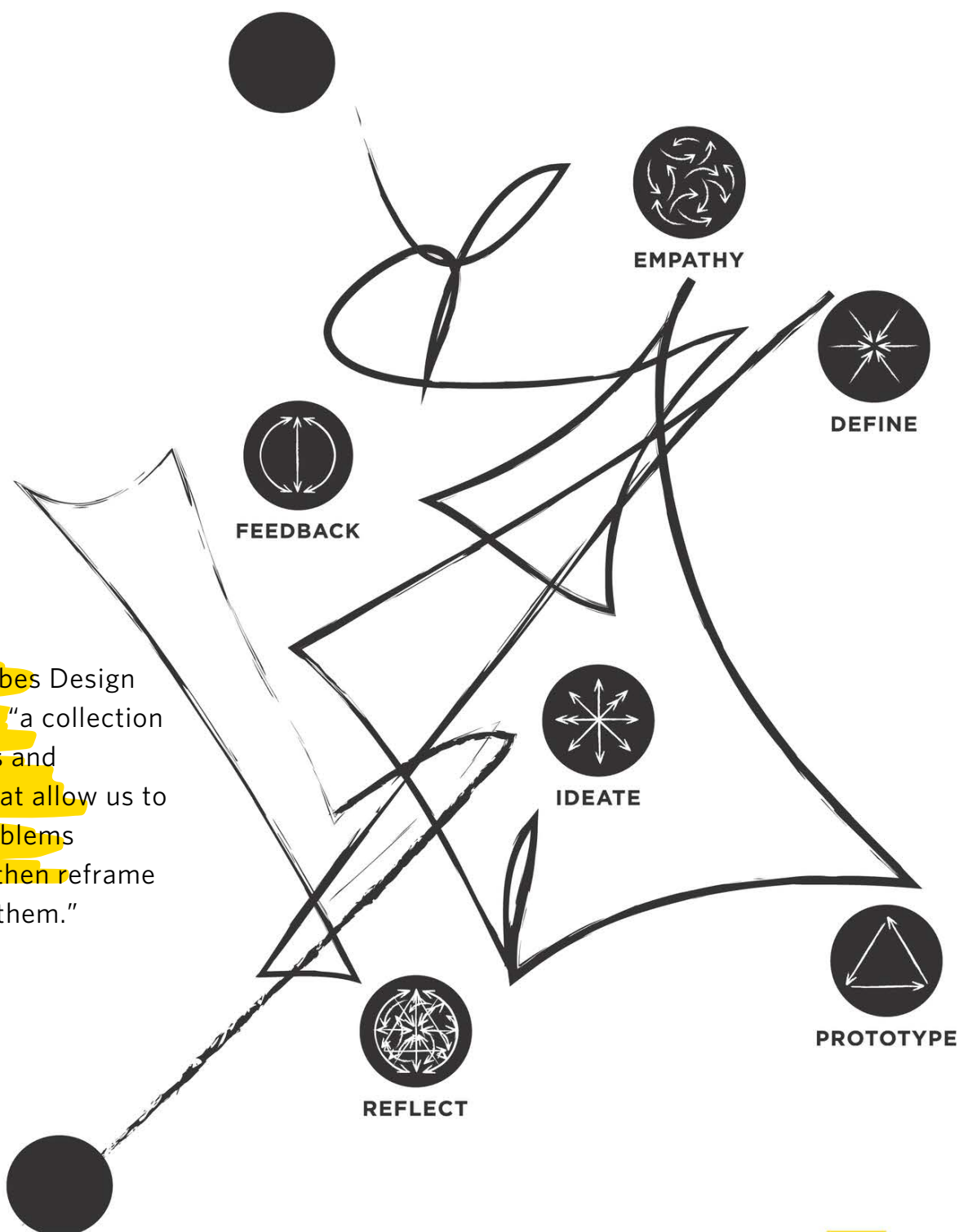


"CREATIVITY NOW IS AS IMPORTANT IN EDUCATION AS LITERACY, AND WE SHOULD TREAT IT WITH THE SAME STATUS."

Sir Ken Robinson
1950 - 2020

Speaker and International
Advisor on Innovation and
Design Thinking in Education

HFLI DESIGN THINKING PROCESS



HFLI describes Design Thinking as "a collection of mindsets and methods that allow us to explore problems creatively, then reframe and act on them."

ADAPTIVE LEADERSHIP FOR INNOVATION OVERVIEW

This two-day workshop experience provided a targeted introduction to or solid reinforcement of Design Thinking for educational leaders through new tools and strategies shared within an emerging community of practice.

Participants developed an awareness of ways to address complex organizational challenges using an Adaptive Leadership for Innovation approach with Design Thinking, systems thinking, and change leadership incorporated.

Participants also worked to understand an effective and increasingly embedded use of Deeper Learning by Doing® as a learning, teaching, and leading strategy in schools.



WORKSHOP GOALS



Throughout the two-day Adaptive Leadership for Innovation workshop, participants worked to:

Increase personal toolkit of strategies, tools, and materials for using Design Thinking and Adaptive Leadership in individual professional contexts.



Deepen confidence and range for Design Thinking as a tool for leading, collaboration, and growth.

Create a plan of action to address a current organizational issue using Adaptive Leadership and Design Thinking lenses.



Enrich Design Thinking application with systems thinking and service design competencies.



OVERVIEW OF AGENDA

DAY ONE

- Welcome & Warm Up
- Agenda Review
- Intro HFLI & Deeper Learning x Doing® and Design Thinking as an Approach to Adaptive Leadership
- Rapid Cycle Design Challenge
- Design Thinking Behaviors & Mindsets
- Intro to Adaptive Leadership Framework
- Framing the Problem I: Define
 - Problem Bullseye
- Framing the Problem II: Empathy
 - Systems Thinking: Context Maps
- Framing the Problem III: Empathy
 - Building Your Context Map
- Identifying Key Stakeholders
- Share Progress with Partner
- Reflect: DT Methods & Mindsets
- Closing Circle

DAY TWO

- Welcome Back & Warm Up
- Agenda Review
- Reconnect with Day 1
- Focus on a User I: Define
 - Problem Statement Revision
- Focus on a User II:
 - Empathy Mapping
- Narrow the Focus
 - How Might We Questions
- Ideate & Brainstorm
- Prototype I: Concept Sketch
- Feedback
- Prototype II: Service Blueprints
- Feedback
- Planning for Next Steps
- Reflect: DT Methods & Mindsets
- Survey
- Closing Circle



THE MAISD ADAPTIVE LEADERSHIP FOR INNOVATION EXPERIENCE

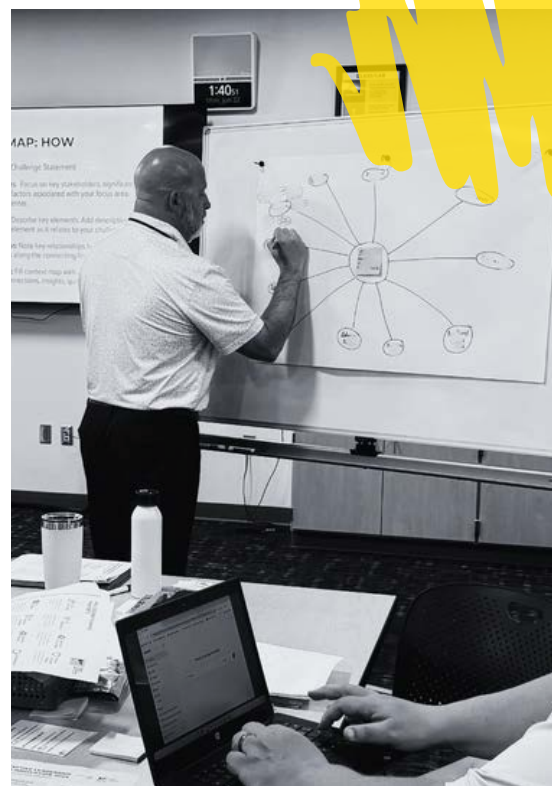
Excellent questioning and pushing my thinking!

"The work time was so amazing! I feel like we are leaving with a tangible plan."

"We designed new, more efficient and more empathetic ways to organize our work flows around specific users. This will drive more focused and impactful work each day."

"All aspects of the training, even the mentally challenging tasks, which created several 'Oh, now I understand and see the connections!' [really worked for me]."

"This process provides the 'logical' way to approach/consider next steps. I would have missed steps on my own... which would have caused me to hit roadblocks and back peddle."



Session exceeded my expectations and provide a greater envisioning of what could be!

SUPPLEMENTAL RESOURCES

Case Study: Doug Dietz's TED talks in which he describes his approach to redesigning the MRI experience for young children.

Expert Source: Creative Confidence, written by Tom and David Kelly (co-founders of IDEO) which introduces Design Thinking and multiple accessible exercises to support implementation.

Aligned Reading: The Practice of Adaptive Leadership, written by Grashow, Linksy, and Heifetz, provides tools and tactics for meeting the demands of leadership in the midst of complexity and change.

Aligned Reading: Design Thinking for School Leaders, written by Gallagher and Thordarson, shares roles and mindsets of design-inspired leadership to inspire and enact positive change in schools.

Implementation Tool: Service Blueprint poster template to support a focus on the user journey, the way they interact with your proposed solution idea, along with the preparation and resources needed to execute the solution idea.



ADVANCING EXCELLENCE IN EDUCATION



At HFLI, we believe every person has the power to create. To solve problems, and innovate. To design and lead a life of impact.

All too often, however, that inherent power to innovate goes unnoticed, unsupported, or systematically cast aside. We know that the world is better for us all when everyone is included. And so HFLI is committed to advancing equity and empowerment through education, by activating people to design and lead lives of learning and impact: Equity through innovation.

As an innovation learning leader and strategic ally, HFLI partners with organizations dedicated to cultivating equitable learning, thriving, and leading.

We create immersive Deeper Learning by Doing™ experiences for school aged youth, young people, and adults. And we design scalable strategies for real world impact. We believe with creativity, empathy and collaboration, we can make the world a more equitable place.

Our culturally-responsive learning approach catalyzes creative thinking; builds confidence with practice; and supports people to take action for real impact. Because we know that it's not just about innovative thinking, it's also about creating meaningful changes in our world.

Take your next right step. Reach out to designthinking@hfli.org.

HFLI.ORG

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