

Session 2: ED Role in Program Innovation & Design July 16, 2025

Materials and Resources


Pre-session reading/reflections (11 - 19 minutes)

1. **Read and Review Community Agreements (2-4 minutes)**
[Strategic Leadership Community Agreements .docx](#) *Reflect on which 2-3 (besides Confidentiality) you want to focus on or lean into during the session together because it may be challenging for you, important for you, or something that would benefit the group and yourself the most.*
2. **Watch [Measuring your social impact: Theory of Change](#) (2-3 minutes)**
3. **Review [5 Theories of Change - Legal Services](#) (2-3 minutes)**
4. **Familiarize yourself with the session Case Study (7-9 minutes)**
[Community Legal Bridge Case Study](#)

Session Materials

- [Strategic Leadership Community Agreements .docx](#)
- Slides [OneJustice Leadership Program - Session 2.pdf](#)
- Self-reflection activity
 - [Working Intentionally on Three Levels](#)
- **Group Activity (Working Intentionally on Three Levels)**
 - **Activity 1:**
 - How can you lean into your preferred level of engagement in times of crises?
 - What are some of the benefits of operating at your preferred level of engagement?
 - **Activity 2**
 - How can you ensure decision-making around programs and innovation is happening at all levels of engagement?
 - What happens when there isn't alignment across senior leadership, the ED, and the Board?
- [Theories of Change](#)
- [First Breakout Group Community Legal Bridge Case Study Discussion Guide](#)
- [Second Breakout Group Community Legal Bridge Case Study Discussion Guide](#)

Post Session Supplemental Materials

- [Turning Towards Each Other Conflict Workbook](#) by Jovida Ross & Weyam Ghadbian
- [The Delegation Dilemma](#) by Jerry Hauser
- [Evaluation Methods of Justice Innovation](#) (Stanford Law)
- [From Client Satisfaction to Fundraising: How Legal Aid Organizations Use Listening](#)
- [Key Performance Indicators to Improve Legal Aid](#) by Connor Nolan
- [Thinking big: How to use theory of change for systems change - NP](#)
-  [Theory of Change: The Blueprint for Lasting Social Impact](#)
- [Advocacy Strategy Framework- A Tool for TOCs](#)
- [Theory of change for advocacy and campaigns | Bond](#)
- [Pathways-for-Change-10-Theories-to-Inform-Advocacy-and-Policy-Change-Efforts.pdf](#)
- [Session evaluation](#)