



Implementing Executive Skills

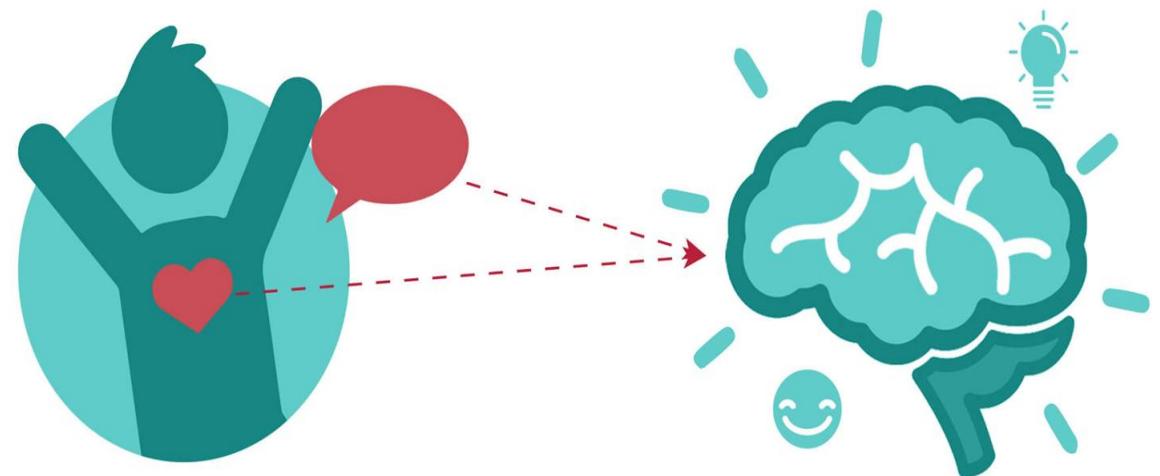
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- **Your name**
- **Your ESE**
- **Share a quote, mantra, or prayer you use to help center or ground yourself**



Workshop Goals

1. Deepen ES knowledge & language.
2. Understand Learn, Innovate, Improve framework
3. Develop road test for Executive Skills using LI2 framework



Agenda

Executive Skills Refresher

The Parallel Process

Learn, Innovate, Improve Framework

Road Test Design

Wrap Up



NEW MOMS

STRONG FAMILIES. BRIGHT FUTURES.

We believe in **the strength, skills, and potential of young families.**

Their goals are at the center of our work together.



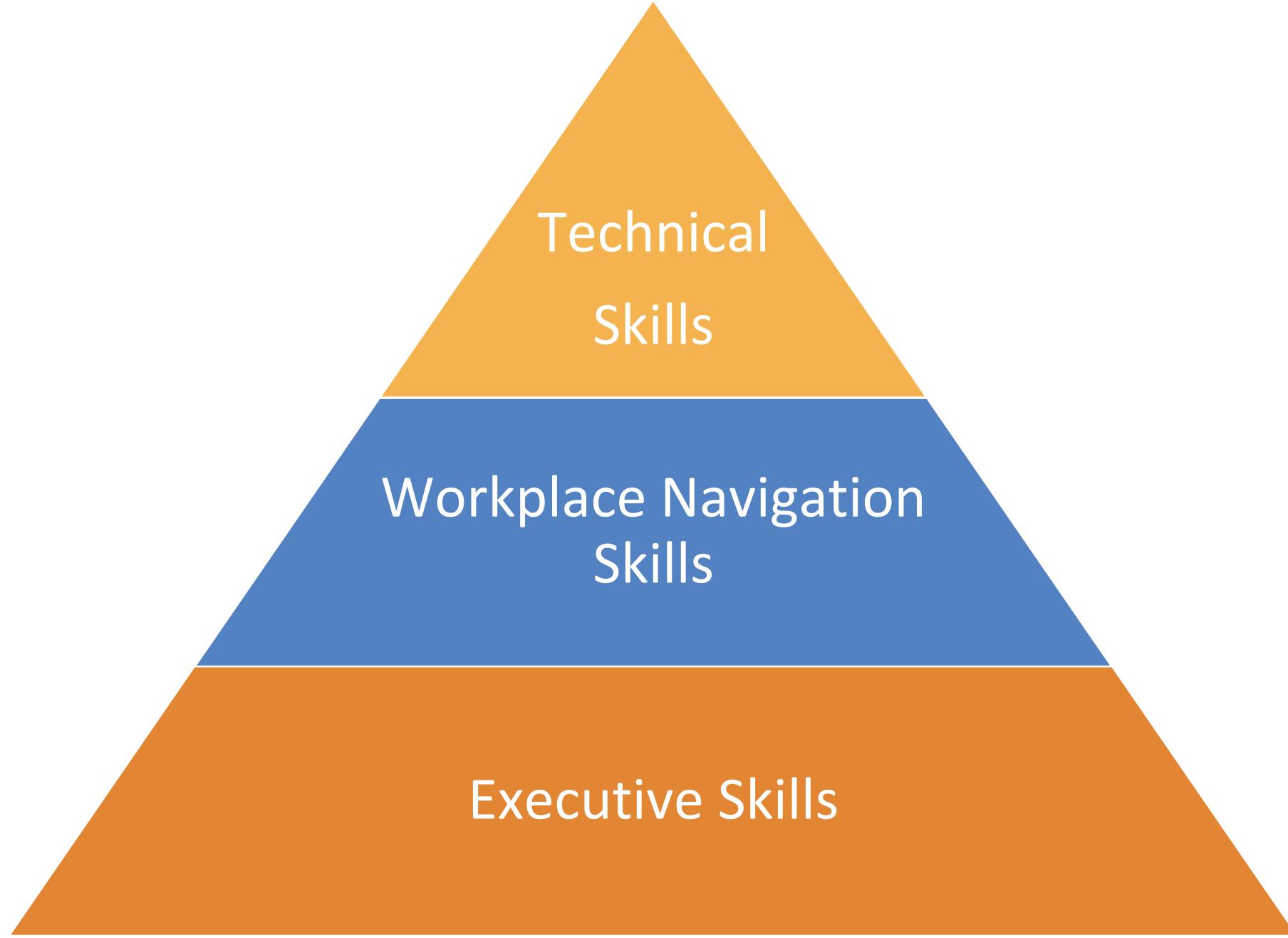
bright endeavors

A SOCIAL ENTERPRISE OF NEW MOMS



LIGHT THE WAY





How We Organize

- Organization
- Time Management
- Planning/Prioritization

How We React

- Response Inhibition
- Flexibility
- Emotional Control
- Stress Tolerance
- Metacognition

How We Get Things Done

- Task Initiation
- Sustained Attention
- Goal-directed Persistence
- Working Memory



Executive Skills → Behaviors



Our Executive Skills are **normal** in the context of our life experiences, institutional barriers we might face, and resources we have.



Strengthening skills and mitigating unhelpful behaviors means we can tackle more and more complex tasks and goals.



Stress makes it harder to use our Executive Skills



Regulation strategies, high-quality connections, and environmental modifications can buffer the impact of stressors on our ES



Reframe obstacles with Executive Skills

Every time you meet with a participant, they ask for more bus cards.

- Their Goal-Directed Persistence is strong, and they are tunneling on their basic needs. What else can I do to reduce their stress?

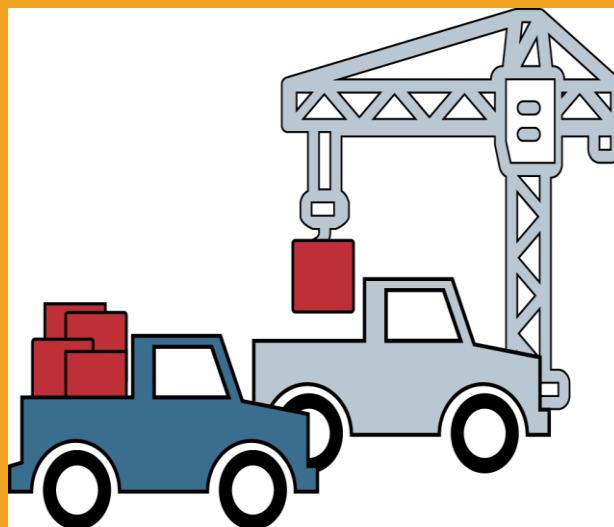
New colleague doesn't seem engaged or energetic about work.

- He struggles with Task Initiation and there's so much to learn when new, that it's overwhelming. What can I do to help him get going on a task?

I have a tense conversation with a colleague.

- I can rely on my Emotional Control in this situation to stay calm in the moment, and my Metacognition to reflect on how I can do better next time.

Environmental Modifications



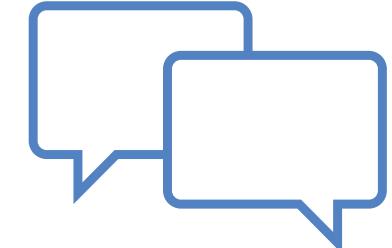
Reduce stress and friction points by modifying:

- Policies and procedures
- Written materials/documents
- Physical environment
- Technology
- Tasks themselves

...to decrease barriers to goal progression!

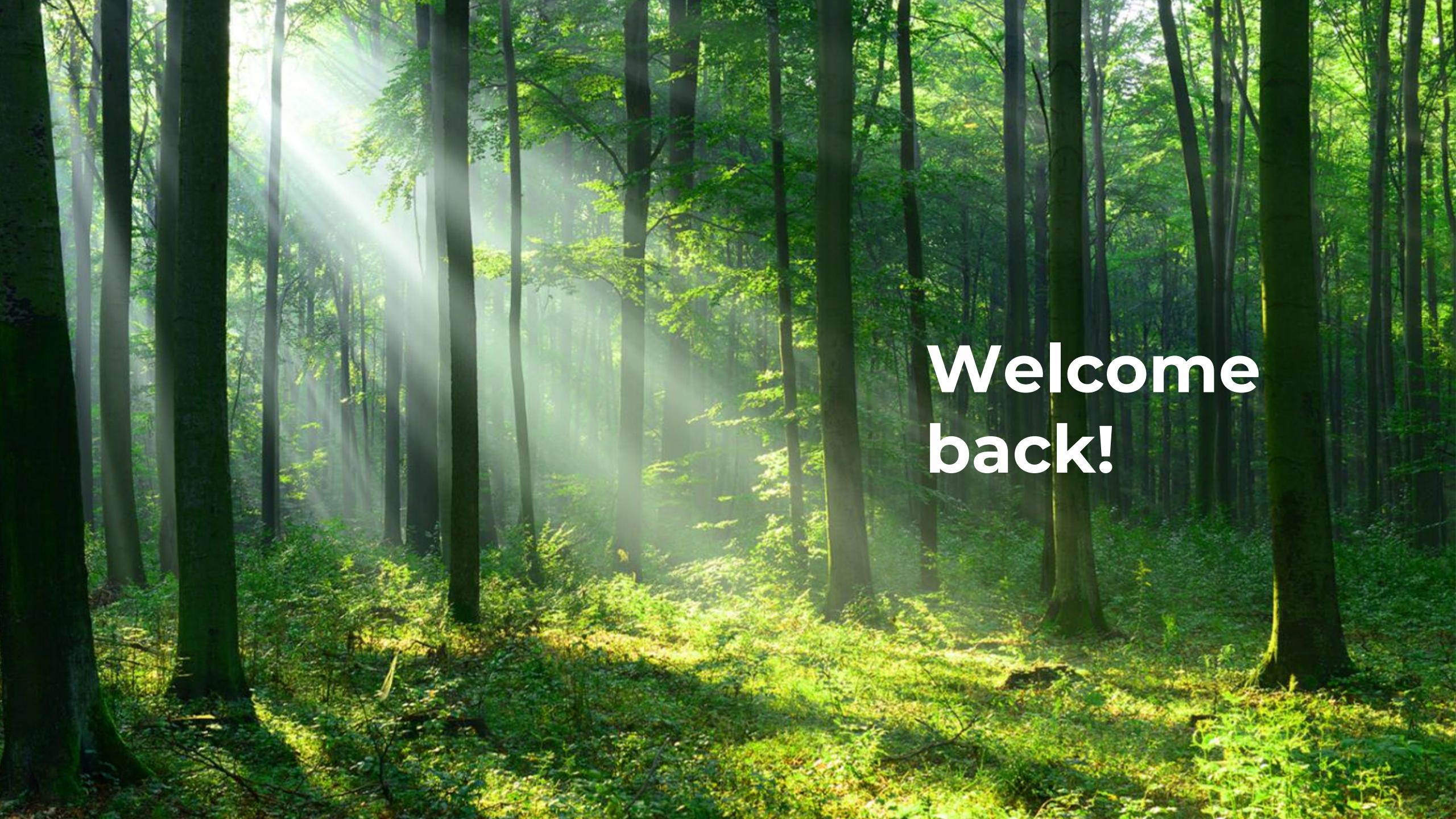


Breakout Room Discussion



1. Share your top 2/bottom 2 ES.
2. What are your reflections about your Executive Skills since last week?
3. Identify a success or a challenge you have had this month and how your Executive Skills have played a part



A dense forest scene with tall, thin trees. Sunlight filters through the canopy in bright rays, illuminating the green foliage and the forest floor. The overall atmosphere is serene and natural.

Welcome
back!

Learn, Innovate, Improve (LI²)

An implementation science
framework

Michelle Derr, Senior Research Fellow at
Mathematica and Founder, The Adjacent Possible



Requires both sides of the brain!

Precision

Creativity



The LI² Process

Learn: Scan existing evidence and resources, expand knowledge of Executive Skills

Innovate:

- Co-design new or adapt existing strategies
- Design how to implement the strategies
- Define success measures (or results)
- Map the change



Improve: Road Test the strategies, adjusting & refining

Executive Skills in Written Documents & Visuals



- Discuss ES openly and often
- ES posters or team visuals
- Written documentation:
 - Most important *for audience* first
 - Simplify documents: fewer words, more images
 - Strengths-based

How To Properly Wash Your Hands

- 1 **WASH** hands with warm water and soap
- 2 **LATHER** well beyond your wrists
- 3 **WASH ALL SURFACES** thoroughly, including wrists, palms, back of hands, fingers and under finger nails.
- 4 **RUB** hands together for at least 30 seconds (Or sing Happy Birthday twice while washing.)
- 5 **RINSE** thoroughly and dry completely



Executive Skills in Celebration & Ritual

- Public acknowledgement that connects the celebration and the effort
- Build rituals (daily, weekly, beginnings/ending)
- Incorporate play!
- Honor goal progression AND goal achievement





Executive Skills in Verbal Communi- cation



- Open-ended, ES-based powerful questions
- Strengths-based descriptions & reframes
- Express appreciation with specific Executive Skills-based behaviors

Executive Skills-based Powerful Questions



- What Executive Skill strength did you leverage this week?
- What Executive Skills struggle got in your way?
- You achieved that goal/report/task! What Executive Skills did you use to accomplish that?
- What is creating undue friction in the environment?
- How do you think someone with a strength in [identify ES] would do it?

Innovate Phase

1. Define the strategy:
The THING you want to try
2. Identify implementation method:
HOW you can do that thing consistently well
3. Create alignment
 - Is the strategy logical?
 - Do our strategies and implementation methods address the needs and lead to the targeted results?



Improve Phase: Road Test the Strategies

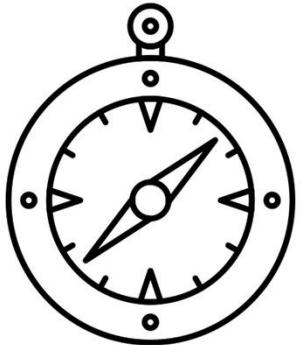
A road test is a way to quickly gather feedback from users of a new approach or tool in order to make improvements.

1. Define a plan to test the strategy
2. Implement the strategy, implementation methods, and execute the test
3. Reflect and revise using evidence

What a Road Test Looks Like



Why Conduct Road Tests?



Helps the team head in the right direction—does the practice need to be adapted?



Helps identify and address implementation challenges so you can implement the practice consistently well



Reduces the change fatigue and increases the buy in of key people so that they are on board when you go big

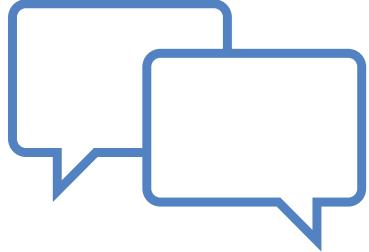
Example: Road Test Design Executive Skills Poster

Goal	What, who, when, where	What we hope to learn	How we will learn	How we will use the info

Your turn - Road Test Design

New Strategy: _____

Goal	What, who, when, where	What we hope to learn	How we will learn	How we will use the info



Wrap Up

What is your first next step for your road test?

Schedule 1:1 office hour check in here:

<https://calendly.com/demmanuel2/meet-w-dana-new-moms>





Thank
you