



CONSULTING TO STRENGTHEN HUMAN SERVICES

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# Implementing Executive Skills

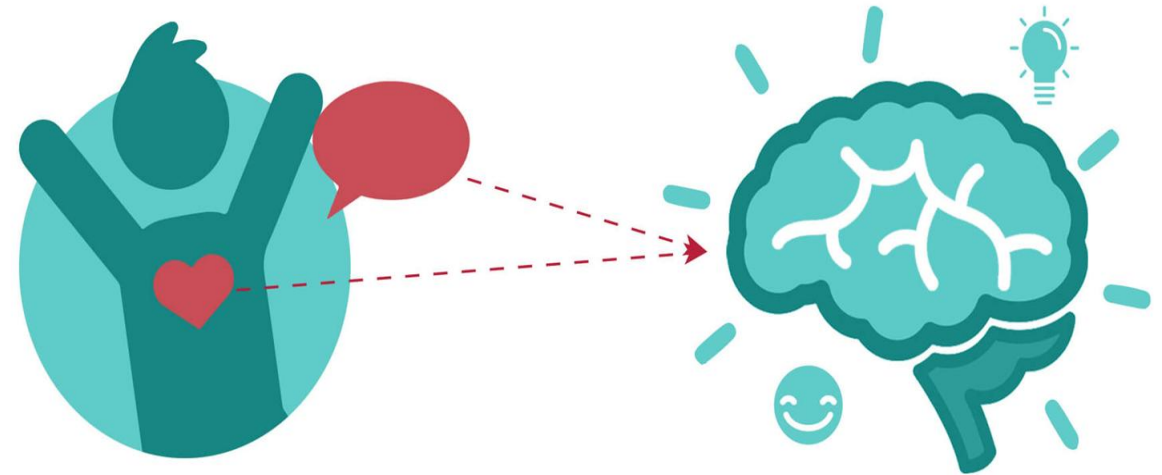
January 29, 2026

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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.

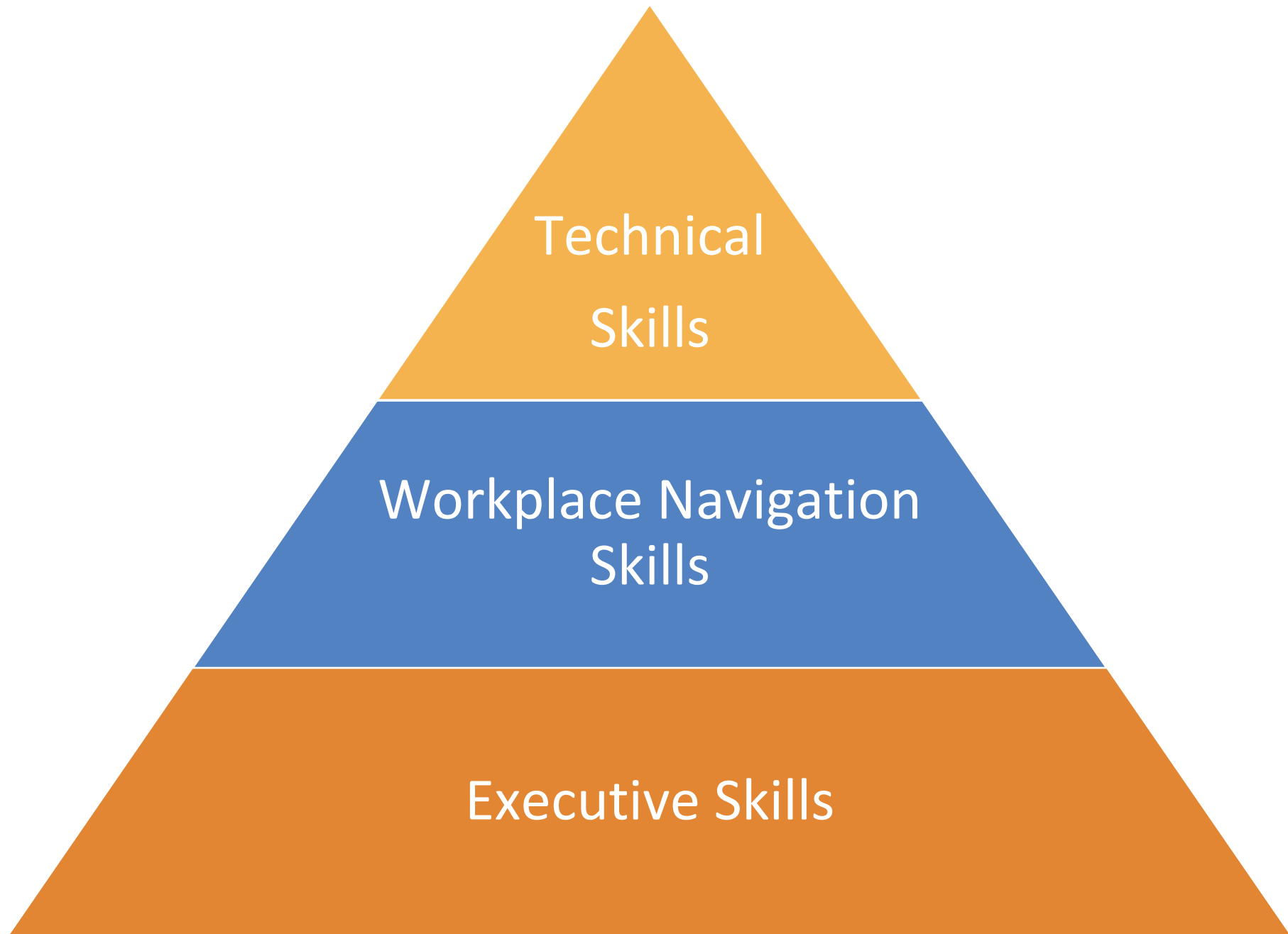
**Their goals** are at the  
center of our work together.



# bright endeavors

A SOCIAL ENTERPRISE OF NEW MOMS





## 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



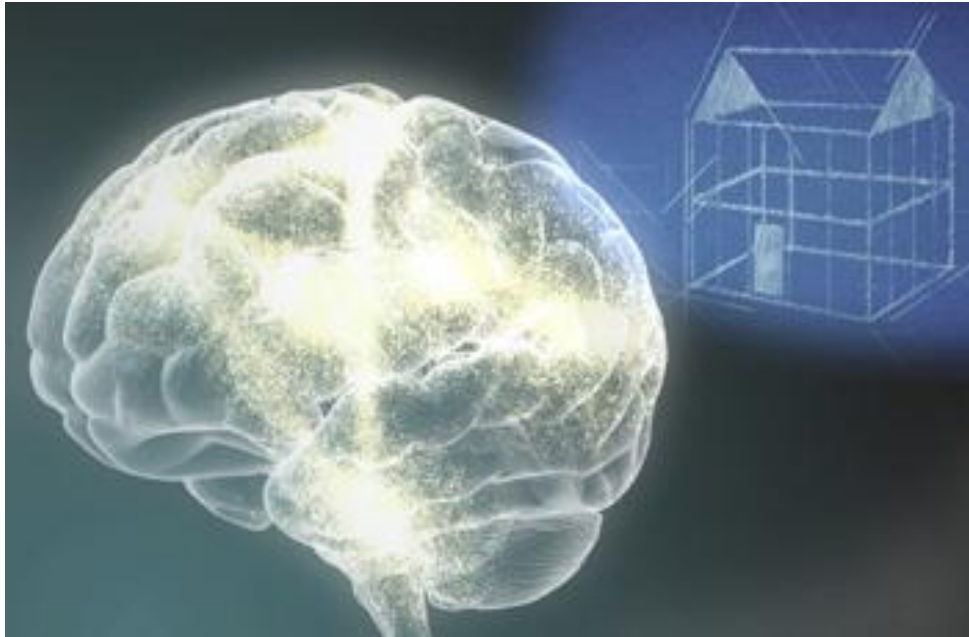
Our Executive Skills are **normal** in the context of our life experiences, institutional barriers we might face, and resources we have.



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?

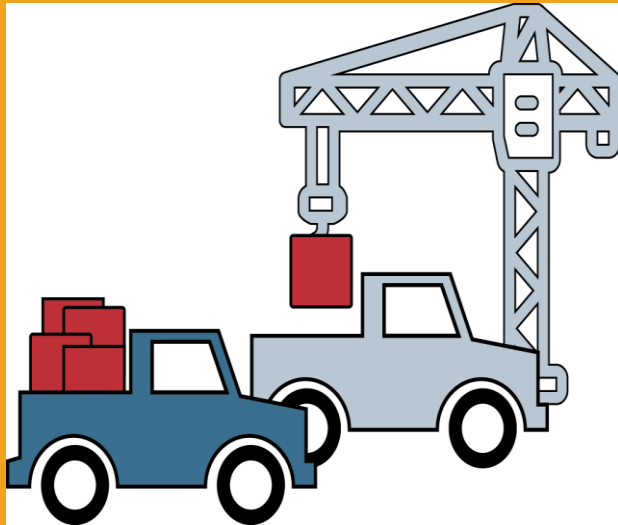
**New colleague doesn't seem engaged or energetic about work.**

- 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



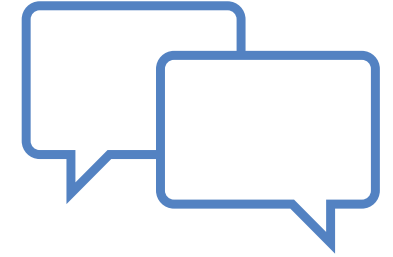
**Reduce stress** and friction points by modifying:

- 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 vibrant, sun-drenched forest scene. Tall, slender tree trunks stand vertically, their green foliage forming a dense canopy. Bright sunlight filters through the leaves, creating a series of luminous rays that illuminate the forest floor and the air. The ground is covered in a thick layer of green undergrowth and fallen leaves. The overall atmosphere is peaceful and refreshing.

**Welcome  
back!**



# Learn, Innovate, Improve (LI<sup>2</sup>)

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 LI<sup>2</sup> 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



## Core Values Rockstar





## **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

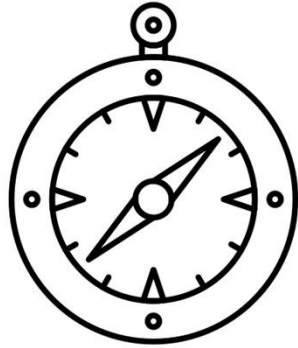
**A road test is a way to quickly gather feedback from users of a new approach or tool in order to make improvements.**

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:** \_\_\_\_\_

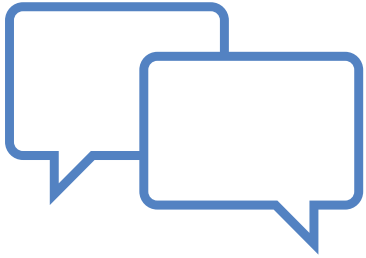
Goal

What, who,  
when, where

What we  
hope to learn

How we will  
learn

How we will  
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# Wrap Up

What is your first next step for your road test?

Schedule 1:1 office hour check in here:

<https://calendly.com/demanuel2/meet-w-dana-new-moms>





# Thank you