



# Initiative Kernel Statements

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- 1. **What is an initiative kernel statement:** a brief summary of the actors, change levers and North Star/Contributing outcome to be influenced.
- 2. **Initiative Kernel Elements:**

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<b>North Star/Contributing Outcome</b> the initiative addresses	
<b>Internal Change Lever</b> within Dept./County ZOA	<b>Internal Departments</b> (potential collaborative partners)
<b>External Change Lever</b> within Dept./County SOI	<b>External Partners</b> (potential collaborative partners)

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# Initiative Kernel Statement (Example)

## 1. Initiative Kernel Elements:

**North Star/Contributing Outcome** the initiative addresses

Reduce First Time Felony Convictions

**Internal Change Lever** within Dept./County ZOA

First Time Felony Diversion Program

**Internal Departments** (potential collaborative partners)

District Attorney, Adult Probation

**External Change Lever** within Dept./County SOI

**External Partners** (potential collaborative partners)

**2. Statement:** DA's Office and Adult Probation develop a Felony Diversion program to reduce adult First Time Felony Convictions

# Initiative Kernel Statement (Example)

## 1. Initiative Kernel Elements:

**North Star/Contributing Outcome** the initiative addresses

Increase the Attainment of Postsecondary Credentials w/ Significant Labor Market Value (20-30)

**Internal Change Lever** within Dept./County ZOA

**Internal Departments** (potential collaborative partners)

WDACS, DHR

**External Change Lever** within Dept./County SOI

**External Partners** (potential collaborative partners)

Community College Sectoral Employment Program

Community Colleges, Private Employers

**2. Statement:** WDACS and DHR partner with Community College and Private Employers to create a Community College Sectoral Employment Program to Increase Attainment of Postsecondary Credentials with significant labor market value



# **Brainstorm Initiative Kernel Statements**



# Guidance for creating Kernel Statements

1. Indicate what North Star(s) **OR** Contributing Outcome(s) the initiative will aim to influence
2. One change lever per kernel statement
3. Brainstorm at least one “**Big Bet**” (a substantial undertaking with the potential for significant impact)
4. You don't have to know whether a department would be committed to an initiative to propose their attachment to an idea (When in doubt, leave it in. Don't overthink it.)