

An aerial photograph of the Pacific Northwest coastline, showing the rugged terrain of the coast with green forests, brown rocky areas, and white sandy beaches. The water is a deep blue-green color. A white rectangular box is overlaid on the lower half of the image, containing text and a logo.

FALL 2025

About the  
SIE C  Lab



## OUR VISION

A world in balance that works for everyone

## OUR MISSION

To help individuals, organizations, and communities address the urgent, complex challenges of our times by reimagining and redesigning our systems in service to a world in balance that works for everyone.

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## OUR GUIDING PRINCIPLES

Nurturing & Activating Human Potential

Reconceptualizing Mental Models & Cultivating Shared Values; Inspiring & Engaging Changemaker Mindsets & Heartsets

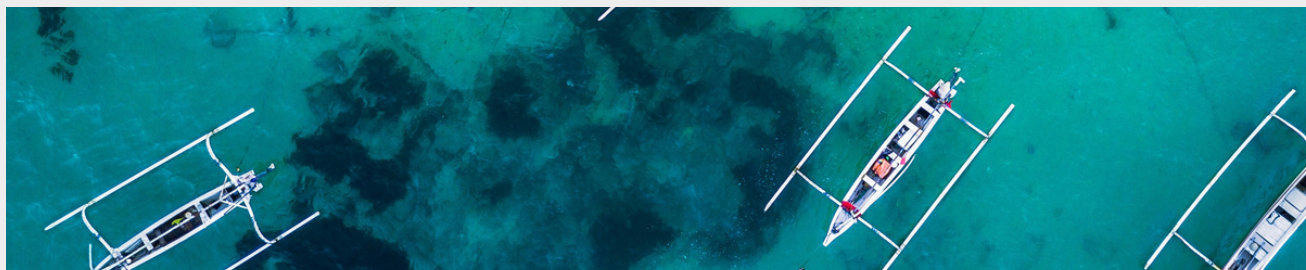
Iterating Between Theory & Practice

Facilitating Convergence & Coherence

Leveraging Humanity-Centered, Empathy-Driven Design for Social Innovation and Regenerative, Distributive Impact

Expanding and Sustaining Our Collective Capacity to Problem-Solve, Innovate, Adapt, & Thrive through Adaptive Leadership Across Generations and the Whole of Community.

Developing Capacity, Connecting Talent, Facilitating Collaboration, & Catalyzing Synergy through Globally-Networked SIE Hubs & Ecosystems



# OUR VALUE PROPOSITION

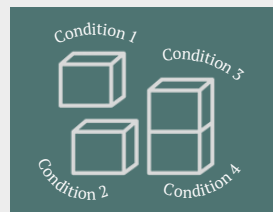
Today's world is characterized by deep disruption, accelerating change, and increasing uncertainty. Humanity has entered the Age of Adaptation, a new era that has laid bare the deficiencies of our technical, siloed, status-quo approach to designing systems and problem-solving. The urgent, complex challenges of the 21st Century require an entirely new approach defined by continual systems innovation that intentionally engages the full diversity of the interdependent whole. It will require a profound shift of mindsets and heartsets on a global scale and a fundamental redesign of the complex systems that shape our world if we are to effectively adapt and thrive.

**The effectiveness of such transformational systems change is based on:**



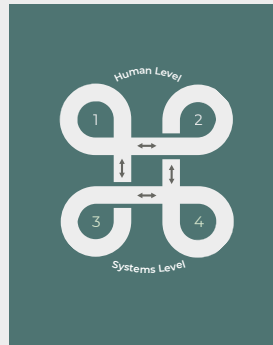
**1**

Having all of the essential “ingredients” that this new approach requires;



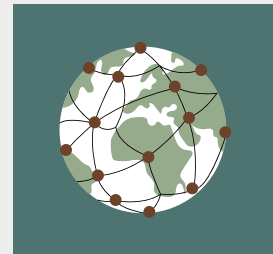
**2**

Being aware of, and understanding how to facilitate, the approach's unique “recipe” based on the emerging field of social innovation & entrepreneurship (SIE)—this recipe is nuanced, community-based, and adaptive, yet standards-driven, replicable, and scalable); and



**3**

Cultivating globally-networked SIE hubs and ecosystems that engage everyone as Adaptive Changemakers to realize the promise of human potential.



**This is precisely what the SIE CoLab offers.**

***A Pathway to Co-Creating a World in Balance that Works for Everyone.***



**Our Vision is clear:** A world in balance that works for everyone.

**Our Mission** is straightforward in its alignment with that vision: To help individuals, organizations, and communities address the urgent, complex challenges of our times by reimagining and redesigning our systems in service to a world in balance that works for everyone.

But developing the framework, practice model, and networks required to carry out this mission in ways that put such an audacious vision within reach is complex and requires the ideas, experience, and support of a diverse team and network of adaptive leaders, innovators, and early adopters. In reading this document, we hope that you'll see yourself as a fellow Adaptive Changemaker who can help advance the critical work of co-creating transformational futures in the Age of Adaptation.





## SIE COLAB ORIGIN STORY

The work of the SIE CoLab and its “Story of Now” (the urgent challenge we are called upon to face, the hope with which we can face it, and choices we must make to act) begins with the individuals stories of its two co-founders, Linda Alexionok and Bruce Manciangli.

After highly successful careers in early childhood education and banking—including serving as president of a community bank—Linda moved into a leadership role in public policy and nonprofit management. As President of Voices for Florida, she led a talented team that developed of a “network-based delivery system” of trauma-competent care and treatment practice models to serve the needs of child sex trafficking survivors known as The Open Doors Outreach Network. As an intuitive and adaptive leader, Linda was empowering her team and the network to bridge theory and practice and to innovate; their work was receiving national attention. Yet, she knew there had to be a deeper well of knowledge, tools, and processes that could amplify their impact even further while offering a replicable model for other parts of the country and world.

As the same time, Bruce was working to advance and teach the field of social innovation & entrepreneurship (SIE) as a faculty member at Florida State University. Through the lens of a holistic, systems-oriented mental map of the world (having grown up across five continents); a lifelong inquiry into the potential for transformation at the individual and societal levels; and an eclectic career that crossed disciplinary boundaries, sectors, and geographies, Bruce was grappling with the siloed nature of how the emerging field of SIE was being framed, taught, and promoted. His response to critical questions about how the field might be defined and what potential it offered for systemic change was his articulation of a coherent, holistic theoretical construct, the *Adaptive SIE Framework for Transformational Systems Change*.

Linda and Bruce met through a common commitment to young people, learning, and social impact. They immediately recognized the intersecting nature of the larger questions they were each pursuing from different vantages of the theory-practice continuum. SIE became the focal point of their join exploration, often talking for hours about its limitless potential to serve as a pathway to transformational change. Eventually, they decided it was time to formally partner in the creation of the SIE CoLab (Social Innovation & Entrepreneurship Collaboratory) as a living, adaptive response to the question: *How might we reimagine and redesign our systems in service to a world in balance that works for everyone?*

Addressing this challenge and working toward this vision has now become the co-creative work of a growing team of exceptionally passionate, talented, and committed Adaptive Changemakers.

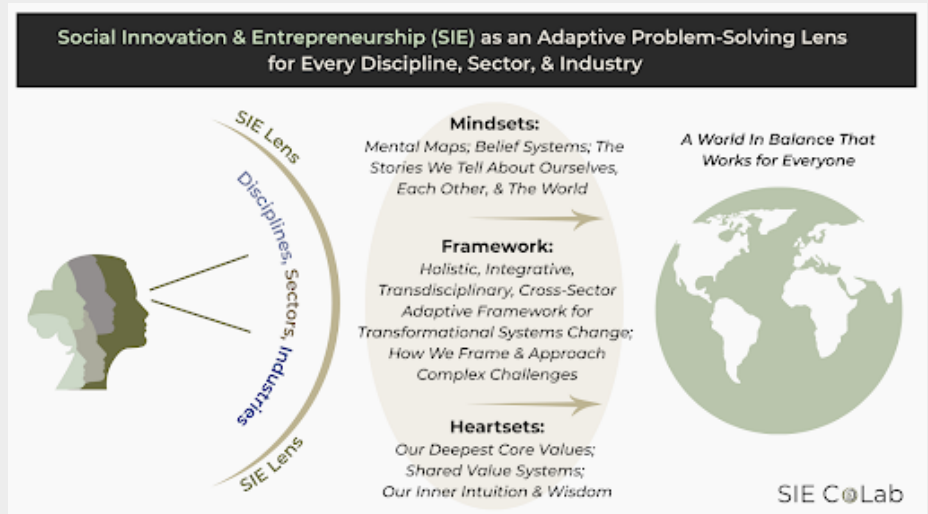
# A NEW ERA REQUIRES A NEW FRAMEWORK

Our global community stands at a historical crossroads. Humanity has entered the Age of Adaptation, a time of profound and accelerating changes across all of the systems that shape our world—economic, political, environmental, technological, social, cultural, information/knowledge... This new era has laid bare the deficiencies of our antiquated, sclerotic methods and practices. The urgent, complex challenges of the 21st Century require an entirely new approach defined by continual systems innovation that intentionally engages the full diversity of the interdependent whole and that allows us to not merely survive, but to adapt and thrive. This transformation will require a profound shift of mindsets and heartsets on a global scale.

## SIE AS A FIELD & LENS

We see Social Innovation & Entrepreneurship (SIE) as both a distinct field of study & practice as well as an adaptive problem-solving lens for every other field.

SIE can be defined as: an emergent, transdisciplinary adaptive framework for catalyzing, leading, and sustaining humanity & planetary-centered transformational systems-level change that links innovative technical knowledge and strategies with adaptive leadership and problem-solving; applies the best thinking and practices from across the nonprofit/civic, private, and public sectors; and balances and connects social, environmental, and economic value systems.



It is an emergent field in that a) it is still “in the process of coming into being or becoming prominent;” it is beginning to gain real traction as an entirely new field of knowledge and practice after Bill Drayton—a pioneering impact leader who founded Ashoka—coined the term “social entrepreneurship” in 1972 and b) it “arises from” the best transdisciplinary thought and practice available. While its history as a formal field is still brief and it is constantly pushing the boundaries of how we might reimagine and redesign our systems, it also blends principles adopted from ancient indigenous knowledge, cultural, and practice systems and offers inspiring examples of intuitive impact leaders from across centuries putting the essence of key SIE elements into practice.

As an adaptive problem-solving framework, SIE serves as an important new lens for every discipline, sector, and industry—indeed, for social systems at large (see diagram above).

# TRANSFORMATIONAL SYSTEMS CHANGE

If SIE provides us with a framework for facilitating transformational systems change, what do we mean by “transformation” and “systems change?”

In this context, we refer to a system as a regularly interacting or interdependent group of elements that relate to each other and function together through a set of principles and common purpose in ways that form a coherent, unified whole; together, this arrangement of parts exhibit behavior or meaning that the individual constituents do not. In our work, we help facilitate change at different levels in the system: individual, organizational, community, network, ecosystem, and globally-networked ecosystems (or global ecosystem).

Systems change is about embracing this complexity and working to collectively reimagine and co-facilitate the redesign of systems in ways that produce different sustained outcomes while continually learning and adapting as the system evolves. It addresses the interconnected root causes of challenges by uncovering and working with the underlying patterns and leveraging key layers of the system in powerful ways. Systems change occurs when there are fundamental and sustained changes in system structures, relationships and power dynamics, long-standing norms, and, ultimately, deeply held values and beliefs (heartsets and mindsets)—all of which enable the system to function in a particular way.

The types of urgent, existential challenges we face as a global community requires an approach to systems change that has been elusive to most change efforts within social systems. Thus, the SIE CoLab’s unique framework is one of *Transformational Systems Change*. What do we mean by transformation? Our working definition comes from Manfred Halpern, a former Professor of Politics Emeritus at Princeton University and transformation theorist whom Bruce studied under: “Transformation is the process of participating in creation so that we may give birth to something fundamentally new that is also fundamentally better.”

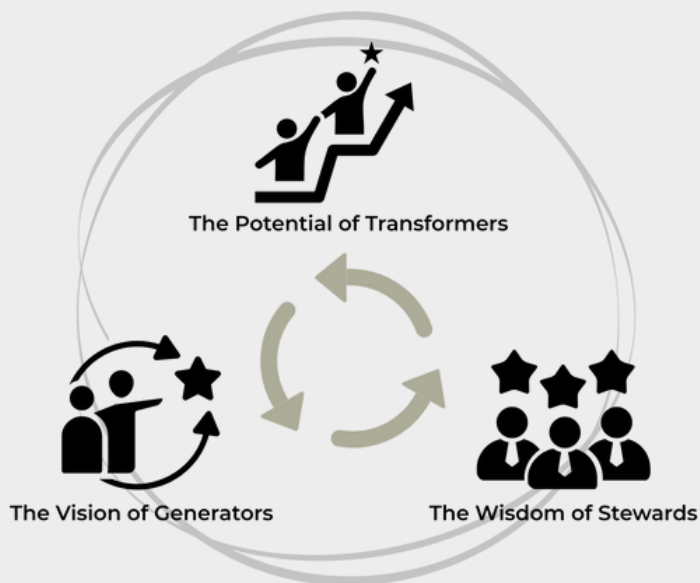
The SIE CoLab’s theoretical framework hypothesizes that the process of transformation within social systems at all levels of scale is dependent upon the Convergence of—and Synergy among—the Four Conditions for Transformational Systems Change (visit [siecolab.org](http://siecolab.org) for more). The “vehicle” for this approach is a network of SIE Hubs, a holistic, interconnected SIE ecology (or ecosystem) that promises to transform how social systems address complex adaptive challenges.



In order for it to be successful and systemic, the SIE-driven work of *Transformational Systems Change* must be facilitated through Intergenerational and Whole of Community approaches.

## INTERGENERATIONAL

Complex adaptive challenges require a new way of thinking and set of tools; an advanced range of skills; and effective community-wide collaboration and action. In order to meet today's challenges head-on, we must expand and sustain our collective capacity to problem-solve, innovate, adapt, and thrive—not just through a new generation of adaptive changemakers, but adaptive leadership across generations.



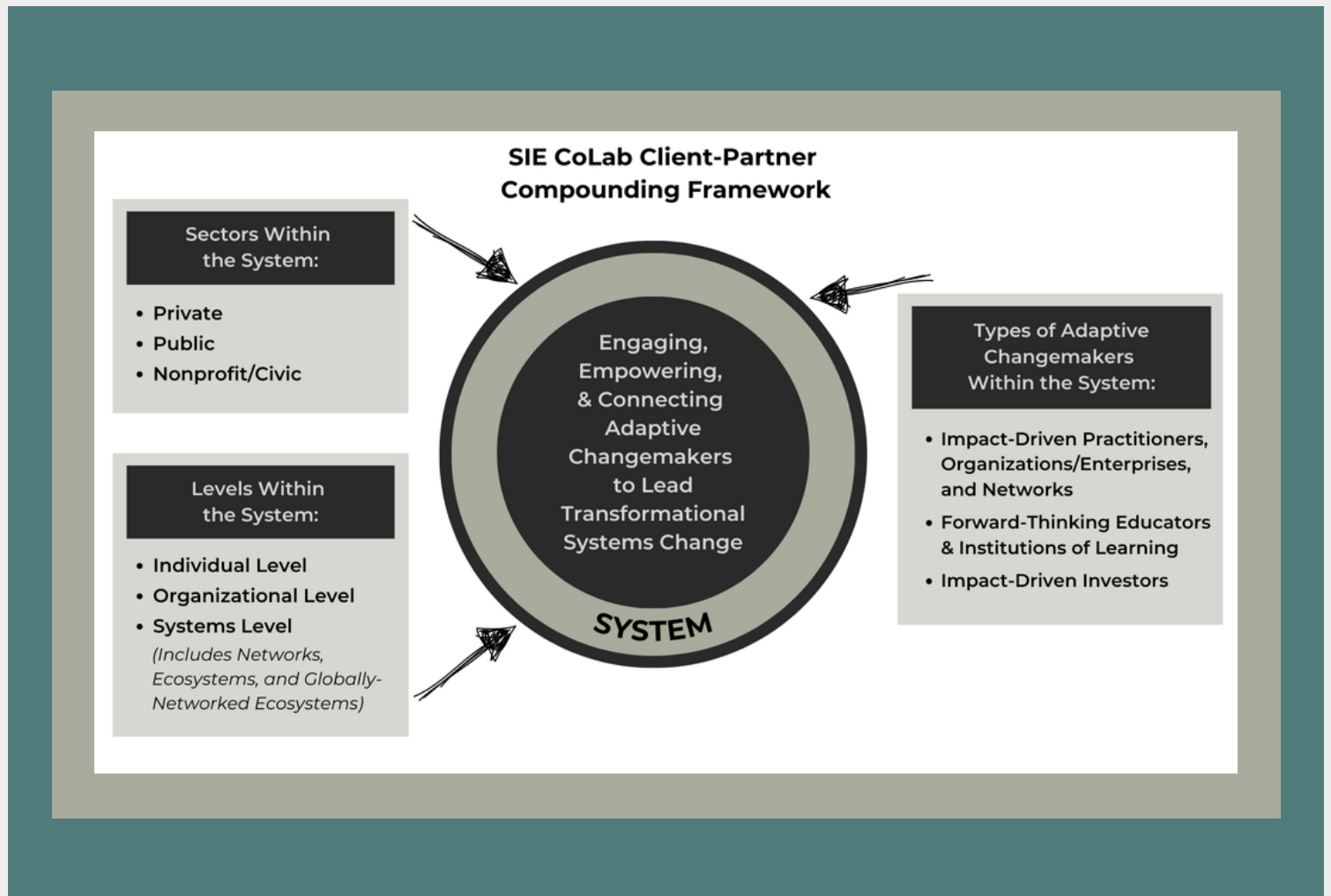
Intergenerational Talent Development & Collaboration brings together the potential of Transformers (students), the vision of Generators (young professionals/leaders), and the wisdom of Stewards (seasoned professionals), producing the following benefits:

- Provides intergenerational insights; complex problem-solving calls for fresh ideas, innovative thinking, and a sense of possibility coupled with seasoned leadership and expertise; it requires the experiences and perspectives of different generations as equal partners in learning and action.
- Promotes a revitalized democratic society in an age of polarization; this depends upon robust, ongoing dialogue among and engagement by leaders of every age and balancing positive, core values and traditions from our past with evolving priorities and forward-thinking vision of younger generations.
- Addresses the growing talent and leadership deficit through mentorship, skill-building, and exposure to new pathways while productively engaging older professionals, allowing them to feel they are contributing and connected.
- Offers young people safe opportunities to leave their comfort zone; experiment, fail, and learn; and gain the context and agency that are foundations for building a meaningful life—while creating more seamless and durable transitions and continuity across generational leadership and change efforts by bringing people of every age together in meaningful relationships and collaboration.

# WHOLE OF COMMUNITY

Diverse sectors, industries, disciplines, and individuals all have critical roles to play in answering the broader questions raised by the changes, disruption, and uncertainty inherent in today's world. No one element can effectively address these challenges alone. Indeed, there must be a merging and integration of these key elements and layers of the system. This “whole-of-community” approach allows us to leverage human potential, knowledge, and innovation in service to addressing urgent adaptive challenges.

The SIE CoLab's co-design, “compounding” framework activates the “whole of community,” generating sustained, regenerative, and exponential impact by engaging, empowering, and connecting multiple layers and levels of the system. This unique framework allows change/impact initiatives to leverage the collective intelligence, creativity, and potential of the entire system.





# THE ROLE OF THE SIE COLAB

The work of the SIE CoLab is grounded in the principles of social innovation & entrepreneurship (SIE). We work closely with forward-thinking collaborators interested in generating powerful, regenerative, and distributive impact, empowering them as effective leaders and changemakers in the Age of Adaptation. Through a transformational systems-change co-design, co-create, co-lead framework, we:

Help client-partners transform mental models and bridge long-standing boundaries that have separated disciplines, sectors, & underlying value propositions in order to realize the promise of human potential.

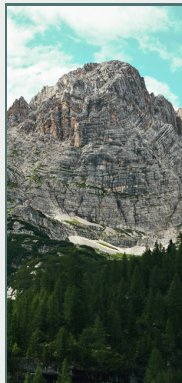
Connect adaptive changemaker archetypes through an intergenerational talent development & practice model and whole of community approach.

Leverage the diffusion of innovative ideas & approaches and reset how we fund, measure, & connect impact work, achieving regenerative & distributive impact.

Are guided by a holistic, integrative theory-practice systems approach based on the premise that the process of transformation within social systems at all levels of scale is dependent upon the Convergence of—and Synergy among—the Four Conditions for *Transformational Systems Change*.

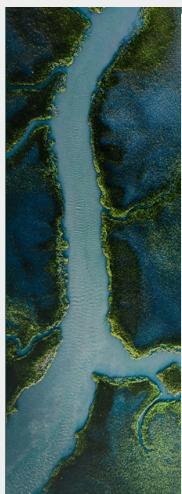
Our services are made available through three theory-to-practice laboratories: SIE Learning Lab, SIE Practice Lab, and SIE Immersion Lab:

## **SIE LEARNING LAB:**



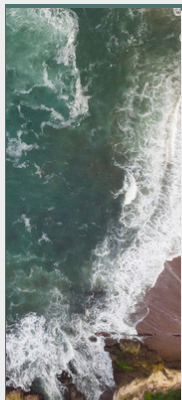
Our SIE training, handbooks, certificates, & certifications are informed by the field of social innovation & entrepreneurship and guided by the science of learning. The Learning Lab utilizes proven educational methods that allow client-partners, participants, & readers to effectively absorb, integrate, & apply the principles of SIE in their personal and professional lives to catalyze and lead transformational impact.

## **SIE PRACTICE LAB:**



We connect with client-partners through a community-based, technical point of intervention—a place within the system where they are taking action to address a complex challenge (such as educating a new generation of adaptive leaders, building regenerative & distributive economies, preserving natural systems, addressing health disparities...). We help them unlock the full potential of their technical innovation by linking it with adaptive problem-solving in order to address the challenge in a systemic, adaptive, regenerative, and distributive manner.

## **SIE IMMERSION LAB:**



Our immersion programs and summits allow participants to go way beyond the basic knowledge of social innovation & entrepreneurship. Our SIE Immersions are unique learning experiences that bring diverse changemakers together within the “living classrooms” of our host communities to explore the unlimited possibilities of human potential and transformational systems change.

The SIE CoLab and its three Labs will guide and support each SIE Hub and the SIE Hub Network with capacity-development, training, tools, processes, SIE standards, and certification.